

OHIO HEALTH CARE ASSOCIATION WORKFORCE COMMITTEE

**August 9, 2021, 1:30 p.m.
Zoom Meeting**

M I N U T E S

Chair John Goodman called the meeting to order and welcomed everyone to the reconstituted committee. The table at the end of these minutes shows attendance.

Pete Van Runkle referred to the online meeting folder and explained the OHCA Antitrust Compliance, Conflict of Interest, and Confidentiality Policies.

Mr. Van Runkle said the new committee's focus would be on identifying ways to help members with the workforce crisis. These ideas could include public policy changes, association services, or other things. The committee would cover all OHCA member types.

The committee discussed the upcoming OHCA workforce conference. Eric Hutchins asked when and how long the conference would be. Deanna Hatfield asked if it would be a working session or educational. Tom Rickels suggested a presentation on demographics of the workforce. Ms. Hatfield agreed, saying the conference should include a hiring forecast. Mr. Rickels said we should ask DODD not to create systems that require more staff. Ms. Hatfield suggested covering legislative items such as Carolyn's Law. Jeremy Monroe said Pennsylvania proposed regulations for 4.1 hours of staffing that were heavily supported by SEIU. Eitan Laghaie suggested HR training with presentations, rather than member sharing, that would cover changes in Title VII. The Chair responded that his session for the Core of Knowledge addressed those changes.

Mr. Rickels said the jobs needed to be more attractive to millennials. He and Mr. Laghaie commented that entry-level workers often leave when they learn what the job really entails. Chair Goodman said explaining the jobs in long-term care was a focus of the previous committee, mentioning the Care for the Aging website. Debbie Jenkins suggested both exploring how COVID-19 affected recruiting and offering a panel of members' ideas.

Mr. Van Runkle reported that legislation facilitating temporary nurse aides becoming STNAs passed and would be effective by October 1. OHCA met with ODH to discuss the process for implementing the law and expected the state to issue something in writing in the near future. We explained to ODH that the statute did not set up a duration of employment requirement and did not authorize them to adopt rules on the subject.

Mr. Van Runkle also addressed member concerns about BCI returning background check results untimely, thus requiring providers to terminate conditionally employed workers. He explained that he did not expect anyone to be cited in this situation, as long as they submitted fingerprints within five business days after hire. If any member was cited, they should contact OHCA.

Materials relating to AHCA/NCAL workforce efforts were in the online folder.

Mr. Van Runkle and Ms. Jenkins gave overviews of the C4A and DSPOhio websites and asked for committee feedback on them. The Chair and Mr. Monroe both suggested examining C4A to ascertain if it should be refreshed or eliminated. Mr. Laghaie liked the website, but asked about promoting it. The consensus was for the committee to review the site and discuss at the next meeting.

Mr. Rickels said DSPOhio should be scrapped or revamped. He felt it had the wrong focus and did not track referrals. The training was not at the right time of day. Mark Schlater said there was no marketing explaining what a DSP is and the site had design flaws.

The committee turned to open sharing of ideas that could help with workforce. Jill Herron said we should take another look at the medication aide option. Ms. Jenkins said DODD had a workgroup on medication administration and delegated nursing for DD providers. She suggested changes to allow trainees to begin providing services sooner. Mr. Rickels asked why medication certification was required annually and suggested prioritizing the many things DSPs were expected to do.

Ms. Hatfield recommended revisiting the nurse aide training ban on SNFs for certain citations. Mr. Monroe noted that the changing PPE requirements based on county positivity were difficult for staff. Ms. Herron brought up international workers. Mr. Laghaie asked about getting workers away from agencies and hiring minors.

The Chair said we needed to reach future employees while they were in high school. Ms. Herron said she was researching a vocational school LPN program in Cleveland. Gina Kerman advocated eliminating benefit cliffs that impeded raising pay. She added that mandating vaccinations affected staffing.

Erin Begin discussed a grant-funded mentorship program for direct care staff in New York that paid the mentors stipends. It had a positive impact on retention. She asked if OHCA should pursue such a program. Ms. Hatfield said her company mentored aides and was adding nurses. Mr. Rickels commented that the NY report didn't break down the impact by urban and rural settings. Ms. Kerman asked if ARPA money could be used for such a project. Chair Goodman said retention was as important as recruiting. Mr. Monroe said his company had tried various approaches to mentorship and recently began tying the mentor's compensation to retention.

Melanie Rittenour asked about automation, pointing out that it was increasing in other service industries. Ms. Begin said remote monitoring was used in home health, with avenues for

reimbursement. Ms. Jenkins said it was used in DD waivers. CMS wouldn't allow technology to replace staff in ICFs, but it could help make them more efficient. She added that telehealth was helpful during COVID-19 and should be continued. Mr. Monroe commented that they had no solutions relating to automation, but they regularly discussed how to use technology and artificial intelligence to improve efficiency.

Mr. Rickels commented that we shouldn't call workers DSPs if no one knows what the term means.

Mr. Van Runkle suggested second Mondays for committee meetings. The next meeting was set for September 13 at 1:00 p.m.

The meeting was adjourned.

Attendance:

First Name	Last Name	9-Aug
Amy	Allen	P
Andrew	Austin	P
Erin	Begin	P
Brandi	Body	
Tammy	Bonifas	P
Nicole	Breving	P
Jamie	Brose	P
Nathan	Carder	
Joe	Chesney	
Angena	Collier	P
Pam	Cooke	P
Melissa	Courtock	
Diane	Dietz	P
Nancy	Erwin	P
Cayleigh	Esterly	
Ken	Fetterman	P
John	Goodman	P
Alana	Griffin	P
Deanna	Hatfield	P
Jill	Herron	P
Brenda	Honigford	P
Judy	Howell	
Eric	Hutchins	P

Debbie	Jenkins	P
Brandi	Johnson	
John	Jones	P
Gina	Kerman	P
Eileen	Kilbane	P
Renee	Kinder	
Brian	Kinzer	P
Karen	Knavel	P
Kelsey	Knisley	P
Eitan	Laghaie	P
Joan	Longhin-Howard	P
Brenda	Milanczuk	P
Steve	Miller	P
Jeremy	Monroe	P
Bridgett	Mundy	
Shelly	Orlowski	P
Rob	Pivonka	P
Tom	Rickels	P
Melanie	Rittenour	P
Mark	Schlater	P
Carol	Slight	P
Mandy	Smith	
Nicole	Sprenger	P
Michael	Tenenbaum	
Pete	Van Runkle	P
Aubrey	Varner	P