Trinity Health PACE is a unique service providing a full spectrum of health care services for frail elders who are certified as eligible for nursing home care. In a recent Altarum study, 97% of PACE directors nationwide said they were experiencing workforce shortages. This number includes 92% that reported difficulty in filling open positions and more than 50% with higher than usual turnover rates. Trinity Health PACE has experienced this same workforce shortage across our footprint.

Trinity Health Senior Communities provide exceptional experiences in short-term rehabilitation, long-term care including memory care, and independent and assisted living. Skilled nursing facilities across the country have suffered incredible obstacles in maintaining adequate workforce. Nationally, studies have confirmed that 92% of nursing homes and nearly 70% of assisted living centers report significant or severe workforce shortages. Occupancy levels at Trinity Health's nursing homes are more than 10% lower than pre-pandemic levels due to staffing shortages.

Trinity Health Home Care and Hospice is recognized as a provider of choice. The workforce shortage in home care has reached epic proportions and the gap between the numbers of patients and families seeking assistance and the availability of workers to provide care is accelerating at an unsustainable pace. According to the National Association of Home Care (NAHC), home health care providers currently report turning away over 25% of referred patients due to staff shortages. Trinity Health At Home turns away 200 referrals a week due to staffing shortages.

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Trinity Health Continuing Care focuses on meeting the needs of our patients, residents, and PACE participants. In alignment with our commitment to our Mission, Trinity Health Continuing Care advocates for a strong healthcare workforce. Nothing is more critical to providing high-quality, accessible care than rebuilding a health care workforce that feels valued and trusted. Trinity Health is thinking differently about how we empower, engage, reward, and create a safe environment for our colleagues.

The Trinity Health National Health Ministries have responded by utilizing best practice initiatives to build and maintain a healthy workforce. They include the following:

**Recruitment & Retention**
New colleagues will experience the benefits of a streamlined hiring process, enhanced onboarding, flexible scheduling and more.

**After joining our team, employees can experience:**
- Pay adjustments for clinical staff to compete with other settings
- Referral bonuses for colleagues who refer new staff

**Workforce Development:**
Ongoing education and training are a priority for Continuing Care.

**Professional development opportunities include:**
- Home Care Nurse Resident one year program for new RN graduates to transition into Home Care safely and confidently
- Online courses with CEU's for therapists to maintain licensure at no cost
- Focused partnerships with technical/vocational schools, community colleges, and high schools

Trinity Health Continuing Care National Health Ministries have actively engaged our Mission Integration leadership to help address Colleague Care and Well-being as the #1 Mission Priority.

**Colleague Care Initiatives**
Our colleague care initiatives address the whole person: mind, body, and spirit, providing resources to support our colleagues’ emotional, spiritual, physical and financial needs.

**Key elements include:**
- In-person and virtual events for local teams such as retreats, prayer services, & meditation sessions with chaplains
- Resource groups for moral distress, compassion fatigue, burnout, and PTSD
- Confidential personal counseling and coaching
- Immediate spiritual and emotional support after a personal or work crisis
LOCATION INFORMATION

HOME HEALTH & HOSPICE
The Community Hospice, Albany, N.Y.
The Community Hospice, Catskill, N.Y.
The Community Hospice, Saratoga Springs, N.Y.
Above & Beyond Home Health & Hospice Care, Monticello, Iowa
Eddy Licensed Care Home Agency, Troy, N.Y.
Eddy Visiting Nurse & Rehab Association, Troy, N.Y.
Empire Home Infusion Services, Ballston Spa, N.Y.
Holy Cross Home Care and Hospice, Silver Spring, Md.
Loyola Medicine Home Care and Hospice, Oak Brook, Ill.
Trinity Health At Home - Grand Rapids, Mich.
Trinity Health At Home - Muskegon, Mich.
MercyOne Des Moines Home Care & Hospice, Des Moines, Iowa
MercyOne Des Moines Home Infusion, Urbandale, Iowa
MercyOne Hospice House, Johnston, Iowa
MercyOne Siouxland Home Care, Sioux City, Iowa
Mount Carmel Home Care, Columbus, Ohio
Saint Agnes Home Health and Hospice, Fresno, Calif.
Saint Francis at Home, Newark, Del.
Saint Joseph VNA Home Care, Mishawaka, Ind.
Trinity Health At Home - Southeast Michigan, Livonia, Mich.
St. Joseph’s Health At Home, Liverpool, N.Y.
St. Mary’s Home Care, Langhome, Pa.
St. Mary’s Home Health & Hospice, Athens, Ga.
Trinity Health of New England at Home, Farmington, Conn.

PACE CENTERS
Eddy SeniorCare, Rotterdam N.Y.
Eddy SeniorCare, Latham, N.Y.
LifeCircles PACE, Muskegon, Mich.
Capital Health LIFE, Bordentown, N.J.*
LIFE St. Joseph of the Pines, Fayetteville, N.C.
LIFE St. Mary, Trevose, Pa.
Mercy LIFE of Alabama, Mobile, Ala.
Mercy LIFE of Massachusetts, West Springfield, Mass.
- Broad Street Center
- Kinder Park Center
- Norristown Center
- Sharon Hill Center
- Valley View, Elwyn, Pa.
- Assisi House, Aston, Pa.
- Camilla Hall, Malvern, Pa.
- McAuley Convent, Merion Station, Pa.
Saint Francis LIFE, Newark, Del.
Saint Francis LIFE, Wilmington, Del.
Saint Joseph PACE, Mishawaka, Ind.
Trinity Health LIFE New Jersey, Pennsauken, N.J.
*A Trinity Health Managed Program

SENIOR COMMUNITIES
Life Plan Communities
Glacier Hills, Ann Arbor, Mich.
Marycrest, Livonia, Mich.
Mercy Circle, Chicago, Ill.*
MercyOne Clinton Home Care & Hospice, Clinton, Iowa
MercyOne Dubuque Home Care & Hospice, Dubuque, Iowa
MercyOne North Iowa Home Care & Hospice, Mason City, Iowa
MercyOne Waterloo Home Care, Waterloo, Iowa
Saint Joseph of the Pines, Southern Pines, N.C.
St. Paul’s, South Bend, Ind.
The Mercy Community, West Hartford, Conn.

Independent Living, Assisted Living, Memory Care
Beechwood Co-Op, Troy, N.Y.
Beverwyck, Slingerlands, N.Y.
Glen at Hilland Meadows, Queensbury, N.Y.
Glen Eddy, Niskayuna, N.Y.
Hawthorne Ridge, E. Greenbush, N.Y.
Highland Hills Village, Watkinsville, Ga.
Marjorie Doyle Rockwell Center, Cohoes, N.Y.
Mercy Village, Fort Gratiot, Mich.
Providence Place, Holyoke, Mass.*
Village at the Oaks, Muskegon, Mich.
Saint Joseph Center, Valatie, N.Y.*
St. Joseph’s Village, Ypsilanti, Mich.
Woodland Village, Brighton, Mich.

Skilled Nursing Communities
The Alverno, Clinton, Iowa
Eddy Heritage House Nursing & Rehabilitation Center, Troy, N.Y.
Eddy Memorial Geriatric Center, Troy, N.Y.
Eddy Village Green at Beverwyck, Slingerlands, N.Y.
Eddy Village Green at Cohoes, Cohoes, N.Y.
Fraser Villa, Fraser, Mich.
Heartwood Lodge, Spring Lake, MI
Holy Cross Rehabilitation & Wellness, South Bend, Ind.
Mary Free Bed, Grand Rapids, MI**
Mary’s Meadow, Holyoke, Mass.*
McAuley Rehabilitation & Wellness, Muskegon, Mich.
Mercy Medical Center Sioux City SNU, Sioux City, Iowa*
Mercy North Iowa, Mason City, Iowa*
Our Lady of Mercy Life Center, Guilderland, N.Y.
Seton Health at Schuyler Ridge, Clifton Park, N.Y.
St. Francis Home, Saginaw, Mich.*
St. Peter’s Nursing & Rehab Center, Albany, N.Y.

Subsidized Housing
Heritage Place of Lake Orion, Lake Orion, Mich.
Highland Haven, Highland, Mich.
Highland Meadowview, Highland, Mich.
McAuley Commons, Detroit, Mich.
McGivney-Bethune Apartments, Detroit, Mich.*
Providence Place: Aberdeen, Aberdeen, N.C.
Providence Place: Carthage, Carthage, N.C.
Providence Place: Red Springs, Red Springs, N.C.
Providence Place: Robbins, N.C.
Theresa Maxis, Detroit, Mich.*
Trinity Tower, South Bend, Ind.

Rehabilitation Hospital
Sunnyview Rehabilitation Hospital, Schenectady, N.Y.

Affordable Independent Housing
Beaven Kelly Rest Home, Holyoke, Mass.
Clinton Villa, Clinton Township, Mich.
Maple Vista, Imlay City, Mich.
Marian Place, Monroe, Mich.
Maryhaven, Southgate, Mich.
Villa Marie, Livonia, Mich.
*A Trinity Health Senior Services Managed Community
** A Trinity Health Senior Communities Joint Venture with Trinity Health Saint Mary’s - Grand Rapids