



*A public-private partnership addressing the CNA shortage in Wisconsin nursing homes*

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# Panelists

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**Mark Cochrane**

*Recruitment and Retention Specialist*



**Shawn Oestreich, VP for Operations**

**Alison Prochaska, CNA Training Program Coordinator**



**Ashley Gudis**

*Human Resource Systems Manager*

# Getting Started



Employment first strategy to address the CNA shortage in Wisconsin nursing homes



Free CNA training



Free CNA certification testing



\$500 retention bonus



**OPTIONAL** : \$500 mentor bonus per mentee (max two mentees at any given time)

# Types of Training

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## 1. In-House Training

- The Wisconsin Division of Quality Assurance must approve each CNA training program and must be approved before you can offer instruction.
- Employers interested in offering a nurse aide training program should start by contacting the Wisconsin Nurse Aide Training staff at [DHSWIDQA\\_NATCEP@dhs.wisconsin.gov](mailto:DHSWIDQA_NATCEP@dhs.wisconsin.gov)
- Review the application packet requirements here: <https://www.dhs.wisconsin.gov/caregiver/nurse-aide/natd-application.htm>.

## 2. Local Technical College OR Third-Party Training Partnership

- Training can be offered on-site if approved or off-site
- You can find all of the Wisconsin DHS-approved nurse aide training programs online: <https://dhs.wisconsin.gov/caregiver/training/nurse-aide-programs.pdf>

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employer partners:

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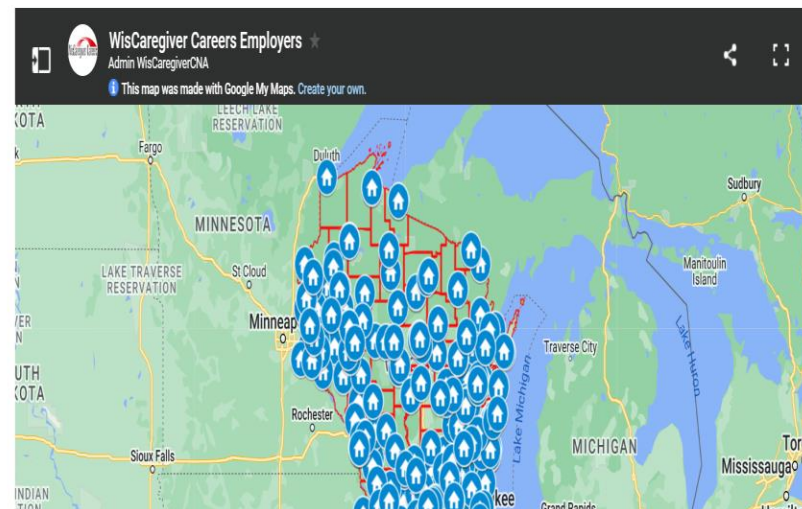
## Employment Opportunities All Over Wisconsin

[Home](#) / Find

### Choose where you want to earn and learn!

Using the map and table below, explore hundreds of [WisCaregiver Careers](#) participating facilities that want to pay you as you train for nurse aide certification.

[Sign up here](#) with WisCaregiver Careers. We'll automatically connect you with employers in your area.



# Challenges/ Opportunities

# Lessons Learned

What's Next

# Mentoring

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ASSIGN MENTOR WITHIN  
THE FIRST MONTH OF HIRE



2 MENTEES MAX PER  
MENTOR AT ANY GIVEN  
TIME



PAY \$500 BONUS TO  
MENTOR FOR EACH MENTEE  
WHO ACHIEVES 6-MONTH  
RETENTION



YOU WILL BE ABLE TO  
ACCESS CONTENT FROM THE  
WISCAREGIVER  
MENTORSHIP PROGRAM IN  
OUR RECENTLY RELEASED  
EMPLOYER TOOLKIT. YOU  
WILL NEED THE SECURE  
PASSCODE SENT VIA EMAIL  
IN ORDER TO ACCESS.

# Mentorship Webinar Series

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- **April 20, 1:00-2:30 p.m.** : Plan your CNA Mentorship Skills Clinic
- **April 25, 1:00-5:00 p.m.** : How to Train your CNA Mentors
- **May 10, 1:00-2:00 p.m.** : Employer Check-In/Mentorship Q&A

# Questions?

## ❖ WisCaregiver Navigators

[1-833-315-CARE \(2273\)](tel:1-833-315-CARE)

<https://wiscaregivercna.com/formgeneral/>

## ❖ Kate Battiato, MPA

Director of Workforce Development

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## ❖ WisCaregiver Service Team:

### ➤ Gillean Kitchen, MPP

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(608) -621-2092

# Covered Costs/Reimbursements

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- 1. No-Cost CNA Certification Exam (\$0)**
  - No costs when employment verification completed in TMU
  - Trainee has 3 attempts to complete exam
- 2. Certified CNA Trainees (\$1,000)**
  - \$700 flat rate reimbursement for training costs
  - \$300 employer success bonus
    - Trainees who do not attain certification are ineligible for reimbursement.
- 3. Six-Month CNA Retention Bonuses (\$500)**
  - \$500 reimbursement for WisCaregiver Bonus
    - Tracked automatically in TMU based on training start date
- 4. Mentor Bonus (\$500)**
  - \$500 reimbursement per mentee upon 6-month retention of trainee up to max of 2 at any given time (optional)

# Certification Reimbursement

