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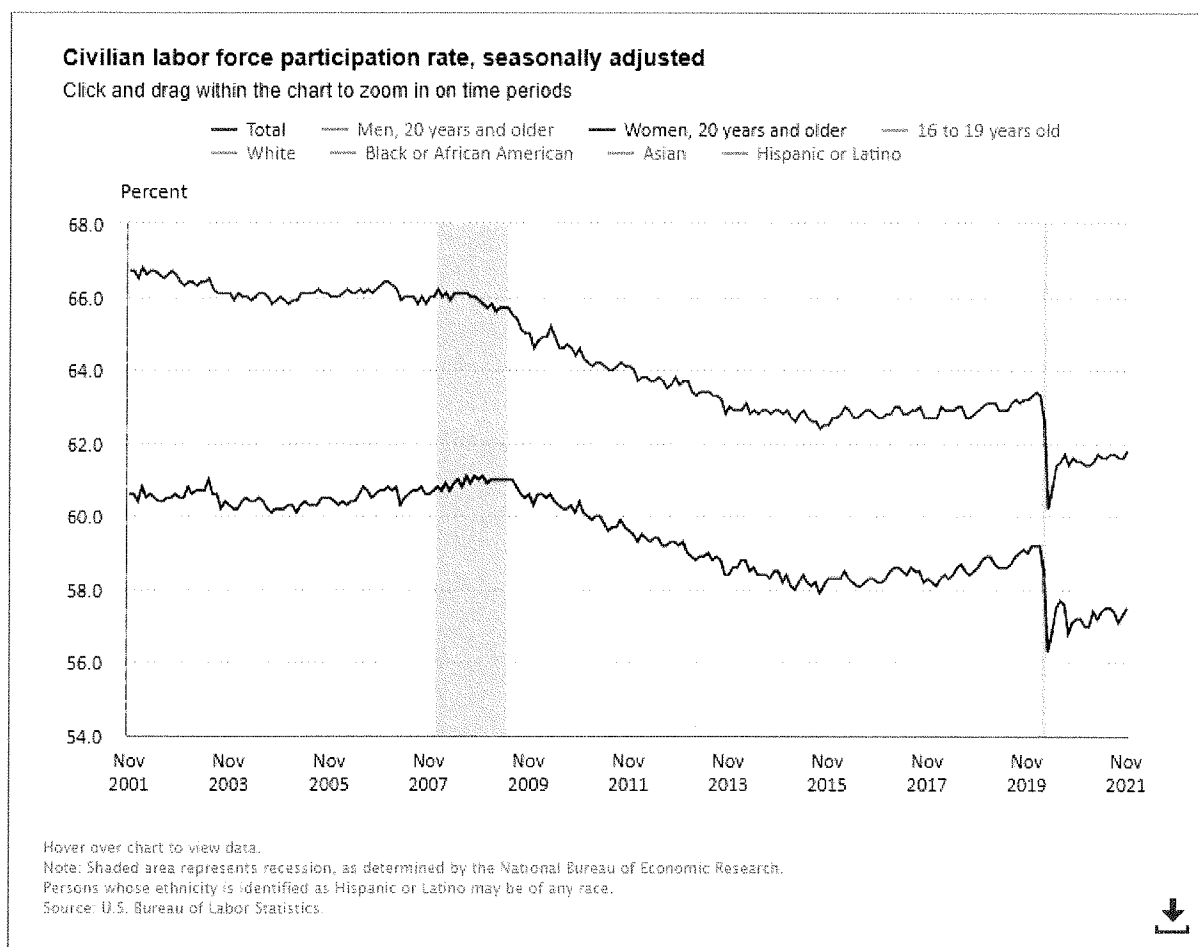
Clearview ARPA Funding Requests

Background	How Group Affected	Proposed Solution	ARPA Funding Request
<p>Since the beginning of COVID- 19 Pandemic there has been a significant drop in the Labor Participation Rate. There are nearly 4.9 Million fewer people participating in the US labor force since 2019, for Wisconsin that amount is approximately 86,400, almost the equivalent of the population of Dodge County. Some of the largest drops are among women aged 25-44.</p>	<p>This group of individuals bears a disproportionate share of the childcare burden. The pandemic caused much of the limited childcare that was available to close or reduce services, even since being allowed to re-open options have been limited and/or cost prohibitive. This issue has exacerbated the labor shortage at Clearview, particularly on the second and third shift.</p>	<p>Bring together all stakeholders (workers, employers, providers) to discuss possible solutions. This issue is larger than just Dodge County as an employer and would require input from all public and private employers suffering staffing issues.</p>	<p>Up to \$5 Million to go towards pilot program(s) to gauge which solution(s) will work best for the community long term.</p>
<p>The COVID-19 pandemic had caused many Nursing programs to pause their in-person clinical experiences and slowed the pipeline of new nurses. Further, there are a large number of nurses approaching retirement age (baby boomers). Clearview needs to backfill it's nursing needs before the situation becomes even more critical. Career ladders are an important tool for employee retention.</p>	<p>Clearview needs to provide opportunities for it's current staff to grow professionally and not lose staff because they feel their career growth is stunted. This serves to create a self-sustaining group of future nurses and leaders as well as longevity as the staff feels the County is invested in their success.</p>	<p>We propose to provide tuition reimbursement for nursing students up to \$2,000 per semester to a maximum of \$8,000. (the approximate cost of the two-year RN program at MPTC is approximately \$2,000/semester) To qualify, the employee would need to have worked continuously for Clearview for one year, work a minimum of a Flexi status employee while in school and commit to working 1 hour for every dollar of tuition received after graduation.</p>	<p>We request tuition reimbursement for up to 13 students @ 4 semesters each (13 x \$2,000 x 4 = \$104,000)</p>
<p>Since the onset of the COVID-19 pandemic, there has been a significant drop in the labor force participation rate. The long term care sector has seen some of the largest losses of employees. The challenge is to lure workers back into the workforce, and in Clearviews case, to become Certified Nursing Assistants.</p>	<p>To participate in our current Certified Nursing Assistant training, an individual would need to make a substantial time commitment to Clearview and still need to work an additional job for income.</p>	<p>The C.N.A. training class offered by Clearview is unpaid, takes 5 weeks to complete and lasts 120 hours. We propose paying students the HSA (Hospitality Services Aide) rate of \$12.43/hr. while in the class, provided they agree to take a position upon successful completion of the class.</p>	<p>Assuming we could fill all 8 slots in each class and we teach the maximum 10 classes/year, the cost for 3 years would be approximately \$430,000 (120 Hours x 80 students/yr. x 3 years x \$12.43/hr. + rollups @ 20% = \$429,080.80 rounded up to \$430,000)</p>

## Clearview American Rescue Plan Act Funding Request

### Affordable/Available Child Care

**Problem/Need:** Since the beginning of COVID-19 Pandemic in March 2020, there has been a significant drop in the Labor Participation Rate. There are nearly 4.9 Million fewer people participating in the US labor force since 2019, for Wisconsin that amount is approximately 86,400, almost the equivalent of the population of Dodge County.



Some of the largest drops are among women aged 25-44. This group of individuals bears a disproportionate share of the childcare burden. The pandemic caused much of the limited childcare that was available to close or reduce services, even since being allowed to re-open options have been limited and/or cost prohibitive. This issue has exacerbated the labor shortage issues at Clearview, particularly on the second and third shift.

Implementation/Feasibility: Bring together all stakeholders (potential workers, employers, childcare providers) to discuss possible solutions. This issue is larger than just Dodge County as an employer and would require input from all public and private employers suffering staffing issues.

Outcome/Objectives: Develop programs that address the key issues affecting the labor force as it applies to childcare; availability and affordability. The long term objective would be to increase the labor force available to not only Clearview, but all employers in Dodge County. Clearview, as well as other Dodge County employers would be able to expand services to the citizens.

Funding Request: Amount unknown at this time. Would like to partner with a third party, perhaps the La Follette School of Public Affairs or the like, to research the issue and develop solutions that work for all Dodge County stakeholders.

## Clearview American Rescue Plan Act Funding Request

### Tuition Reimbursement

Problem/Need: The COVID-19 pandemic had caused many Nursing programs to pause their in-person clinical experiences and slowed the pipeline of new nurses. Further, there are a large number of nurses approaching retirement age (baby boomers). Clearview needs to backfill its nursing needs before the situation becomes even more critical. Career ladders are an important tool for employee retention. Clearview needs to provide opportunities for its current staff to grow professionally and not lose staff because they feel their career growth is stunted.

Implementation/Feasibility: We propose to provide tuition reimbursement for nursing students up to \$2,000 per semester to a maximum of \$8,000. (the approximate cost of the two-year Registered Nurse (RN) program at MPTC is \$2,000/semester) To qualify, the employee would need to have worked continuously for Clearview for one year, work a minimum of a Flexi status employee while in school and commit to working 1 hour for every dollar of tuition received after graduation.

Outcome/Objectives: Create a self-sustaining group of future nurses and leaders as well as build longevity with the staff as they feel the County is invested in their success. The goal would be to have 13 Registered Nurses graduate from an accredited program with a commitment of 8,000 hours to Clearview, with the long term objective of the next generation of high quality nurses committed to the mission of Clearview and the citizens of Dodge County.

Funding Request: \$104,000 from years 2021 through 2024 to cover tuition reimbursement for up to 13 students @ 4 semesters each (13 x \$2,000 x 4 = \$104,000).

## **Clearview American Rescue Plan Act Funding Request**

### **Paid Certified Nursing Assistant (C.N.A.) Training**

Problem/Need: Since the onset of the COVID-19 pandemic in March 2020, there has been a significant drop in the labor force participation rate. The long term care sector has seen some of the largest losses of employees. The challenge is to lure workers back into the workforce. In Clearviews case, the largest need is Certified Nursing Assistants. The C.N.A. training class offered by Clearview is unpaid, takes 5 weeks to complete and lasts 120 hours. To participate in our Certified Nursing Assistant training, an individual would need to make a substantial time commitment to Clearview and still need to work an additional job for income.

Implementation/Feasibility: We propose paying students the HSA (Hospitality Services Aide) rate of \$12.43/hr. while in the class, provided they agree to take a position upon successful completion of the class.

Outcome/Objectives: Assuming we could fill all 8 slots in each class and we teach the maximum 10 classes/year, over the course of three years we would add 240 C.N.A.'s to the labor force. The long term objective would be to fill all of our current and future staffing needs and increase our ability to serve the citizens of Dodge County by utilizing all the beds which are currently licensed.

Funding Request: \$430,000 for years 2021 through 2024 to cover the cost of paid C.N.A. training for up to 240 students. (120 Hours x 80 students/yr. x 3 years x \$12.43/hr. + rollups @ 20% = \$429,080.80 rounded up to \$430,000).