



## Recommendations for LTC Commission 11-14-19

### Rate Setting Commission

- Increase reimbursement rates for underfunded programs immediately to accommodate upcoming minimum wage increase
- Implement proactive rate setting as required in Chapter 101, every 2 years minimum
- Implement different level of care rates for varying acuity of care levels & years of direct care worker experience
- Implement regular cost of living rate changes
- Implement a mechanism to determine rate setting in Maine
- Obtain reliable data for rate setting initiatives
- Implement a reimbursement model that takes into account agency expenses and services rendered
- Allow increases of salaries, training costs, benefits, mileage, travel, PTO
- Consider input from providers on rate setting efforts and proposed models

### Training

- Implement the Muskie Center Direct Service Worker Curriculum to easily allow working in different capacities
- Allow college credits towards MHRT-c, licensed practical nursing, case management to allow for career advancement
- Work with DOL on grants for direct care workers to advance when they want to
- Offer training curriculums and EVV in French and all pertinent Maine languages
- Open up train the trainer for immigrant populations (ex- current freeze on PSS)
- Offer free access in Maine to trainings

### High school students

- Allow 10<sup>th</sup> grade education for direct care workers
- Require volunteering during junior or senior year to meet graduation requirements and to expose students to direct care work

### College credits and internships

- Enhance credit transfer for New Mainers
- Improve transfer of degrees and certifications via test out from other states to address shortage of credentialed staff
- Increase internships with colleges for workers and to address key shortages of staff
- Offer loan forgiveness incentives in areas of shortages

### Recruitment/workforce

- Help keep our young Mainer's in Maine
- Create a plan to attract older workers to work in direct care
- Recruit New Americans and asylum seeking individuals to work in Maine
- Increase the recruitment of women aged 25-64 (our current primary workforce)



- De-gender the workforce to recognize males as equally as an important in direct caregiving roles along with education of consumers served around caregiver genders
- Encourage older workers to stay in the workforce
- Revamp and increase DOL involvement in the direct care workforce shortage
- DOL needs a strong marketing and recruiting campaign to focus on growing the direct care workforce

### **Recognition**

- Implement a marketing campaign to promote this type of work and raise awareness of the importance of this work (social media)
- Increase recognition and professionalize direct care workers across the health care system demonstrating respect for value of these positions

### **Benefits**

- Address daycare shortages to assure direct care workers have access to childcare
- Improve benefit access for direct care workers

### **Regulatory**

- Alter public assistance requirements to reduce limitations for certain workers- TANF, ABLE, SNAP, Housing, MaineCare etc- increase hours worked +no loss of benefits
- Better communication and collaboration with regulatory bodies

### **Service delivery**

- Explore paying family members to care for members through agencies
- Expand Shared Living as a service to address the shortage of DSP's
- Expand assessment agency to allow Licensed Social Workers to complete eligibility assessments

### **Technology**

- Recognize the role technology can play in advancing members to remain in home and increase availability of this option
- Expand telehealth services and accessibility
- Advance technology in the workplace
- Fund EVV
- Access to funding for grants to purchase and enhance technology

### **Wages**

- Assure all direct care workers have a livable wage

### **New Agencies**

- Require training at the Department "orientation"

Jillian Jolicoeur COO