

All Boats Rise 2024 Healthcare Workforce Summit

May 9, 2024

Renaissance at the Airport
9801 Natural Bridge Road
St. Louis, MO 63134

Brought in Partnership with:



Missouri Alliance for Home Care, along with other Missouri association partners are pleased to announce the All Boats Rise: 2024 Healthcare Workforce Summit. This Summit is about collaboration for high quality workforce solutions. The Summit's programmatic goals are to present content that is insightful, thought provoking, innovative, and above all, actionable. Carefully curated topics will be probed by expert moderators, panelists, and speakers. Their willingness to share is hugely appreciated. We are also indebted to volunteer industry professionals and to the many sponsors highlighted in this program and from the Summit stage. All Summit participants are encouraged to thank and connect with these sponsors during multiple networking opportunities throughout the day. While you come to learn, we hope you take advantage of engagement opportunities that may foster relationships and lead to productive collaboration.

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Registrations are due May 6, 2024

Mail Registration & Payment to:
Missouri Alliance for HOME CARE
2420 Hyde Park, Suite A
Jefferson City, MO 65109
Phone: (573) 634-7772 Fax: (573) 634-4374
Education@mahcmail.org

Hotel Information:

Renaissance St Louis Airport Hotel, 9801 Natural Bridge Road, St. Louis, MO 63134.
Call for reservations 314-429-1100.
Group rate 149 + tax. [Click HERE to Reserve.](#)

Pending 6 Administrator CEU's

Registration Fees: The cost of this education is per attendee, registrations may not be shared.
Cancellations: Registrations are due by May 6, 2024. Refunds will NOT be issued for cancellations received May 1, 2024 or after and non-paid registrations will be billed full conference price. Cancellations received prior to May 6, 2024 will receive a 90% refund.

Agenda

8:00am – 8:30am -Registration, Continental Breakfast, Networking

8:30am-9:30am - Sparking Innovation: Solution-Orientated Approaches to Address the Direct Care Workforce Crisis, Emily Dieppa, PHI

In this interactive session, you're invited to be a part of the solution as we unravel the direct care workforce shortage by exploring labor statistics and data through the lens of your lived experience. We'll also share a wave of emerging, solutions-orientated strategies from across the country that are upending the workforce crisis, and through discussion and collaboration, explore how those solutions can turn the tide in Missouri.

As a result of participation, attendees will:

- Deepen their understanding of the direct care workforce shortage by connecting national and state-based labor and demographic data to their lived experience;
- Explore innovative strategies and best practices from across the country that are demonstrably addressing workforce-related challenges and improving quality of care;
- Identify at least one new, practical solution they believe could be implemented with success in Missouri and/or their workplace.

9:45am – 10:45am - Missouri Workforce TED Talks

Missouri Afterschool Network - Aaron Banks & Mark Cowsert, Missouri Afterschool Network

The MASN CAPSA (Career Awareness and Post-Secondary Access) Initiative is the result of a Mott Foundation grant to support the expansion of what was termed "college and career readiness" opportunities in middle school and high school afterschool programs around the state. After working with key strategic partners in forming a Task Force for this initiative, it was determined that CAPSA would best describe this opportunity. Our desire is to expose students to the many career and education opportunities awaiting them after high school through summer enrichment and before/afterschool programming

Mo Dept of Education - Skillup & Internships -Kristie Davis, Director

Americorps - Healthcorps - Todd Schmiedeler, Founder and CEO, Thumbprint Consulting, LLC

Tired of struggling to find and keep caring and talented healthcare teammates? Learn how you can add more hearts and hands to your team.....at NO COST! In 2022, AmeriCorps and the Centers for Disease Control and Prevention established Public Health AmeriCorps to support the recruitment, training, and development of the next generation of public health leaders. Over the past two years, several AmeriCorps initiatives addressed the public health needs of local communities by advancing more equitable health outcomes for underserved residents and creating pathways to high-quality public health-related careers through onsite experience and training. During this session, presenters will describe how different AmeriCorps programs are helping to build a pipeline of professional caregivers in healthcare. You'll learn the benefits and challenges of working with AmeriCorps and discover how your community can tap the talents of AmeriCorps workers at NO COST!

11:00am – 12:00pm - Jenna Kellerman, Director of Workforce Development, LeadingAge

Stable Lives Lead to a Stable Workforce

One important aspect of providing quality healthcare is having a stable workforce. When there is low turnover and high retention, staff develop strong relationships with the people they serve, leading to better care. Unfortunately, the workforce is often transient, moving from job to job for higher pay, better hours, or sign-on bonuses. The effects of poverty on the direct care workforce run deep. This session drills into the lived experience of staff who are living in generational poverty, helping leaders better understand the realities of their staff, considering real solutions to lift up the workforce.

1. Understand the impacts of generational poverty on direct care workers
2. Discuss ways that employers can support caregivers to improve personal and family stability
3. Identify community resources and leadership strategies to elevate direct care workers

12:00pm - 12:45pm - Lunch (Provided)

12:00pm - 12:10pm - Joe Mulligan, Managing Partner, Cain Brothers

TED Talk: Workforce Housing - Is it an option for you?

12:45pm - 1:45pm- Anna Hall & Paul Costigan, International Institute of St Louis From Arriving to Thriving

Our foreign-born neighbors play a significant part in the future of workforce, both in our region and throughout the country. Get a national and state perspective on refugee resettlement, as well as an overview of supportive services from local resettlement agencies. Learn how new refugees and immigrants find, start, and thrive in employment.

Learning objectives:

- Gain an understanding of who the job seekers are coming to our region
- Learn how the International Institute supports new arrivals holistically
- Connect your workplace job opportunities to these job seekers

1:45 – 2:30pm

Sponsor and networking time for cross sharing strategies and solutions.

2:30 – 3:30 - Scott Spohn, Managing Director, FORVIS

Life after the Employee Survey

While the workforce was changing pre-2020, the pandemic accelerated those changes. Leaders typically attempt to better understand their workforce challenges via employee engagement surveys – or other diagnostic tools. And while many of these provide insightful perspectives, many of those perspectives and suggestions never reach the front-line employees who provide feedback. Instead, they stay locked in a PowerPoint presentation. But leaders can change that by becoming fascinated with Life After the Survey and taking the straightforward steps to lead their organizations forward.

- Define the “Implicit Promise” of any workforce survey
- Outline the “Communication Must-Do’s” that leaders must execute
- Describe the “Mindset Shift” that the new workforce requires of leaders

3:45 – 4:45pm - Matthew Ferry, Parasol Alliance & Laura Cambria, KARE

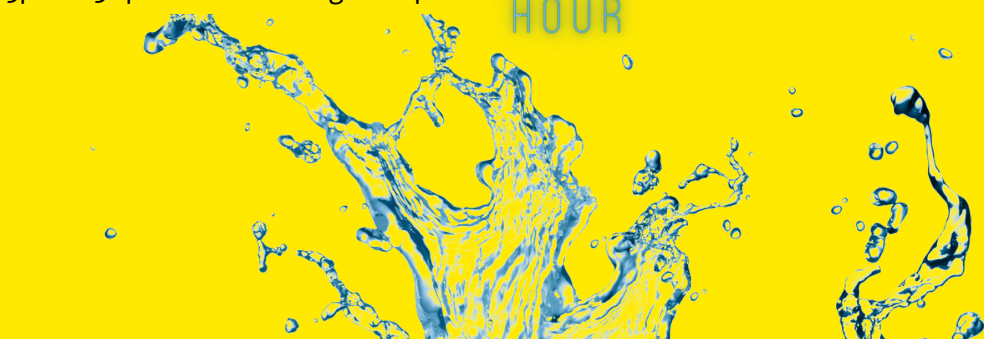
Leveraging Technology to Thrive in Today’s Staffing Crisis

As healthcare providers, you’re highly aware of the staffing crisis affecting the industry. The demand for quality care is growing, while the number of qualified caregivers remains stagnant or seemingly out of reach. While there is no singular solution, healthcare providers can leverage technology to optimize staffing resources, improve employee satisfaction, and enhance care. In this session we will discuss some key strategies for leveraging technology to address the care delivery staffing crisis.

- Learn how to identify the unique staffing related issues pertaining to your community.
- Discover how to develop an action plan to address staffing issues utilizing technology.
- Uncover the key considerations for executing on your staffing challenges remediation plan.

5pm-6:30pm - Networking Reception

HAPPY
HOUR





About the Speakers

Emily Dieppa, Vice President of Workforce Innovation, PHI

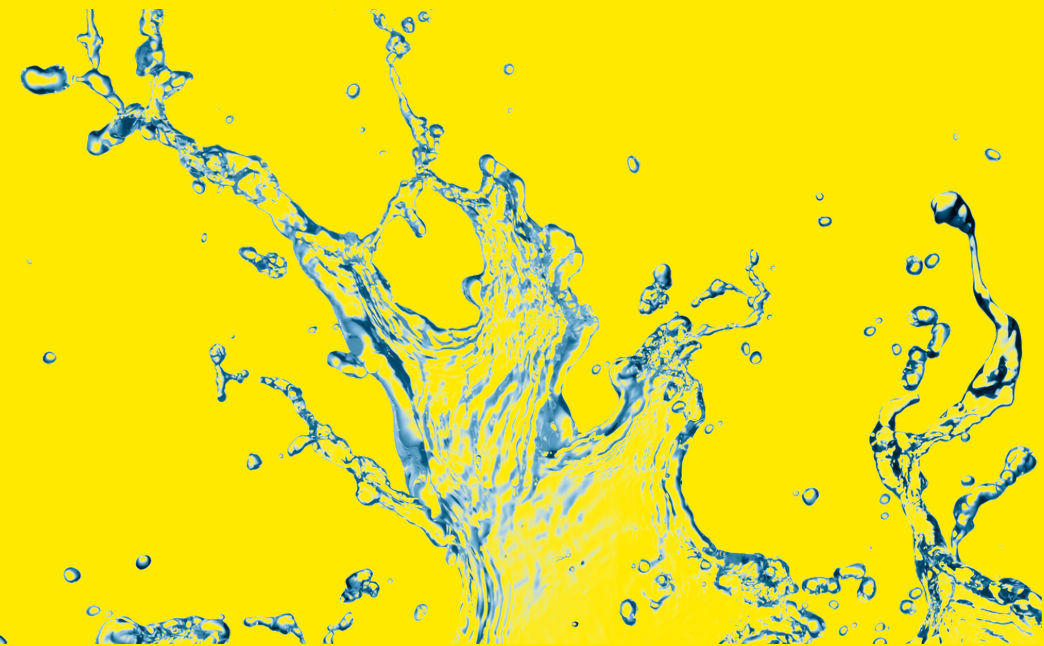
Emily Dieppa Colo is the Vice President of Workforce Innovations with PHI. Based in Detroit, Michigan, she has worked for over twelve years to strengthen the direct care workforce by developing evidence-based approaches to improving job quality. Leading PHI's practice team, Emily focuses on designing and leading engagements related to recruitment and retention strategies, innovating on training program design and delivery, supporting coaching supervision, and creating meaningful advancement opportunities within the direct care field.



Aaron Banks, Career Awareness & Post-Secondary (CAPSA) and Entrepreneurship Coordinator, Missouri Afterschool Network

Aaron has over 25 years of work experience that has included teaching, writing career education curriculum, and building a business from the ground up. Specializing in career attainment and entrepreneurship education, Aaron uses his experience to aid afterschool programs in introducing these future-ready initiatives to out of school time students.

By focusing on his experience creating a small business and writing career skills focused curriculum, Aaron has been able to put his knowledge to good use in the afterschool space. Over the years, his entrepreneurial mindset has allowed him to never give up on his dreams and was a key factor in helping him change Missouri legislation that made his business viable. Aaron may spend his days at Mizzou, but it's knowing he is helping students gain skills that will serve them throughout their life that gets him up in the morning.





About the Speakers

Kristie Davis, Director, Missouri One Start

Kristie Davis is the Director of Missouri One Start, a Division of the Department of Economic Development. During her tenure with the Department she has managed various workforce development programs including WIOA Dislocated Worker, Trade Adjustment Assistance, Sector Strategies and several other business service initiatives. Currently as the Director of Missouri One Start, Kristie administers the states most comprehensive and customizable workforce training program- ensuring Missouri companies have the right workforce with the right skill set to remain competitive. Kristie's prior experience also includes directing the state's Pathways to Prosperity program, a workforce initiative designed to build a pipeline of skilled workers by developing career pathways linking high school, work, and community colleges. Kristie holds a Bachelor of Science Degree from the University of Central Missouri and a Master's Degree from William Woods University. With over 25 years of experience in education, non-profit, for-profit, and workforce development, Kristie professional career continues to build on a theme which focuses on Missouri's workforce and economic growth



Todd Schmiedeler, Founder and CEO, Thumbprint Consulting, LLC

Todd Schmiedeler serves as Founder & CEO of Thumbprint Consulting, LLC specializing in assisting organizations with workforce development, philanthropy, and innovation services. Thumbprint has quickly established itself as a leading provider of these services nationally, including securing multiple national and state grants totaling over \$30.5m since 2021.



Mark Cowsert, Associate Director of Partnerships, Missouri Afterschool Network

Mark Cowsert is the Associate Director of Partnerships at the Missouri AfterSchool Network (MASN). With nearly 40 years of work experience in youth development, higher education administration, vocational ministry and advancement, Mark is passionate about helping students discover and pursue their future hopes and dreams. After leading a three site (K-12) 21st Century Community Learning Center (CCLC) afterschool program focused on college and career readiness, Mark came to MASN to oversee the Career Awareness and Post-Secondary Access (CAPSA) and Youth Entrepreneurship initiatives as well as helping develop partnerships with MASN's STEM initiative called the Million Girls Moonshot. These initiatives provide resources and programming opportunities to before/afterschool and summer enrichment programs across Missouri. In addition to his partnership work, Mark has also been active in champion support of afterschool through policy advocacy and is an Afterschool Alliance Ambassador Emeritus, working to bring awareness and support for afterschool programs to local, state, and federal policymakers. His desire to build collaborative coalitions to support the 130,000 K-12 school age students in afterschool programs across the Show Me State is what gives him energy each and every day.



About the Speakers

Jenna Kellerman, Director of Workforce Strategy & Development, LeadingAge

As Director of Workforce Strategy and Development, Jenna Kellerman is responsible for guiding LeadingAge's efforts to improve the recruitment, retention and sustainability of a diverse, quality aging services caregiving workforce. Jenna provides project leadership, management, technical assistance and guidance in the development of new workforce programs; evaluating state and national workforce programs to identify new grants, strategies or partnerships. She has a BA in Communications, MA in Gerontology, with previous experience working in aging services provider settings, including working as the director of an assisted living community in St. Paul, MN.



Joe Mulligan, Managing Director, Cain Brothers

Joe is a Managing Director with Cain Brothers and is based in their St. Louis office. He joined the firm in 2008 after spending 18 years at A.G. Edwards, where he led the senior living finance practice nationally for over a decade. Over his career, he has raised more than \$3 billion of capital for non-profit, private and public health care companies within the acute, post-acute, behavioral health and human service provider sectors in 32 different states. Locally in Missouri, he has worked with numerous senior living and acute care providers including Friendship Village of Chesterfield, Friendship Village of Sunset Hills, Bethesda Health Group, St. Andrews Resources for Seniors, Kingswood, Bishop Spencer Place, Ranken Jordan Pediatric Rehab Hospital, Liberty Memorial Hospital and Lutheran Senior Services, among others. He specializes in transformational financings and has executed capital strategies for a wide variety of different business models utilizing numerous different financing strategies.



Scott Spohn, Managing Director, FORVIS

Scott leads the people & change practice within the advisory practice and the Healthcare Practice. From imagining and delivering complex change management offerings designed to support significant business transformations to executing targeted senior leadership development programs to address emerging strategic issues, his work is designed to successfully guide people and organizations through and beyond change. He was the original architect of the innovation acceleration products. In addition to these change capability catalysts, Scott is deeply involved in the Orange Frog Workshop's deployment and the development of our proprietary change analytics platform. In his current role, Scott brings more than 20 years of experience advising healthcare and technology organizations of various sizes and missions. He gained this professional experience and leadership perspective while at several of the world's largest professional services firms, a specialty software firm, and the globe's third largest healthcare services organization. In addition to his client service responsibilities, Scott has operational responsibility for the strategy and alignment of the advisory practice and is a member of the advisory's leadership team.

Before joining FORVIS, he spent his entire career serving the healthcare and technology industries in areas such as:
·Change capability development ·Enterprise program management ·Information technology strategy and implementation ·Performance improvement ·Business unit leadership ·Core assurance services

Scott is a member of the American Institute of CPAs and Healthcare Financial Management Association.

He is a graduate of University of Wisconsin–Madison, with a B.A. degree in history, a graduate of University of South Carolina, Columbia, with an M.H.A. degree, and a graduate of Georgia Institute of Technology, with an M.S. degree in public policy.

About the Speakers



Anna Hall, LMSW, International Institute of St Louis

Anna Hall is a Licensed Master Social Worker and Educator with 14 years of experience in social services. Using an empathic lens to see individuals with dignity and respect, Anna has worked with immigrant families, refugees, and survivors of domestic violence. She has led educational programs in both St. Louis and East Africa, coordinated research for a nation-wide study analyzing curriculum effectiveness as well as regional issues in education equity. Now back at the International Institute of St. Louis, Anna is the Director of Workforce Solutions and holds a Master of Social Work degree from the University of Missouri - St. Louis.



Paul Costigan, Missouri State Refugee Coordinator, International Institute of St Louis

Paul Costigan has worked at the International Institute of St. Louis since 1999. Currently, he serves as the Missouri State Refugee Coordinator in the agency's Missouri Office of Refugee Administration (MO-ORA) which provides oversight to many refugee programs across the state. He previously worked in roles as Vice-President of Employment Programs, of Quality Assurance and of Operations at the Institute.



Matthew Ferry, Director of Support, Parasol Alliance

Matthew Ferry is the Director of Support at Parasol Alliance, a fully remote, premier technology company that exclusively services senior living communities. With 10 years of technical experience and 2.5 years at Parasol Alliance, Matthew oversees matters related technical support for clients through multiple support resources across 4 teams including: Service Desk, Business Analysts, Resident Support, and After-hours Support. In addition to team management, Matthew also helps to maintain Parasol Alliance internal systems and acts as an escalation point on critical items for clients.



Laura Cambria, Senior Vice President of Operations, KARE

Laura Cambria is the Senior Vice President of Operations with KARE. She is also a Physical Therapist of 15 years, and has worked in the senior living industry for the past 8 years where she has focused her impact on ensuring seniors are living their best quality of life. With the ongoing labor challenges, she is now committed to providing a quality frontline workforce to our industry so we can continue to care for our seniors.