

(Long-Term Care Staffing Outlook—continued from Page 6)

What must be done to assure there are enough caregivers?

- 2017 legislative action to increase reimbursement for long-term and residential care providers combined with the implementation of the WisCaregiver Careers program was a good start, but the continued staffing crisis requires continued legislative action.
- Increase the number of people entering caregiving careers.
- Recognize and celebrate the work of caregivers.
- Promote caregiving as a meaningful and rewarding profession.

How is Park View Health Center trying to cope? We are:

- Partnering with Fox Valley Technical College to sponsor CNA training and certification.
- Providing above average wages for caregivers.
- Providing alternate shifts and flexible scheduling.
- Adding Hospitality Aide positions to assist CNAs.
- Partnering with Youth Apprenticeship and area high schools for those interested in becoming a CNA.

For more information about the Long-Term care Workforce Crisis: A 2018 Report, contact:

- Disability Service Provider Network: Jeff Kaphengst, (608)661-2945, jkaphengst@dspnetwork.org
- LeadingAge Wisconsin: John Sauer, (608) 255-7060, jsauer@leadingagewi.org

PVHC staff are thankful for the thoughtfulness of residents and families, particularly during this special season of giving. While it is not at all our intention to squelch this spirit of benevolence and wanting to “give back”, we do need to recognize the County Statutes and our Corporate Compliance Plan, which both note that Winnebago County employees are unable to accept any substantial gifts, gratuity, or favors for services employees provide. If there are any questions as to what is meant by “substantial”, please contact our PVHC Administrator, Marleah Keuler Grahek.

The staff at Park View Health Center wish you the warmest of Thanksgivings and the merriest Christmas holiday season!

Holiday Shorts

Heavenly Peas

A little boy and girl were singing their favorite Christmas carol in church the Sunday before Christmas. The boy concluded “Silent Night” with the words, “Sleep in heavenly beans.” “No,” his sister corrected, “not beans, peas.”

— Michael P. Green, *Illustrations for Biblical Preaching, Grand Rapids: Baker, 1993, p. 57.*

I’ll Just Take the Skates

There was the little boy who approached Santa in a department store with a long list of requests. He wanted a bicycle and a sled, a chemical set, a cowboy suit, a set of trains, a baseball glove and roller skates. “That’s a pretty long list,” Santa said sternly. “I’ll have to check in my book and see if you were a good boy.” “No, no,” the youngster said quickly. “Never mind checking. I’ll just take the roller skates.”

—Unknown

Some Gifts to Give

Some gifts you can give this Christmas are beyond monetary value: Mend a quarrel, dismiss suspicion, tell someone, “I love you.” Give something away—anonously. Forgive someone who has treated you wrong. Turn away wrath with a soft answer. Visit someone in a nursing home. Apologize if you were wrong. Be especially kind to someone with whom you work.

—Charles Swindoll

www.co.winnebago.wi.us/parkview

Also—
Please consider giving a recommendation on our Facebook page!



725 Butler Ave., Oshkosh
Oshkosh Phone: 920-237-6300
Neenah Phone: 920-727-2883
Fax: 920-237-6944

Oct/Nov/Dec

2019



Park View Health Center
NEWSLETTER



What is it?

Influenza is a respiratory disease caused by influenza viruses that attack the respiratory tract including the nose, throat and lungs. There are two main groups of influenza viruses – type A and type B. Influenza viruses commonly circulate each winter. Illness onset often begins suddenly and can cause mild to life threatening illness. The best method for prevention against influenza is to be vaccinated each season.

How is it spread?

Influenza viruses are very contagious. It is spread from person to person through mucosal membranes. When an infected person coughs or sneezes, moisture droplets containing the influenza virus are released into the air. These droplets are then inhaled by another person which can cause an influenza infection. Newly-infected individuals may not show signs or symptoms of illness for up to seven days, but during this time they continue to shed the influenza virus and they are infectious.

Influenza droplets can survive on hard surfaces for 2–8 hours. Transmission of the influenza viruses can occur when individuals touch contaminated surfaces and then touch their mouths. During an influenza outbreak, it is important to increase the cleansing of high touch surfaces and public areas. Common contaminated high touch surfaces are sinks, bedside tables, television remotes and light switches.

What are the signs & symptoms of Influenza illness?

Influenza illnesses can range from mild to severe, depending on the individual’s general physical condition, susceptibility, and the type of influenza strain involved. Symptoms of illness typically appear 1–3 days after exposure. Most infected and ill individuals recover within 7 to 10 days. The infection can last longer for individuals with weakened immune systems or individuals with chronic medical conditions, such as the elderly.

Symptoms include: fever, headache, increased fatigue, muscle aches, chills, sore throat, dry or productive cough, or in severe cases, pneumonia.

Prevention and Control:

- 1) Obtain seasonal influenza vaccination.
- 2) Wash hands often with soap & water.
- 3) Use alcohol-based sanitizers.
- 4) Cover mouth with tissue when coughing/sneezing. Throw tissue away.
- 5) If there isn’t a tissue handy, cough/sneeze into sleeve.
- 6) Limit close contact with sick people.
- 7) **Please stay home if exhibiting flu-like symptoms.**

—Jessica Gilson, RN Supervisor—Infection Control

To: Residents, Families, Resident Representatives, and Volunteers

Influenza Season 2019-2020

Influenza season is here again. It is important that all of our residents be vaccinated against seasonal flu. This not only protects the individual but also other residents. The elderly have the highest complication rate and death rate for seasonal flu.

Influenza is a serious contagious respiratory illness caused by viruses circulating in the air. Seasonal influenza illnesses have a tendency to increase in the fall to winter months. Influenza viruses cause mild to severe respiratory illness and at times may lead to death. Older adults, young children and people with certain health conditions are at higher risk for severe influenza-related complications. **The best way to prevent the flu is by getting vaccinated each year.**

The 2019-2020 seasonal flu vaccine will protect you against seasonal influenza viruses that are expected to circulate this season. The seasonal flu vaccine will include the influenza viruses that research has indicated will be most common during the season. The Centers for Disease Control and Prevention (CDC) recommends that any person who is 6 months and older receive a seasonal flu vaccine each year.

Park View Health Center will offer the seasonal influenza vaccine to all residents. I highly recommend that you consent to receiving the seasonal flu vaccine for your protection against influenza.

—William G. Weber, MD, FACP

ANNOUNCEMENTS

Happy Birthday, RUTH CONGER...



...who celebrates 100 years on October 7th! Ruth's daughter and grandchildren are organizing a family and friends gathering for her milestone birthday.

Ruth not only has children and grandchildren, but great-grandchildren AND GREAT-GREAT grandchildren!

When asked what is her secret to being such a youthful 100, Ruth replied, "Salt. I love my salt. I'm well preserved!"

Master Gardens Walkways

Great news! The resurfacing of the sidewalks throughout the Master Garden area is set for mid-October.

Won't it be nice to have wonderful walkways out there for next spring?

DON'T MISS OUT! Friends of Park View BAKE SALE & SILENT AUCTION

Wednesday, October 16th
10:00 a.m. to 12:30 p.m.
The Great Room

Triobikes Wrap-Up 2019

The triobikes have been an incredible success this past summer. With many family members, friends and volunteers who have stepped forward to become trained pilots along with Activities staff and other PVHC staff, we have not been without pilots for planned outings.

Triobike rides have been occurring during "Afternoons on the Patio" which has included music and refreshments in the Keller Courtyard, and on weekends, as well as during the week whenever the weather has cooperated.

We are grateful for all the donors who made it possible for PVHC to have two triobikes. Here's to the 2020 biking season!!

COMMUNITY TRICK-OR-TREAT

On Friday, October 25th, from 2:00-3:00 p.m., Park View residents will be gathered in the Great Room and atrium to hand out Halloween treats to trick-or-treaters from the community.

Park View will be purchasing the treats for this event however, if you are interested in helping out by providing cash donations towards this purchase, please give your donation to any Activities staff person. *Thanks!*



The Popularity of Bingo at PVHC

Our Activities staff work diligently to schedule many different activities and events for residents every day. As far as activities go, one of the most popular activities that has lasted the sands of time is **BINGO!**

Anyone interested in sponsoring a HIGH STAKES BINGO, please let any Activities staff person know, and they can share what is involved in being a sponsor.

THANKS!

THANKS FOR BEING A BLESSING!

Memorial & Honorary Gifts Received From:

Julianne Boltz
Chris & Dan Cannon
Erin & Joel Cannon
Brian Chapin
Jan Chapin's Wed. Night Ladies Group
Janice Chapin
Suzanne Chapin
June Foster
Jean & Vicki Henry
Erin & Jason Gillig
Michelle Maubach
Karen Patti
The Thomas A Plein Endowment Fund for
Park View Health Center
Dave Raatz
Nancy Robbins
Toddy Ruona
Christine Rusin
Jim & Vickie Savinski
Judy Schlosser
Patricia Spaid
Springman Retirees Sunshine Fund
Susan Trigourea
Matt & Kathy VanderVelden
Jerry, Jane and Ellen Wilson
Annie Laurie & Richard Wollangk

Monetary Gifts Received From:

Steve Vanderloop

In-Kind Gifts Received From:

Pat Allen
Dale Collier and Family
Ed Gaines, Sr.
Tim Killilea
Jennifer Kujawa
Tristi Ludwig
Neenah-Menasha YMCA
Oshkosh Seniors Center-WI Warmers
Marilyn Pokrandt
Charlotte Villwock
St. Vincent de Paul
Mary & Brad Weitz

In-Kind and Monetary Gifts

It is always wonderful to receive "in-kind" and monetary gifts to enhance the quality of life for our residents. If interested, some suggestions are:

- Monetary donations towards newspaper and magazine subscriptions
- Donations to our volunteer recognition fund
- New or lightly used electronic tablets (i.e., iPad, Samsung Tablets, etc.)
- Monetary donations or gardening gift cards towards bird seed, indoor and outdoor gardens
- iTunes gift cards for our "Music and Memory" program
- New or lightly used, up-to-date iPods for the "Music and Memory" program

Please contact Activity Staff regarding any of these items and – we thank you!

Long-Term Care Staffing Outlook

Healthcare, particularly long-term care, is facing a critical workforce shortage. Providers across the State and Nation are struggling with staffing challenges and caregiver burnout.

More than 90,400 Wisconsin residents live in long-term and residential care facilities, which is a 23% increase in the past 15 years. In the next 12 years, that number is projected to increase to 1,535,500 living in long-term and residential care facilities in our State. By the year 2022, the need for personal care workers is projected to increase 26.4%. A LeadingAge WI Workforce Crisis Report (<http://www.leadingagewi.org/media/53421/workforce-report-2018.pdf>) provides a clear perspective of the caregiving issues in our State. Data from a 2018 survey of 756 providers in the state revealed:

- Fewer caregivers are entering the workforce.
- There is an increasing number of individuals seeking care in long-term facilities, which then increases the demand for caregivers.
- Wisconsin's Medicaid reimbursement system does not cover the cost of care incurred by long-term care providers.
- There are gaps in the starting wage for entry-level personal caregivers and non-healthcare workers.
- Wisconsin has a historically low unemployment rate.

Further data noted 1 in 5 caregiving staff positions are now left unfilled:

- 50% of providers felt they were unable to compete with other employers.
- 54% had no applicants for caregiver openings.
- 83% said there were no qualified applicants for caregiver openings.
- 55% said inadequate reimbursement doesn't allow wage increases.

Caregivers are leaving healthcare or not seeking certification:

- 67% of providers said personal caregivers left for jobs outside of healthcare.
- An estimated 10,700 personal caregivers may have left for jobs outside of healthcare in the past year.
- There is a 27.1% decline in the number of first time registrants to the WI Nurse Aide Registry since 2012.

There is competition for workers and the workforce is changing:

- Providers reported a median hourly wage of \$10.75 for direct care workers, compared to \$12.00 per hour for local, non-health care employers seeking unskilled, entry level workers.
- 1 in 3 respondents to the LeadingAge survey are in markets where non-healthcare employers are paying a starting hourly wage of \$13.00 or higher.
- Wisconsin's unemployment rate of 3.1% is nearing historic low levels.
- 53% of licensed practical nurses are age 50 or older, while 1 in 3 registered nurses are planning to leave the profession in the next 4 years.

Healthcare Providers are trying to cope:

- 1 in 4 (25%) providers have now limited admissions in the past year because of staffing vacancies, compared to 18% in 2016.
- Providers are limiting benefits to save money—75% do not offer health insurance to part-time employees compared with 50% in 2016.
- 1 in 3 providers estimated at least 10 of their staff were relying on BadgerCare Plus, the State's Medicaid health insurance program for low-income persons (1 in 4 in 2016).
- 84% of the time providers rely on overtime, double shifts, and other financial strategies to fill open hours—expensive options that can lead to caregiver burnout.
- Survey respondents reported working with fewer staff than they would prefer.

We can all agree...

- Wisconsin residents living in long-term and residential care facilities deserve to be treated with dignity and respect.
- Residents depend on the caregivers who work in these facilities.
- Caregivers are responsible for the care, service, support, and safety of residents.
- The work of caregiving is often difficult and demanding.
- Caregiving is not something everyone can do and those who do the job are special people. *(Continued on Page 8)*

Ting-a-ling...hear them ring!

HOLIDAY SEASON SAFETY

Please share this information with other family members and friends.

With the holiday season approaching and preparations underway to enjoy the tradition of the season, we ask you to ensure the safety of all residents by following these safety steps:

- **Candles, live evergreen trees, boughs, and wreaths are prohibited.**
- **Electrical equipment (including holiday lights) must be inspected by our Maintenance Department before use.**
- **Extension cords and power strips are not allowed.**
- **Gifts of clothing should be given to staff to be inventoried and labeled prior to use.**
- **Food gifts should be limited in quantity and should be consistent with the diet order. Food gifts should be labeled, dated, and stored properly.**

If you have any questions regarding these guidelines, contact the Neighborhood Social Worker.

Want to be a part of sharing the spirit of the holidays?

Park View is looking for individuals and organizations who will sponsor our resident Christmas gift-giving this year. If you are interested, or if you know an individual or organization interested in assisting us in bringing joy to our residents, please contact Carrie Baxter-Crist, Social Wellness Manager, at 920-237-6930; or Tim Laurin, Lead Activity Specialist, 920-237-6931; or speak with any Activities Staff.

As We Stroll Along...

Residents and their loved ones are invited to stroll the eight neighborhoods to take in all the different holiday decorations anytime between December 1st through New Year's Day.

ALL I WANT FOR CHRISTMAS...

The highly anticipated annual "Resident Holiday Shopping Day" is scheduled for **Wednesday, Dec. 11th**. Residents will be able to shop for presents for their loved ones. The gifts will be provided through donations, so there will be no cost to residents.

We are presently accepting new items that would be appropriate for Christmas presents. If you are interested in donating items to our "Resident Christmas Shopping Day", please provide your contribution by **Friday, December 6th**.

Deck the Halls!

Christmas tree decorating will be held in each household following the Thanksgiving holiday. Dates and times will be posted in each household.

If interested in volunteering, please contact the Activities Department at 237-6931.

ADOPT-A-RESIDENT FOR CHRISTMAS

Park View will again organize the popular "Adopt-a-Resident" program as a donation option. Contacts are made in the community for placement of "gift box-shaped" tags on their organizations' Christmas trees. Each tag represents one of our residents and notes suggested gift ideas.

If you are interested in a "gift box tag" prior to Thanksgiving weekend, please contact any staff member in the Activities Department. **Wrapped gifts need to be returned to Activity Services no later than Monday, December 18th.**

Resident Holiday Wish List

PARK VIEW HEALTH CENTER
725 Butler Avenue
Oshkosh, WI 54901-8149

Please use the following suggestion list:

Adult Coloring Books & Colored Pencils or Markers

After Shave

Amazon Gift Cards

Arts & Crafts Kits

Bank/Coin Counters

Battery-Operated, Flameless Candles

Bird Feeders/Bird Houses (squirrel-proof, please)

Bird Seed & Suet Feeders/Suet

Blankets (fleece)

Calendars (wall; desk)

Cards/Dice

CDs (various)

Cologne/Perfume/Body Spray

DVDs (assorted)

Fishing Lures and Tackle Equipment

Flashlights

Games (board; family-oriented)

Garden Gift Items

Gloves/Mittens/Scarves/Winter Hats

Golf Balls/Tees/Golf Hand Towels

Grill Tools

“Grippy” Socks

Hand Towel Sets

Ice Scrapers

iPads/Tablets

iTunes Gift Cards

Jewelry

Lotion/Body Wash

Manicure/Pedicure Sets

Nail Polish/Manicure Sets

Outdoor Thermometers

Photo Albums & Picture Frames

Puzzle Books (word search; large print)

Puzzles (100 and 300-piece)

Scarves (fashion, for women)

Seasonal Door Decorations

Slippers

Socks for Men (thermal/wool/hunting)

Sports-Themed Gifts
(Packers/Brewers/Badgers)

Stationary Gift Sets & Pens

Tennis Balls/Baseballs/Footballs

Tool Sets

Travel Mugs

Water Bottles

Woodwick Air Diffusers/Fresheners (plug-ins not permitted)

We ask that items be dropped off by: **Friday, December 6th.**

Gifts & cash donations received after the deadline or additional donations may be used for various resident needs throughout the year.

Candles, body powder, and food/drink items cannot be accepted.

Focus on...OUR VOLUNTEERS

WELCOME to our new volunteers these past few months!

Beth & Tom Biesinger

Tanya Clow

Becky Holmes

Marleigh Schneeberger

Bill Thiel

Kristine Clark

Heidi Drews

Mike Kania

Emmi Schumacher

Kathy Vendola

Jordan Clow

Patty Francour

Barry Ransom

Alissa Streblov

VOLUNTEER RECOGNITION SOCIAL HELD IN SEPTEMBER

Our treasured volunteers were honored at a reception held in the Great Room on Wednesday, September 25th. While the piano played in the background, volunteers enjoyed the delicious hors d'oeuvres and beverages, while visiting with other volunteers and staff.

Our volunteers play an integral part in the activities and events provided for our residents. Please take time to thank them for their service as your paths cross out here at PVHC!

Corporate Volunteers

Park View is grateful for the corporate volunteers who have spent time out here volunteering throughout the year—some even coming more than once! THANK YOU for your time with us!

4-Imprint Employees

Covey, Inc.

“Give Back Bus”-Volunteer Fox Cities

“Hands On” UW Oshkosh

Kimberly Clark Employees

Oshkosh Area United Way

US Bank Employees

EDUCATIONAL INFORMATION FOR VOLUNTEERS

Volunteers will have educational reading included with this newsletter in regards to code of ethics, dementia management, and QAPI. Please review, and if there are any questions, please don't hesitate to ask.

Thanks again for your service to our residents!

---Carrie Baxter-Crist

cbaxter-crist@co.winnebago.wi.us or 920-237-6930