

OHIO HEALTH CARE ASSOCIATION WORKFORCE COMMITTEE

MEETING MINUTES

March 20, 2023, 1:00 p.m.

The meeting was called to order by Chair John Goodman. He pointed to the OHCA Antitrust Compliance, Conflict of Interest, and Confidentiality Policies located in the online folder and requested approval of meeting minutes from February. He then invited Mr. Pete Van Runkle to provide an update on the current budget cycle. He stated that OHCA has provided testimony for all of our member provider groups to support our requests for increases in reimbursement, tied to direct care workforce wage increase needs. OHCA also restated our ask from 2022 House Bill 166 which proposed regulation of staffing agencies in the budget requests. A draft of the budget should be released in mid to late April from the House of Representatives.

Mr. Van Runkle then gave an update on House Bill 45 provider payments. Skilled Nursing Facilities were the first to receive instructions and portal application abilities. The uses of the funds are directly tied to workforce, and other provider types can look to this guidance for what they may expect once their payment portal opens as well. The legislature intended for SNF providers to receive their distribution by April 1, but OHCA has not seen any approvals to date. Steve Boymel noted that Chase Kohn had received approval that morning. It is unclear when the other provider types will begin receiving communication on their allocated distributions as well.

Next, Chair Goodman invited Erin Hart to provide an update on the OHCA Comments on the forthcoming SNF Minimum Staffing Mandate. She advised that the OHCA comments were available for review in the online folder. OHCA focused on state level metrics and impacts to NF providers for a 4.1 staffing ratio and requested no mandate prior to pre-pandemic staffing level attainment and that any mandates include reimbursement. Providers may find some of the Bureau of Labor Statistics information helpful in their own regional advocacy efforts.

Ms. Hart then moved to the Department of Labor Request for Information on Collaborative Workforce Strategies. OHCA will submit comments on regional strategies and collaboration with The Health Collaborative to advise future grant making opportunities for similar efforts across the state.

Ms. Hart then discussed the current Non-Compete [Proposed Rule](#) Comment Period ([Fact Sheet](#)). OHCA submitted comments requesting that they amend the rule to address separation

payments as well as non-compete clauses and also pointing to concerns about employees being penalized for changing jobs. This rule is in comment period currently.

Heidi McCoy then provided an update on DODD Workforce items. She noted that the HCBS providers are eligible for payments equal to 6.5% of claims payments in a quarter, but they must opt in. 82% of that payment has to be provided as a bonus to eligible direct care staff. Since this is funded by the county boards, it does not apply to ICFs. Opt-in for the first quarter of 2023 will occur between April 3 and April 18. In the budget, ID/DD Providers would receive a 16.5% increase for residential waiver services, a 10% increase for adult day, employment and transportation waiver services and a 6.5% add on to the direct care component of the ICF rate formula. DODD has also said that they included funding to expand or add new Employee Resource Networks, create a DSP registry for DSPs to manage their training records and credentials as well as provide technology based on demand assistance to DSPs. A meeting is planned to discuss these initiatives in late March/early April in greater detail.

Chair Goodman then moved to the recent Department of Labor ruling banning Severance Agreements. The impact of this ruling for employers of Organized workforce would be to avoid severance agreements. It is unclear how this ruling will impact employers of workforce that is not organized. He advised to allow time for additional analysis for future policy direction.

Ms. Hart then discussed the OHCA Workforce Roadmap for 2023, beginning with an update on the LPN training in High Schools project. OHCA is partnering with the Health Collaborative, which held a statewide meeting on March 6 offering their LPN curriculum to CTECs who wish to offer LPN program. Currently, the Governor allocated 300 million in budget for CTECs to improve technical ability to offer such programs, and the Collaborative is attempting to educate those centers on a blueprint for expanding this course to additional students, and partnering with Nursing Facilities. OHCA is reaching out to other regional jobs Ohio to form initial collaborative meetings for regions and set structure. She stated that they still need provider volunteers for Central and southeast regions for clinical sites.

Next, Ms. Hart discussed the CDC Nursing Home Strike Force Funding. Most of the dollars thus far had been allocated to R3AP, with \$14 million earmarked for the current fiscal year. ODA/ODH has until May 2024 to spend the remaining funds awarded. Director McElroy has requested our suggested uses for the rest of the funds with particular emphasis on utilizing the existing R3AP framework to provide additional assistance and has provided us a list of CDC suggested uses. We had previously requested that the money be used for student loan forgiveness and/or workforce support. She requested committee members send additional ideas to her for the consideration of Director McElroy.

Ms. Hart then discussed the intention of OHCA to apply for a large Civil Money Penalties Grant from CMS for a period of 2 years for the RETAIN retention software from Pinnacle Group. The

grant would cover the cost of the software for the providers who participate. Utah had previously used this in their demonstration reducing turnover by 20% from 2019 to 2021. New Hampshire has also experienced promising return on investment in their own grant demonstration, and the information for this can be found in the online folder. She then invited Sarah Dirks from Pinnacle Group to provide a demonstration of the software. Ms. Dirks stressed that the program was created to minimize provider burden and identify employees at risk during the most vulnerable time (first 100 days). OHCA would also partner with Pinnacle to provide education to new hires through the platform as well. Ms. Hart asked for feedback on the possibility of obtaining such a grant. Chair Goodman asked what the survey participation rate was among respondents. Ms. Dirks responded that 60-70% of new hires participated in the surveys.

Ms. Hart noted that the last two items on the agenda regarding feedback from the Workforce Summit and a review of Thrive Peer Recovery Services would be shifted to the next meeting in April.

Hearing no other items, the meeting was adjourned.

Attendance:

First Name	Last Name	3/20/2023
Josh	Anderson	X
Steve	Boymel	X
Nicole	Breving	X
Jamie	Brose	X
Nathan	Carder	X
Pam	Cooke	X
Melissa	Courtock	X
Diane	Dietz	X
John	Dombrowski	X
Nancy	Erwin	X
Ken	Fetterman	X
John	Goodman	X
Hannah	Goodwin	X
Erin	Hart	X
Kiana	Jackson	X
Brian	Kinzer	X
Kelsey	Knisley	X
Peter	Lienert	X

Joan	Longhin-Howard	X
Bridgett	Mundy	X
Rob	Pivonka	X
Tom	Rickels	X
Ginger	Schuerger-Davison	X
Mandy	Smith	X
Pete	Van Runkle	X