

OHIO HEALTH CARE ASSOCIATION WORKFORCE COMMITTEE MEETING MINUTES

January 8, 2024, 1:00 p.m.

Chair John Goodman opened the meeting welcoming committee members to the call. He pointed to the OHCA Antitrust Compliance, Conflict of Interest, and Confidentiality Policies in the meeting folder. He requested approval of the meeting minutes from November. Committee members Eileen Kilbane and Joshua Wallace approved the minutes. Attendance for this meeting can be found at the bottom of this document.

Pete Van Runkle then discussed the Public Policy agenda, focusing on the CMS minimum staffing rule. He shared that the national approach had shifted to a legislative fix, with potential savings estimated at 18-19 billion dollars over a decade. He also mentioned an unexpected delay in the rule's implementation, with the true deadline uncertain, and the possibility it might not be completed within the current administration. Despite these challenges, there were some positive developments with minimum staffing. Ms. Hart then discussed a bill introduced by Senator Collins and Representative Fischbach (Protecting Rural Seniors Access to Care Act) that would stop the Department of Health and Human Services from finalizing proposed SNF Minimum staffing requirements until they can demonstrate that it would not result in closures of nursing facilities. She noted that Representative Troy Balderson had agreed to co-sponsor this bill after the congressional visit to Riverside Manor and OHCA had arranged for three additional visits with two democratic and one republican member of congress.

Mr. Van Runkle then discussed visa retrogression, with the cutoff date for accepting visa applications extended to August 1, 2022. He discussed the potential to bring in more applications through the process and mentioned an announcement related to visa renewals that allows for 20,000 to be processed domestically by the State Department. Joshua asked about successful implementations, and Mr. Van Runkle confirmed their existence but noted it's not widespread.

Diane Dietz then discussed the new OSHA workplace requirements for record-keeping and regulatory items. She highlighted that businesses with over 100 employees in high-hazard industries, including skilled nursing and assisted living, must now submit work-related injury and illness logs electronically. Previously, businesses could submit an Excel spreadsheet, but this is no longer the case. She also mentioned that businesses need to complete the 301 log in its entirety, not just upload an Excel spreadsheet. Diane mentioned a forthcoming webinar to help businesses understand these changes and clarified that OSHA now considers businesses with over 100 employees, even if they are separately incorporated.

Mandy Smith discussed the current changes in licensing rules for assisted living and nursing facilities in Ohio. They highlighted new requirements for residential care facilities, including the need for a part-time infection preventionist or a contract with 20 hours a week. There were also changes in the role of administrators, with larger nursing homes requiring a full-time administrator, while smaller ones can share an administrator with an assisted living facility. Ms. Smith also mentioned new reporting requirements, including for elopement, payment upon

delivery for services, shut-off notices, and staff shortages. The definition of elopement was also discussed, with any resident whose location is unknown at a certain time requiring to be reported.

Ms. Hart discussed changes to the STNA training program related to Oral Health. She emphasized the need for providers to be aware of these changes and incorporate them into their education platforms. Ms. Smith added that there has been a concerning decline in quality care areas like dental issues, foot care, ADLs, and wounds, which they linked to staffing shortages. Several committee members requested access to training information in the chat. Ms. Hart noted that she would reach out to Oral Health Ohio to coordinate a training for OHCA members.

Ms. Smith discussed two main regulatory issues. The first was about license renewal problems faced by licensed nursing home administrators with last names starting with "A-L". The problem arose due to licensing system updates not being made on time, allowing for renewals at a lower rate without the ethics credit. She urged everyone to check their license status and ensure they were in good standing. The second issue was about agency staff background checks. She mentioned a case where agency staff, contracted to perform required checks, was not doing them correctly. She stressed the need for internal audits to ensure compliance and warned that failure could lead to problems on survey.

The discussion then moved to workforce updates with Debbie Jenkins highlighting the impacts of waiver rate increases and the expectations of the Department and Administration for these increases to be used to increase wages for direct support professionals. She emphasized the importance of using the rate increases to increase wages as one of the key components. Ms. Jenkins announced that the Department of Developmental Disabilities (DODD) is nearing the finalization of the utilization of HCBS ARPA funds, with a specific allocation of \$5 million for workforce projects. She emphasized that these funds cannot be used directly for wages, but can be used for various special projects to aid in staff recruitment and retention. Ms. Jenkins noted that the grant application process is set to open the week of the 20th, with plans to keep the application process open until all funds are expended, or until the end of 2024. She encouraged DD providers to begin preparing their project ideas for submission.

Ms. Hart provided an update on the OADSP proposal to increase the industry recognized credential credits for graduating students, which is currently under review. She also shared about the HRSA Geriatrics Workforce Program grant, a \$1 million grant for 5 years, which is suitable for nursing facilities to participate in. The application deadline for this grant is February 26th. She also mentioned that they are moving forward with the OHCA Partners in Education program with Columbus State, where they will submit the number of sponsored students later in the week. She encouraged those interested to join in, as it's not too late to participate.

Ms. Hart shared that the OHCA Licensed Nursing Home Administrator apprenticeship program was approved and will be introduced to pilot providers who have helped develop the program. Employers with completed apprenticeships are eligible to apply for WIOA funds, with further information to be provided on the program. Erin also said that they are planning to start two more apprenticeship programs for Certified Dietary Manager and Qualified Medication Aid. She

also mentioned a CNA upskilling program that is under development. This program is designed to create a career ladder within the CNA designation without requiring them to become a nurse.

Ms. Hart then noted that she would share an Excel spreadsheet with the Workforce Committee, asking for their input on sessions for the upcoming OHCA Convention in 2024. She introduced the AHCA Diversity and Executive Leadership Program (DELP), emphasizing its focus on diversity and encouraging members of the Workforce Committee to apply. Finally, she mentioned the AHCA Careers and Aging Month, a month-long initiative in March aimed at promoting career advancement and education in long-term care.

Hearing no other business, the meeting was adjourned.

Next meeting: February 12, 2023, 1:00 p.m.

| First Name | Last Name | 1/8/2024 |
|-------------------|------------------|-----------------|
| Amy | Allen | X |
| Amy | Caroll | X |
| Ashley | Buga | X |
| Brad | Gasser | X |
| Brian | Kinzer | X |
| Debbie | Jenkins | X |
| Diane | Dietz | X |
| Edward | Beatrice | X |
| Eileen | Kilbane | X |
| Eric | Hutchins | X |
| Erin | Hart | X |
| Jamie | Brose | X |
| Joan | Longhin-Howard | X |
| John | Goodman | X |
| Josh | Anderson | X |
| Joshua | Wallace | X |
| Kari | Domonique | X |
| Kelsey | Knisley | X |
| Mandy | Smith | X |
| Melissa | Courtock | X |
| Nathan | Carder | X |
| Neil | Everett | X |
| Nicole | Breving | X |
| Pam | Cooke | X |
| Pete | Van Runkle | X |
| R | Smith | X |
| Victoria | Barkin | X |

