

**PROPOSAL
BRIEF**

Proposal Title:	Competency & Longevity Add-On
Proposal Sponsor:	Nathan Turner
Date Proposed:	02-01-22
Implementation Timeframe	

Problem or Opportunity Statement

Fully utilizing the competency and longevity add-on could provide revenue to increase Direct Support Professional (DSP) wages. The criteria for billing this add-on should be changed to address current workforce shortages while maintaining the concept of incentivizing competency.

The Proposal

Amend the competency and longevity add-on criteria to recognize the attainment of a State-Tested Nursing Aid (STNA) certificate as a qualifying factor.

The field could work with technical high schools, colleges, and related organization so people could graduate with a STNA and have a direct pathway to becoming a DSP with the higher add-on wage.

Pros	Cons
<ul style="list-style-type: none">• This provides another training avenue to qualifying for higher compensation.• It reinforces a career path for those considering a helping profession and specifically becoming a DSP.	<ul style="list-style-type: none">• The add-on is written into current waiver amendments. Suggested changes will need to go through the waiver amendment process, beginning with Ohio Department of Medicaid approval.

Critical Questions

- There are other competency and longevity add-on proposals underway, how could this mesh with those or be part of the larger financial rate conversation?

Reference Materials / Attachments