

Workforce Shortages as a Driving Force in Person-Centered Dementia Care: Direct Care Nursing Staff Perspectives

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Staff need adequate time, support, and resources to honor the preferences and needs of residents living with dementia.

INTRODUCTION	METHODS	RESULTS	CONCLUSIONS	REFERENCES
- Person-centered care (PCC) is the standard for high-quality dementia care in nursing homes (NHs). - Workforce shortages remain a major barrier to PCC implementation. - Limited research has explored frontline staff perspectives on this issue. Purpose: - To explore licensed and unlicensed direct care nursing staff's perceptions of workforce shortages and how these shortages influence the implementation of person-centered care in nursing homes.	- Qualitative descriptive design guided by the Nurse Staffing Framework. - Semi-structured interviews conducted with 19 Nursing staff (9 CNAs; 5 LPNs; 5 RNs) - Participants were recruited from 6 NHs across Pennsylvania, Michigan, and Florida. - Data were analyzed using Braun and Clarke's six-phase inductive thematic analysis. - Trustworthiness was enhanced through independent coding, team-based analysis, member checking, and field notes. Participant's Characteristics: 89.5% Female, White American 1–21+ Years Experience	Overarching Theme <i>Perceived Workforce Shortage is a Driving Factor in PCC Implementation</i> Subthemes - Challenges to PCC - Facilitators of PCC - Resources needed for preferences - Impact on Nursing practice Figure. Study theme and subthemes	- Workforce shortages affect staff members' ability to consistently provide person-centered dementia care. - Frontline staff use adaptive strategies to continue honoring residents' preferences despite limited resources. Implications - Investing in the nursing workforce is critical for sustaining high-quality person-centered dementia care. - Supportive policies and adequate staffing can help ensure residents receive care that reflects their preferences, dignity, and individuality.	 References Funding: This work was supported by funding from the Tressa Nese and Helen Diskevich Center of Geriatric Nursing Excellence in the Penn State Ross and Carol Nese College of Nursing. CONTACT Nahida Akter, PhD, RN Postdoctoral Research Fellow Columbia University, USA Email: na3252@cumc.columbia.edu 