



# MDVA Healthcare Division

## MN Veterans Home Silver Bay Update May 2022





# MN Veterans Home – Silver Bay

## MN Veterans Home – Silver Bay Key Leaders

- Administrator - Dani Donner
- Director of Nursing – Pat Smedstad

## Snapshot of the Facility

- 83 Bed Skilled Facility
- MN Veterans Home – Silver Bay – Opened its doors in 1991
- State of MN purchased a 1953 elementary school – renovated and redesigned in 1989 for skilled nursing care
- 80%+ of its residents have a dementia diagnosis/mental illness
- Innovative dementia programming to meet the needs of Veterans
- HVAC Project – a significant construction project beginning June 2021 – 18 month duration
- Five Star Facility – CMS Nursing Home Compare





# MN Veterans Home – Silver Bay - Staffing Analysis

## Staffing

160 FTE's needed to run full facility (83 Bed Facility)

140 needed at current reduced capacity (60 Bed Facility)

Currently at 121 FTE's

| Staffing Analysis                     |                        |                      |
|---------------------------------------|------------------------|----------------------|
| Position                              | Current # of Vacancies | Current Average Wage |
| Registered Nurse (RN)                 | 8                      | \$83,470.40          |
| Licensed Practical Nurse (LPN)        | 5                      | \$57,449.60          |
| Certified Nursing Assistant (CNA/HST) | 15                     | \$44,262.40          |
| Food Service Worker (FSW)             | 2                      | \$33,820.80          |
| Housekeeping/Maintenance              | 1                      | \$40,768.00          |



# Overall Recruitment Strategy and the Community

## Healthcare Division Strategy:

- Drive forward Mission – Caring for Veterans---*Silver Bay is Veteran Friendly*
- Building on long-term employee perspective--- *Family Area with deep Roots*
- Short term employees' perspective (less than two years)– *Great place to start, share experience with others*
- Travel Staff -- *Share Experience with others*
- State of MN Benefits – *Several State Agencies*
- Innovative Positions – creation of Life Enrichment Coordinator / RA / other – *Lots to offer*
- Collaboration with Stakeholders -- *Community Partners*
- Relations with Community Education Programs – *Post-Secondary Institutions; On-the-Job training for direct care roles, community job fair*



# Recruitment Challenges

## Challenges:

- COVID-19 Pandemic – Staff are incredibly challenged by the pandemic; post pandemic recovery
- Location – half of recruiting area is Lake Superior / Forest
- Overall Senior Healthcare Staffing Challenges
- Bonuses and incentive compensation from community



# MN Veterans Home – Silver Bay

## Closing Collaboration

- **Economic Development Needs**
  - Affordable Housing Options
    - How can we collaborate further regarding affordable housing options in this area? Any Incentives from the local community?
  - Transportation Support– Shift Collaboration for multicompany transport
    - Do you have any transportation thoughts – as we look at options for staff to commute from Arrowhead region? Is it possible to Collaborate on Shift schedule to more effectively use group transport.
  - Affordable Childcare
    - Other initiatives that MDVA Silver Bay can support?
  - Networking

# Thank you!