

Certified Nurse Aide Recruitment/Retention Project

House File 740 appropriated \$100,000 to the Iowa Department of Elder Affairs to contract with an entity to develop strategies to reduce the turnover of nurse aides in nursing facilities through additional training and support. The department must contract with "an agency or organization whose primary purpose is the improvement of the nurse aide profession through the provision of continuing education, support and empowerment programs, and career opportunities within the field of nurse assisting."

Timeline

Request For Proposals No. 00740 was issued on August 2, 2001. Bidders were invited to submit written questions and/or requests for interpretation by August 10, 2001. No questions or requests were received. Final proposals must be submitted by 4:30 on August 24, 2001 after which they will be evaluated and a notice of intent to award will be issued by September 4, 2001. The entire project must be completed by June 30, 2002.

Deliverables

- 1) Development of a replicable curriculum that would provide enhanced training to certified nurse aides in areas such as dementia care, Parkinson's disease, aphasia, memory loss, and challenging behaviors.
- 2) Development of recruitment strategies that would contribute to increasing the number of CNAs in nursing facilities.
- 3) Development of retention strategies that would contribute to stabilizing the nurse aide workforce of nursing facilities.

The project must incorporate a process to be used for involving stakeholders such as nursing facility representatives to ensure that the strategies designed can be implemented at the individual facility level.

Each of the above tasks must include an evaluation component to document the viability of the proposed products as mechanisms to increase recruitment and reduce turnover.

Evaluation

The proposals will be reviewed and analyzed by the Evaluation Committee and points awarded for each category based upon the documents provided by the bidder. Evaluation points for each proposal will be awarded as follows:

35 points - Qualifications of the bidder.

Each bidder is required to submit the organization's mission statement, its' primary purpose, core principles, names of the individuals and organizations represented on the Board of Directors, and additional documentation that explains the entity's strategic direction as it relates to improving the nurse aide profession through the provision of continuing education, support and empowerment programs, and career opportunities within the field of nurse assisting.

25 points - Experience of the bidder

Each bidder is required to submit a listing and description of the bidder's experience in improving the nurse aide profession through the provision of continuing education, support and empowerment programs, and career opportunities for nurse aides. Bidders must provide any work products produced by the organization that are similar to the Deliverables.

25 points - Proposed method of performance

Each bidder must show how it plans to approach the tasks to ensure acceptable Deliverables.

15 points - Proposed allocation of funds to produce the required deliverables.

100 Total points