

OHIO HEALTH CARE ASSOCIATION WORKFORCE COMMITTEE

August 11, 2025, 1:00 p.m.

MEETING MINUTES

Chair John Goodman welcomed committee members to the call and pointed to the conflict of interest, antitrust and confidentiality policies. Committee members Eileen Kilbane and Rob Pivonka approved the July meeting minutes. Attendance can be found at the bottom of this document.

Erin Hart opened the meeting focusing on the Department of Labor's new AI Action Plan, focusing on integrating AI into education and workforce development. She mentioned the potential for AI-related credential funding through Ohio's TechCred program. She opened the committee to a conversation regarding barriers to AI implementation in long-term care, including HIPAA compliance concerns raised by John regarding the use of AI tools like ChatGPT for patient communications. Ashley shared her experience using AI for writing family letters, and noted the need for human oversight to ensure personalization and accuracy. The conversation ended with a brief mention of the Trump Administration's continued support for apprenticeship programs, with potential changes to come.

Ms. Hart then discussed two key updates: the Department of Labor's reduction of penalties for small employers, with a 15% reduction for immediate hazard addressing and a 20% reduction for employers with no history of serious violations, and DHS's revocation of emergency authorizations for certain groups including Haitians, with a new E-Verify report available to identify terminated parolees.

Tammy Cassidy discussed the upcoming PBJ deadline of August 14th and the end of COE nursing home grants on September 29th. She stated that while the live education and training will no longer be available, CMS intends to keep the resources available on their website. She also addressed concerns about background check software, noting that some systems may not complete FBI checks for non-Ohio residents. She recommended committee members review the staffing agencies policies and ensure that they are completing the required BCI checks.

Jason Umstot announced the 16th Annual DSP Recognition event on September 12th at the McCoy Center in Hilliard, featuring motivational speakers and activities. He pointed to the registration link in the agenda.

Ms. Hart discussed the combined workforce webinar series from AHCA/NCAI, which discussed a variety of topics including the Career Ladder developed by OHCA. She then informed the Home Health and Hospice members that the HCS home care and hospice salary and benefits study deadline has been extended to August 25th. She encouraged members to participate, as there is no accurate BLS data for this provider sector due to segmentation issues and intermingling with Direct Support Professional data. She also noted that it contains information on Chaplain salaries which is the only known source for that data.

Ms. Hart then presented the first draft of workbooks, developed with Sage Fox from Tobin and Associates, built to accompany the Docuseries, People Worth Caring About. She explained that it is designed for HR professionals, students, and residents to discuss long-term care. She requested feedback on content, language, and design from attendees. Cindy Gensamer inquired about the distribution of the workbooks, clarifying that they are guides for facility staff and not for direct distribution. Ms. Hart encouraged participants to review the materials and provide feedback within the next couple of weeks to refine the workbooks before finalizing and distributing them to OHCA members.

Ms. Hart also discussed a grant application for \$1.2 million to fund the NACAP program, which will reimburse provider organizations for nursing assistant certifications. She explained that letters of support from interested organizations are needed, with priority placement given to those who provide support. Erin clarified that the funding is available to both non-profit and for-profit organizations that meet certain criteria. She also mentioned plans to pursue similar funding opportunities for DD and home care providers, with the current focus on nursing facilities and assisted living facilities. The expected timeline for receiving funds is between February and April, following the September application.

Kathy Chapman announced the creation of an HR Management boot camp, with the first planning meeting scheduled for August 26th. The boot camp will cover topics such as employee engagement, HR administration, compliance, compensation, benefits, recruitment, and OSHA regulations.

Lastly, Ms. Hart informed the committee about the upcoming implementation of a new association management software, which will launch in January 2026, bringing changes to committee communications and access to materials through a new member portal.

Hearing no other business, the meeting was adjourned

Next meeting: September 8, 2025 (Zoom) 1:00 p.m.

First Name	Last Name	8/11/2025
Adam	Parton	X
Amy	Allen	X
Ashley	Buga	X
Bob	Webster	X
Brian	Kinzer	X
Cindy	Gensamer	X
Eileen	Kilbane	X
Erin	Hart	X
Gina	Cappitti	X
Jason	Umstot	X
Joan	Longhin-Howard	X
John	Goodman	X
Kathy	Chapman	X
Ken	Fetterman	X
Megan	Schimmoeller	X

Melissa	Courtock	X
Michael	Freeman	X
Nicole	Breving	X
Ozimba	Anyaganwe	X
Pam	Cooke	X
Peter	Lienert	X
Rob	Pivonka	X
Sage	Fox	X
Santanna	Rapp	X
Sarah	Sonego	X
Steve	Miller	X
Tammy	Cassidy	X