

PROPOSAL BRIEF

Proposal Title:	Expanding Longevity and Complex Care Add-Ons
Proposal Sponsor:	Nathan Turner OSDA
Date Proposed:	July 14, 2021

Problem or Opportunity Statement

The global pandemic has compelled businesses across all industries to competitively examine wages and benefits to recruit and retain a workforce. Many positions in the hospitality and restaurant industries are starting workers around \$14 an hour which impacts the ability of our system to maintain an appropriate workforce. We need to increase the reimbursement rates across all HPC services not just routine to increase retention across independent providers and provider agencies

The Proposal

Amend complex care and longevity HPC add-ons to apply for all nonroutine HPC services while simplifying the process for providers to bill for the increased rates. To enhance recruitment efforts our system to consider establishing agreements with nursing schools and training centers for potential employee apprenticeships that would recognize certain coursework as credit for the training of the longevity credit. This is likely a medium term proposal to be finalized over several years.

Pros	Cons
<ul style="list-style-type: none">• Improve staff retention for the neediest individuals• strengthening the DODD's relationship with statewide educational institutions• establishing a long-term recruitment pipeline	<ul style="list-style-type: none">• Increase short-term financial burden• increase short-term administrative burden•

Critical Questions

What are the existing recruitment initiatives we have with the Department of Education and state nursing schools, training centers?

What are the cost projections for expanding the add-ons?

What are the barriers to widespread usage among the relevant providers?

Reference Materials / Attachments

NONE YET