

The Health Care Workforce Transformation Fund supports training programs that address workforce skill needs identified by health care providers as they work to improve patient care and reduce costs. Commonwealth Corporation administers this fund on behalf of the Executive Office of Labor and Workforce Development.

Centrus Premier Home Care provides a full range of nursing services including wound care, IV therapy, diabetic care, catheter care, cardiac and respiratory assessment, medication management, and pain management, for pediatric and adult patients throughout Massachusetts.



Workforce Challenge:

Centrus' ability to care for medically fragile, technology-dependent patients at home is critically dependent upon their ability to recruit, train and retain a dynamic team of highly skilled nurses. Nurses who have the required advanced training and expertise, especially those with pediatric experience, are a scarce resource. Many individuals receiving home care depend on complex medical equipment and services due to co-morbid conditions such as severe lung disease, congestive heart failure, multiple sclerosis, and diabetes. With a shortage of nurses with required expertise and an increasing number of patients waiting for services, Centrus experiences approximately 587 missed shift hours for current pediatric patients per week. In addition, this shortage translates into 700 missed referral hours per week for prospective ventilator patients, and a need for an additional 200 nurses trained in advanced ventilator and pediatric care.

“ The grant has given Centrus the ability to train and provide jobs for 19 RN and LPN graduates with patients that require tracheostomy and ventilator care. In addition, we advanced the skills of 92 of our RN's and LPN's currently on staff. The trainings led to an increase in job satisfaction, patient safety and patient satisfaction.”

- Jean Marie Coughlin, AVP Clinical Operations

Training Strategy and Expected Outcomes:

Centrus seeks to increase their nursing pool to reduce the number of missed shifts and improve capacity to accept new patient referrals, resulting in lowered hospitalization rates and increased quality of care. Through a rigorous curriculum, simulated lab environment, classroom and online classes, and mentorship, Centrus is providing novice nurses with specialized home care/critical care skills training and both novice nurses and more experienced nurses with advanced pediatric and ventilator training. Through this initiative, Centrus aims to:

- » Decrease the cost of training an adult-to-pediatric and a ventilator nurse by approximately \$144/nurse
- » Decrease one-on-one training time in the patient's home from 60-80 hours to 44-64, allowing a nurse to take on a full caseload faster
- » Increase the number of pediatric and ventilator nurses on staff, enabling them to provide an additional 5,000 hours of service to pediatric patients and 5,000 additional hours of service to ventilator-dependent patients
- » Provide an additional 40 hours of skilled critical care per patient per week
- » Decrease patient hospitalizations from 6% to 4%