BACKGROUND

Aging services faces an employment cliff. The field is experiencing approximately 40% level of turnover reported in numerous studies and research demonstrates a strong connection between satisfaction and turnover. The looming crisis of availability of good administrators has the potential to negatively impact care and service to our senior population. The National Emerging Leadership Summit (NELS) for Healthcare Administrators in Aging Services is reaching out to this emerging leadership population to hear their “voice” and help drive an agenda that encourages a more positive career outlook for this field.

NELS is a conference held at The George Washington University in Washington, D.C. NELS provides an opportunity to hear from Generation X and Generation Y leaders in the aging services field. This year will be the National Emerging Leadership Summit’s fifth year engaging with professionals from across the country.

PURPOSE OF SUMMIT

1. Strategize: Collaborate with other generation X and Y leaders in the post-acute and long term care and support services field and develop strategies on how to increase, improve and support the value of the profession for executives to attract talent.

2. Advocate: Learn about the regulatory and legislative issues facing the profession and how to support innovation change. Professionals Leading Passionate Innovation Engage with fellow emerging leaders in an unrivaled opportunity to strategies, advocate, connect and innovate the future of the health care and aging services administration profession.


4. Innovate: Gain knowledge on how to effectively lead your organization and the profession through shared learning experiences.

Methods

A survey is sent to attendees before each Summit to gain insight on their personal and professional backgrounds. The Summit combines current best-practices with a facilitated dialogue to provide a new perspective for participants and the broader field. The action plans and recommendations that the attendees develop at the summit focus on improving the quality of the administrative profession in aging service.

A follow-up survey is also sent to check the progress attendees made on the topics discussed at the NELS.

FINDINGS

The results of the survey were promising because more than 50% of the attendees have made progress on the recommendations and action plans. The survey inquired the NELS attendees on factors (demographics, work experience, work preference, etc.) affecting the quality of current and future aging services:

- The attendees think it is important to a great extent of having a mentor in the field. 88% of attendees have one or more mentors in the LTC field. (Fig. 1)

- Overall, they reported the next generation of workers perceives the field of aging services as challenging, caring and noble. (Fig. 2)

The 2013 Post-Summit quality assessment found the following:

- Overall, they reported that the topics were relevant and timely during the Summit, the speaker was knowledgeable, ideas were practical and the presentation was well organized (Fig. 1)

- Many participants were influenced by the Summit and it excited them to transform the long-term care profession (Fig. 2)

2013 SUMMIT FINDINGS

1. Improving the public perception and image of the LTC administrator profession by developing a more accurate message of the field and determine other outlets to promote this message.

2. Describe the work being done by the Summit participants and outline them in an authoritative report or white paper.

3. Ensuring the accountability of NELS participants and committees through the use of technology by implementing a multimedia platform like basecamp to allow for greater communication between NELS participants.

4. Reduce the barriers for entry into the LTC administrator profession, including advancing standardized licensure requirements and reciprocity agreements.

5. Recruiting and retaining future leaders who are talented and dedicated to excellence in leadership and continuing the positive transformation of the LTC administrator profession.

2014 SUMMIT AGENDA

Tuesday, July 22, 2014

Location: School of Public Health and Health Services (SPHHS) New Building

9:00 – 10:00 am Welcome and Opening Session
Lynn Goldman, Dean, School of Public Health and Health Services, Robert Burke, Professor and Chair, HSML Department, GWU
Douglas Olson, Associate Professor, University of Wisconsin – Eau Claire

10:00 – 11:30 am Opening Exercise
Douglas Olson, Associate Professor, University of Wisconsin – Eau Claire

1:00 – 2:00 pm Setting the Stage
Douglas Olson, Associate Professor, University of Wisconsin – Eau Claire
Past NELS Participant

2:15 – 6:35 pm Structured Team Activity

Wednesday, July 23, 2014

Morning Location: Capitol Hill

9:00 – 10:15 am Conversation with Sen. Tammy Baldwin (invited), Oliver Kim, Senate Special Committee on Aging, and other staff of aging related committees

10:30 – 12:00 pm Legislative Panel on "The exploration of the challenges faced by a profession required to navigate among settings of care and service"

12:30 – 2:30 pm Keynote Speaker: Understanding and Planning for your Colleagues

Mike Houghton, Mx Marketing

2:30 – 6:35 pm Structured Team Activity

Thursday, July 24, 2014

Morning Location: School of Public Health and Health Services (SPHHS) New Building

9:00 – 10:00 am Partnership Organization Panel
- ACHCA/PAGAL
- Leadership
- ACHCA
- NAB

10:15 – 12:15 pm Partnership Organization Panel Break Out Session

1:00 – 3:00 pm 2014 Action Planning

Mike Houghton, Mx Marketing

3:15 – 6:35 pm Conclusion

REFERENCES


4. National Emerging Leadership Summit Legislative Panel Forum. "Advancing Practices for Raising the Bar for the Senior Care Leaders." United States Senate Special Committee on Aging. 2012. (For testimony of expert panel during the policy forum, please see Appendix E.)
