

DELAWARE HEALTH CARE FACILITIES ASSOCIATION ASSISTED LIVING CONFERENCE & NETWORKING SOCIAL 2024

3.5

CEs

NHAs and RNs



Thursday, May 2

12 - 4:30 PM | Conference

4:30 - 6 pm | Social

FEATURING



**No One Wants Pizza:
A Different Approach to
Recruitment and Retention**

CLAUDIA BLUMENSTOCK, LNHA



**The Latest in DC: Activities
Impacting Assisted Living**

**LASHUAN BETHEA,
Executive Director, NCAL**



**What the Surveyors Find:
Top Deficiencies in AL**

**RUTHANN LANDER, MSN, RN
Nurse Consultant**

**Embassy Suites South
Wilmington/Newark
654 South College Avenue
Newark, DE 19713
12 pm - 6 pm**

3.25 Continuing Education participant hours are being requested from NAB and the Delaware Board of Nursing.

**The conference is AL focused,
but open to all AL and SNF
providers.**

MEMBERS:

**\$100 first person / \$85 each add'l person
\$45 networking social only**

NON-MEMBERS:

\$150 per person / \$60 social only

ASSISTED LIVING CONFERENCE & NETWORKING SOCIAL | MAY 2, 2024

Embassy Suites South Wilmington/Newark



12 - 12:45 pm
Registration/Lunch

12:45 - 1 pm
Welcome | Introductions
Cheryl Heiks

1 - 2:30 pm
**The Latest in DC:
Activities Impacting
Assisted Living**
LaShuan Bethea

2 - 2:30 pm
**Action in Delaware
Government**
Presenter TBA

2:30 - 2:45 pm
Break

2:45 - 3:15 pm
**No On Want Pizza: A
Different Approach to
Recruitment & Retention**
Claudia Blumenstock

3:30 - 4:15 pm
**What Surveyors Find: Top
Deficiencies in AL**
RuthAnn Lander

4:15 - 6 pm
**Wrap-Up/
Networking Social /
Door Prizes**



No One Wants Pizza: A Different Approach to Recruitment and Retention

CLAUDIA BLUMENSTOCK, LNHA

The staffing crisis has created tremendous tension between leadership and frontline staff. Many times, leaders feel like they are being held hostage by employees who take advantage of staff shortages. Frontline staff often feel that “incentives” like pizza and water bottles make light of the fear and distress created by the pandemic. This does nothing to resolve staffing issues. When we talk about “plugging holes” in a staffing schedule, what impact does that phrase have on staff? As we move into this “new normal” and grapple with the recruitment and retention crisis, what are some of the best ways we can inspire and motivate staff to stay?

This interactive, discussion-based session provides a setting to explore some of the basic needs for employees to feel fulfilled in their positions. It examines staff perceptions of leadership’s expectations and actions, and the way that the staffing crisis is impacting them. Leadership styles and approaches, and their intersection with employee perceptions and attitudes will be considered.

Learning Objectives | Participants Will :

- Explore the ways in which frontline staff feel valued, supported and heard and its influence on recruitment and retention.
- Examine methods and approaches in overcoming obstacles and hostility, as well as the impediments in the way that top leadership and frontline staff perceive engagement with one another.
- Identify skills and approaches that can begin to improve recruitment and retention.



The Latest in DC: Activities Impacting Assisted Living

LaSHUAN BETHEA, Executive Director, NCAL

LaShuan Bethea, Executive Director of NCAL, will give a national update on the sector and NCAL’s priorities and key initiatives to advance the profession.

Learning Objectives | Participants Will:

- Gain an understanding of what activities federal policymakers are undertaking that impact assisted living.
- Learn state and national industry, regulatory, and legislative trends and developments.
- Hear current efforts to help assisted living professionals succeed now and in the future.

**NETWORKING
SOCIAL | 4:30 - 6 PM**

PLEASE JOIN US
— For —
**DRINKS
AND NOSHES**



Join DHCFA for a post-conference social hour. Enjoy some finger foods and a drink while you network with your long-term care colleagues as well as DHCFA sponsors, associate members, and other service providers.

“Meet and Greet” key service providers informally at their hi-top tables.

You can win some prizes too!

**ALL MEMBERS AND
NONMEMBERS ARE
INVITED TO SOCIALIZE!**

The social is included for conference attendees, but open to all members and non-members for a separate ticket fee.

DELAWARE HEALTH CARE FACILITIES ASSOCIATION

**ASSISTED LIVING CONFERENCE
& NETWORKING SOCIAL | MAY 2, 2024**

REGISTRATION

Members: \$ 100 first person | \$85 each add'l | Social only \$45 pp
Non-Members: \$150 pp | Social only \$60 pp

Contact: _____
Email: _____
Phone: _____

ATTENDEES (use another sheet is more than 4)

Name: _____
Email: _____
Title: _____ SOCIAL ONLY _____

Name: _____
Email: _____
Title: _____ SOCIAL ONLY _____

Name: _____
Email: _____
Title: _____ SOCIAL ONLY _____

Name: _____
Email: _____
Title: _____ SOCIAL ONLY _____

TOTAL MEMBERS ____ X \$100= ____ (first); ____ X \$85 = ____ TOTAL DUE \$ ____
TOTAL MEMBERS SOCIAL ONLY ____ X \$45 = ____ TOTAL DUE \$ ____
TOTAL NON-MEMBERS ____ X \$150 = ____ SOCIAL ONLY ____ X \$60 TOTAL DUE \$ ____
GRAND TOTAL DUE: _____

Pay by: _____ Invoice
_____ Credit Card Online: <https://link.clover.com/urlshortener/nHsgVC>

Return to: Tomi Morris tmorris@dhcfa.org. Call 302-235-6895 with questions!