

# OHIO HEALTH CARE ASSOCIATION WORKFORCE COMMITTEE MEETING MINUTES

February 13, 2023, 1:00 p.m.

[Zoom Meeting](#)

Erin Hart opened the meeting in the absence of Chair Goodman welcoming everyone to the call and pointed to the meeting and committee materials in the online folder. She requested a motion to approve the minutes from the previous meeting. Edward Beatrice motioned to approve, and Eileen Kilbane second the motion. Attendance for this meeting can be found at the bottom of this document.

Ms. Hart invited Pete Van Runkle to discuss Public Policy issues, beginning with an update on the Ohio Budget for the current biennium. The budget has workforce implications as it relates to reimbursement. The draft form of the budget does not provide any details on rate increases or mention rebasing for SNF rates. The Administration has publicly announced the formation of a task force to assess quality needs as it relates to the rebasing, and reaffirmed that rebasing would have to include a quality component. For home and community-based services (HCBS) and developmental disability (DD) providers, the budget discusses increases but does not designate specific amounts. All allocations and rate increases will be set through rule making. The committee hearings have focused on wages, indicating that the legislature would like to tie the reimbursement to wages. While the DD rates are built on a base wage, the other services are not. Committee testimony will continue throughout the next month.

Next, Mr. Van Runkle provided an update on House Bill 45 (HB45) provider payments. On February 13, OHCA received a briefing from the Office of Budget Management (OBM), which included 12 pages of guidance on the SNF payment application process, use of funds and reporting requirements. They seemed to indicate also that they would be proceeding with issuing SNF payments before issuing payments to other providers, such as DD, HCBS and Hospice. The use of funds includes a restriction that funds must be used for premium pay, which is defined as additional pay/bonuses to those working in COVID units. There are additional restrictions on eligibility workers and amounts as well. OBM has indicated this is due to the language included in HB45 as well as federal American Rescue Plan Act (ARPA) regulations. The guidance also includes detail on a mandated reporting schedule. The funds must be distributed by the end of the Public Health Emergency (PHE), which has been established as May 11, 2023. However, providers may apply these payments retroactively to costs going back to the beginning on the PHE in 2020. The costs may not have been reported for use for another federal ARPA relief program. The portal to apply for the funds will likely be opened next week. OBM has set a webinar for February 22 at 2:00 p.m. to review the application process. OHCA will provide the link to the training as soon as it becomes available.

Jeremy Monroe asked if there are examples in other states where they have been able to use this money more freely. Mr. Van Runkle responded that Director Murniecks of OBM indicated that the language in the legislation was a major barrier, and that it would be easier if the language had indicated any use allowable under ARPA. She did indicate consideration to expand the use of funds to include payments to workers who were mitigating COVID-19. This would include testing and vaccination hours, as well as those that worked in the COVID-19 unit.

Mr. Van Runkle also indicated that it would take at least a month to get changes to the legislation through the legislature, and the payment timeframe was fast approaching.

Steve Miller asked how expansive the bonuses would be in their definition, and whether shift pick up bonuses would be included. Mr. Van Runkle indicated he would need to review the federal regulations on premium pay further.

Jill Herron asked if paying staff who contracted COVID-19 during their time off would be included. Mr. Van Runkle indicated that this was a possibility. However, mitigation more directly related to those working with COVID-19 positive patients.

Ms. Hart then added, as it relates to the budget, there was some prescriptive language for the add-on payment in memory care assisted living. The legislation indicated that the provider must demonstrate 20% higher staffing ratios for memory care to receive the add-on payment. This would be logistically challenging if the unit is not segregated. She requested AL Waiver operators to provide feedback on how they are tracking staffing hours for each resident for OHCA advocacy efforts.

Ms. Hart then reminded committee members of the request for comments on the CMS Minimum Staffing Mandates requested by AHCA. Submission could be completed through the AHCA website using the yellow banner. Providers who would like assistance in crafting their comments could reach out to her directly for assistance.

Next, Ms. Hart invited Debbie Jenkins to provide an update on the Department of Developmental Disabilities (DODD) Workforce Initiatives. Ms. Jenkins gave a summary of the recent DODD Workforce Crisis Staffing Meeting. Most of the discussion centered around the 6.5% retention workforce credit. Most agencies have received most of the payment. The last payment will be made in February. Staff must receive the funds no later than March 15 and reporting must be completed no later than April 16.

Ms. Jenkins also reported that the Ohio Alliance for Direct Support Professionals (OADSP) held in-person meetings in December as well as virtual sessions in January. There were about 50 in attendance for the in person sessions. OADSP reports that messaging from the workers were consistently about low reimbursement and a general lack of respect for their position. They also noted that documentation requirements were cumbersome and they had experienced difficulty with work life balance. Materials shared by OADSP can be found in the online folder for this meeting. The DSP compensation surveys ensure that increases given to providers are delivered to staff and will assist OHCA in future advocacy efforts for increased funding.

Next, Ms. Hart invited Mandy Smith to provide an update on the Virtual Nurse Aide Training initiative. During a recent meeting with the Ohio Department of Health (ODH), leaders clarified that providers who already have an existing approved training program do not need to submit a new application to provide the classroom portion virtually, as long as it meets the curriculum approved previously. New providers who wish to begin a training program will need to submit an application. Ms. Smith reminded committee members that OHCA partners with AHCA to

offer CNA Online and would appreciate if our committee members let her know if they submit a new application with this program to ODH.

Next, Ms. Hart discussed the initiatives that OHCA has selected for our workforce roadmap in 2023. She began with a new collaboration with Leading Age Ohio (LAO). OHCA intends to submit a Civil Money Penalties grant application to ODM for consideration, now that the grant approval freeze has been lifted, for 1.5-2 million over the course of 2-3 years for a program that combines elements from several other previously approved CMP grants. It would include the WisCaregivers framework, launching a recruitment campaign statewide to filter applicants to a centralized website for STNA jobs in long term care. This program tracks applicants and requires that facilities sign up and provide a retention bonus. The OHCA program would utilize Florida's marketing campaign, which was much higher funded than Wisconsin's. It would also utilize the retention software from Utah to track retention for data purposes. Lastly, OHCA and LAO would provide educational support to new STNAs who came through the program to assist further with retention. OHCA would administer the grant fiscally and LAO would provide the website, as it is already created. Ms. Hart asked for feedback if the committee would support this initiative. Jeremy Monroe responded that an effort to educate and bring awareness to the industry is positive, but this is a longer term solution where a shorter term solution is needed. Jill Herron added that incorporating a mentoring program and payment structure would assist immediately with retention of existing staff as well. She also suggested a referral bonus. Ms. Hart stated she would check the CMP restrictions and see if this would be a viable option for the proposed program as well.

Next Ms. Hart discussed the CDC Nursing Home Strike Force Grant Dollars. Ohio was originally awarded 27 million dollars and has only allocated those funds towards the Rapid Response Program (R3AP). LAO indicated they requested the funds be used for a WisCaregivers type of program, but that the Department of Aging had not taken any action on that request. Ms. Hart stated she was collaborating with LAO on how best to proceed with that initiative, and would devise additional recommendations for the Department of Aging after meeting with Director McElroy this week. Funds must be used no later than May 11, 2024.

Ms. Hart then discussed the status of the LPN High School Training Program in Career Technical Education Centers (CTECs). This initiative has been underway for quite some time, and in her absence, the Health Collaborative in Southwest Ohio has made considerable progress. They are looking for a funding source to give CTECs funding for new laboratories, pay for a shared curriculum, and fund the guidance counselor connection position to help generate student interest in a new program. Additionally, the local community college, University of Cincinnati, has received an iTag to use those credits towards a degree program to transition to an RN post-secondary. The Nursing Facility serves as the clinical site for their educational program. The Health Collaborative was holding a meeting on March 6 to discuss statewide expansion of this model into the 5 other Jobs Ohio regions. OHCA requests that interested facilities volunteer for the clinical portion of this program. She would send the county regions and related CTECs following the call. Volunteers would be taken on a first come- first serve basis. She did advise that it would take up to a year for the schools to build the laboratory, curriculum and be approved by ODH. The target school year for new programs was 2024.

Lastly, Ms. Hart noted that providers could begin high school outreach campaigns through the guidance counselors now. She would be reaching out to her contacts through the Health Collaborative to get more information on the Network of Guidance Counselors.

Kathy Chapman then reminded committee members of the upcoming Workforce Summit March 13 and 14 in Columbus Ohio and briefly reviewed several key sessions. Ms. Hart added that the next workforce committee meeting will be rescheduled to the following week due to the conflict with the Workforce Summit.

Hearing no other items, the meeting was adjourned.

<b>First Name</b>	<b>Last Name</b>	<b>2/13/2023</b>
T.	Allison	X
Josh	Anderson	X
Ozimba	Anyangwe	X
Edward	Beatrice	X
Nicole	Breving	X
Jamie	Brose	X
Nathan	Carder	X
Kathy	Chapman	X
Tiffaney	Closson	X
Pam	Cooke	X
Melissa	Courtock	X
Diane	Dietz	X
John	Dombrowski	X
Lori	Filipovich	X
Erin	Hart	X
Jill	Herron	X
Brenda	Honigford	X
Eric	Hutchins	X
Debbie	Jenkins	X
Brandi	Johnson	X
Eileen	Kilbane	X
Brian	Kinzer	X
Karen	Knavel	X
Kelsey	Knisley	X
Eitan	Laghaie	X
Joan	Longhin-Howard	X
Heidi	McCoy	X
Steve	Miller	X
Jeremy	Monroe	X
Bridgett	Mundy	X
Mark	Schlater	X
Ginger	Schuerger-Davison	X
Mandy	Smith	X

Pete	Van Runkle	X
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Next meeting: March 20, 2023, 1:00 p.m.