

Certified Nurse Aides Shortages and Retention

Presented by:

Pamela Predika

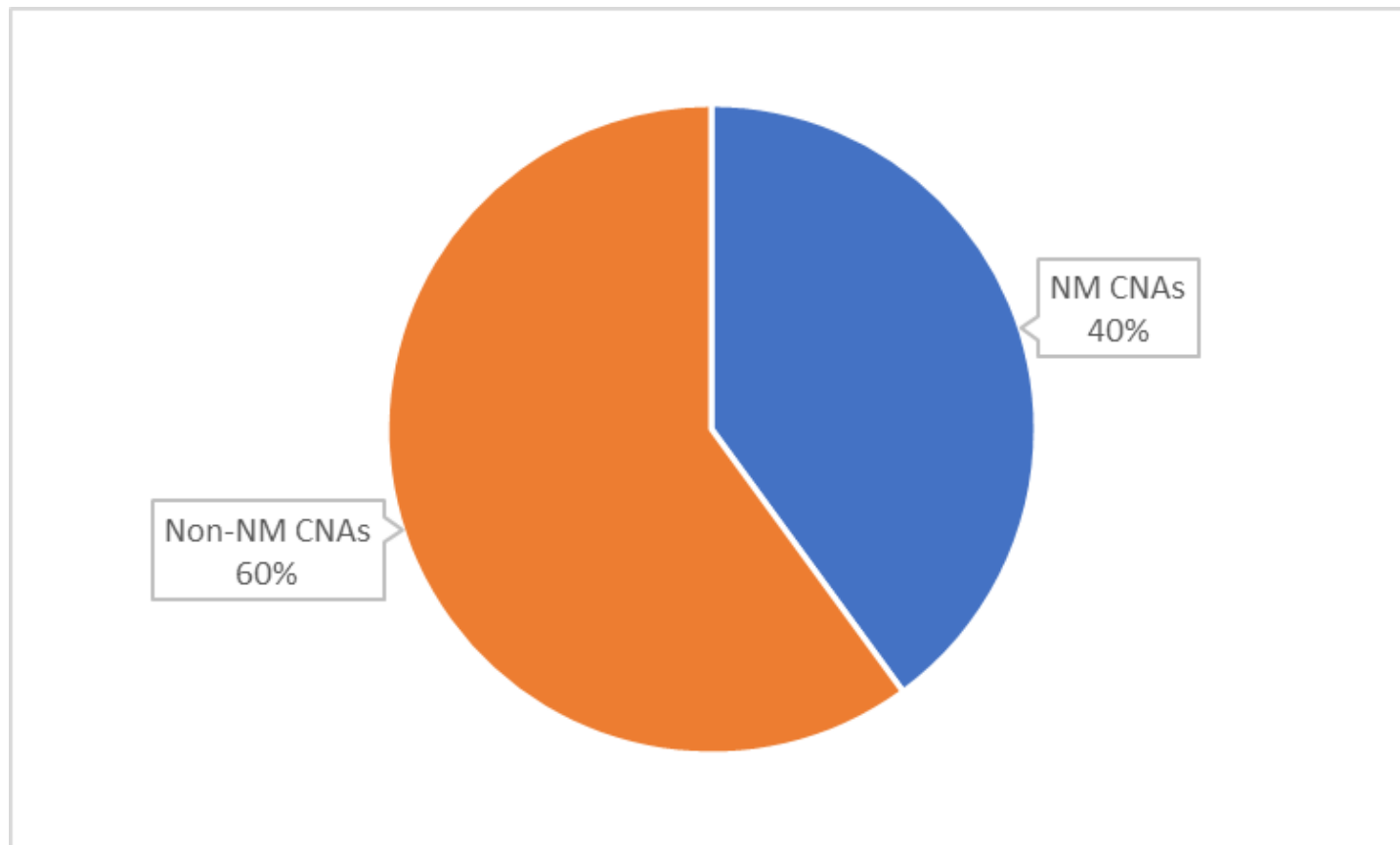
CNA Coordinator

New Mexico Department of Health

Current CNAs

As of August 11, 2023, there were 14,143 active CNAs in the New Mexico Nurse Aide Registry.

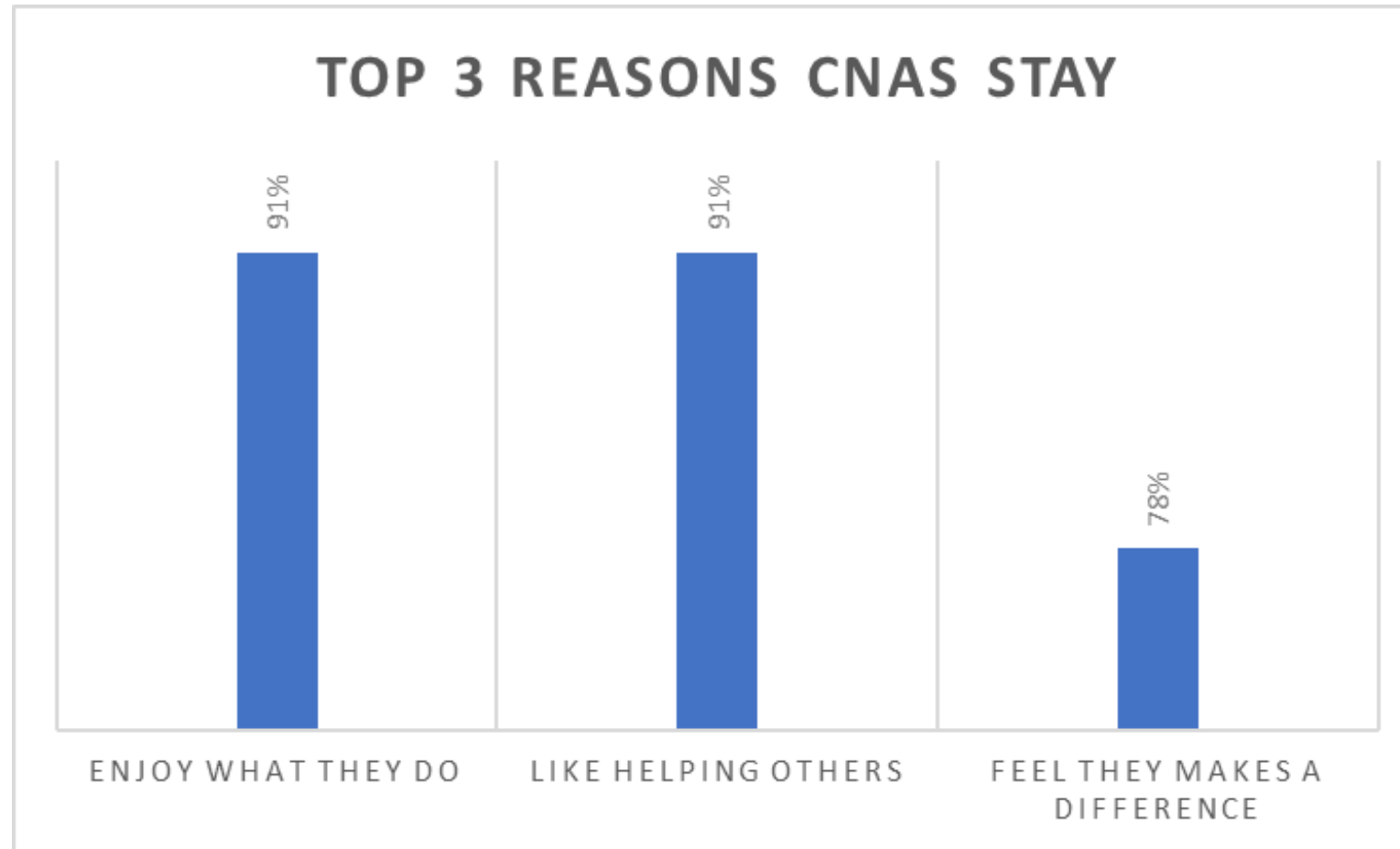
- 40% are from New Mexico
- 60% of the New Mexico workforce comes from other states.
 - 44% come from 4 specific states
 - 16% from Texas
 - 10% from Louisiana
 - 10% from Florida
 - 8% from Mississippi



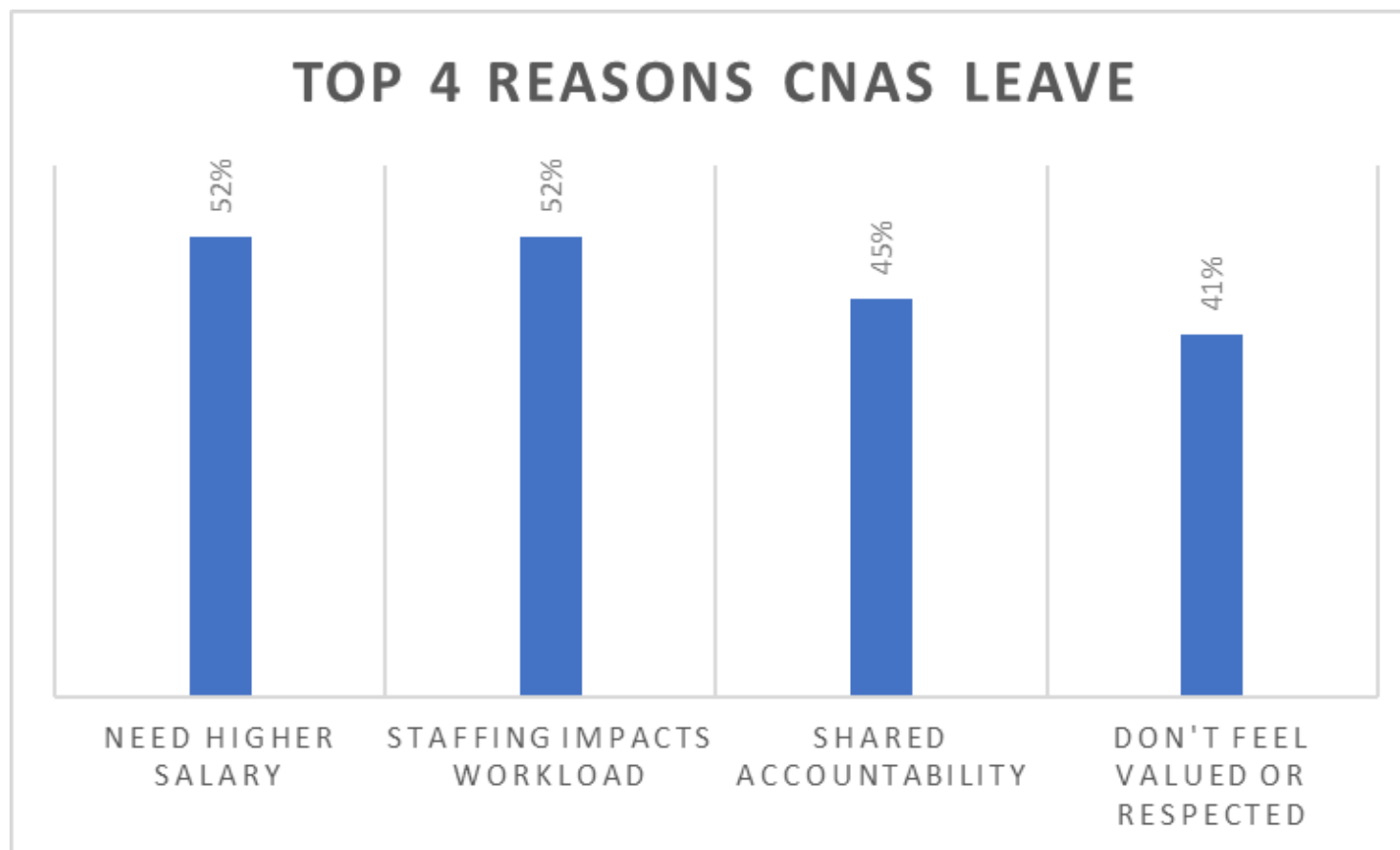
Demand on Workforce

- CNAs provide services in Long-Term Care settings.
 - 68 skilled nursing facilities and nursing facilities
 - 227 assisted living facilities
- CNAs also provide services in Acute and Continuing care settings.
 - 55 hospitals
 - 92 home health agencies
 - 70 hospice agencies

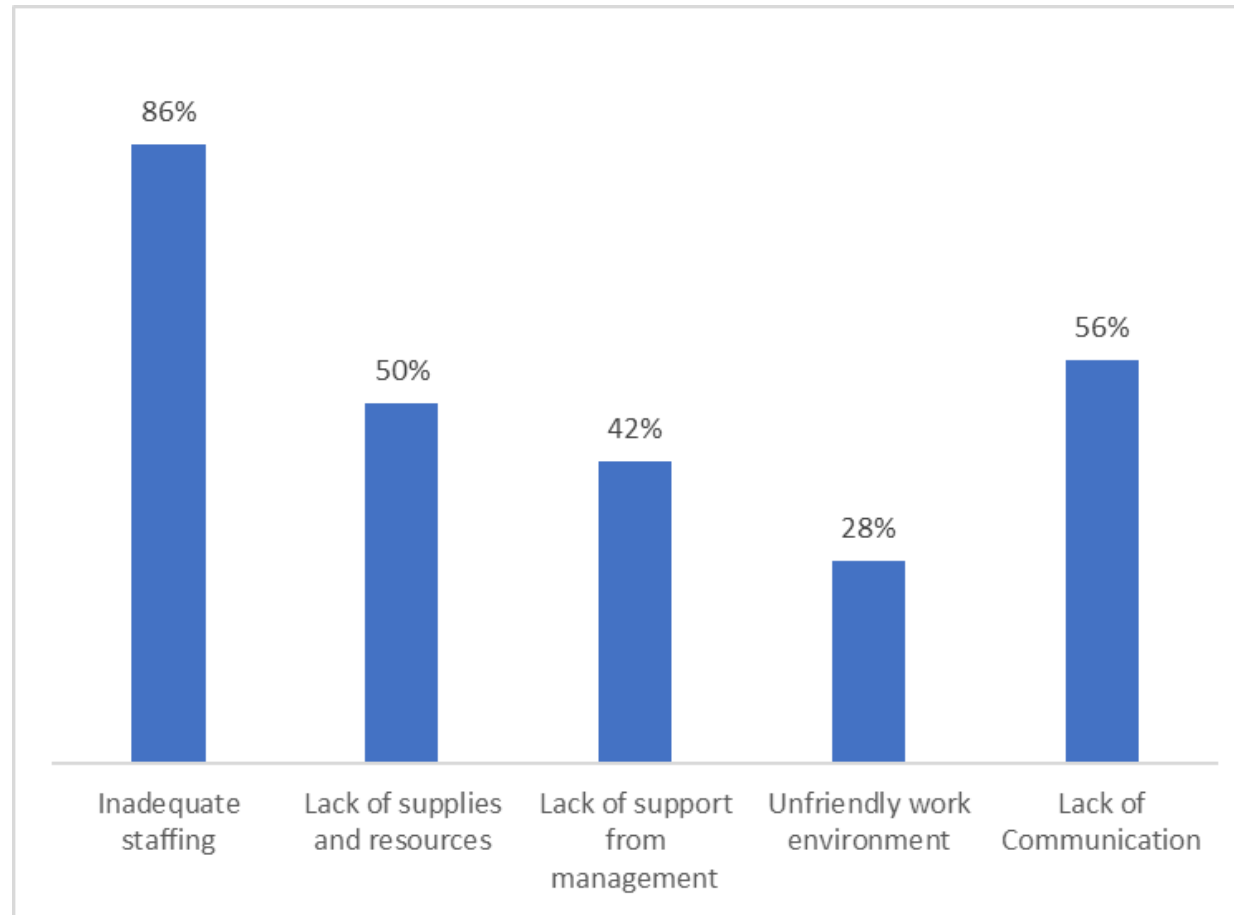
How do we keep CNAs working?



How are we failing CNAs?



Barriers to Performing Job Duties



Bed-to-Office Work Culture

- Prioritize direct hands-on staff
- Ask questions and listen
- Set up Mentorship Programs
- Staff recognition
- Be fair, consistent and follow up
- Be present!