

Department of Human Services 2009-11 Policy Option Package

Division Name: Seniors and People with Disabilities

Policy Option Package Initiative: Seniors and people with disabilities live safely and independently in their communities.

Policy Option Package Title: Long Term Care Workforce Development

Policy Option Package Number: 313

Summary Statement:

This POP addresses the need for an adequate, trained and skilled workforce to fill the growing demand for health professionals and caregivers in the long term care system. Meeting this demand will require a planned and organized strategy developed by the public and private sectors. This initiative funds positions focused on this workforce development and developing this plan to assess what the need will be, what efforts are currently in place to develop a long term care workforce, and what additional efforts are needed. This POP requires 2 positions.

1. WHAT WOULD THIS POLICY OPTION PACKAGE (POP) DO AND HOW WILL IT BE IMPLEMENTED?

This POP funds positions focused on this workforce development and developing a plan to address the growing need. These two staff would bring together public and private partners to assess what the need will be, what efforts are currently in place to develop a long term care workforce, and what additional efforts are needed. This group is expected to include health care industry representatives, state and local economic development representatives, education professionals, health care policy makers, health care consumers, and other relevant stakeholders.

2. WHY DOES DHS PROPOSE THIS POP?

Repeatedly, the lack of trained and skilled health care professionals and direct caregivers is given as the reason for poor quality of care and lack of adequate services. The current long term care system is unsustainable without a skilled workforce, which cannot be developed without intentional collaboration and coordination.

3. HOW DOES THIS FURTHER THE AGENCY’S MISSION OR GOALS?

Independence, health and safety of Oregon’s citizens.

4. IS THIS POP TIED TO A DHS PERFORMANCE MEASURE? IF YES, IDENTIFY THE PERFORMANCE MEASURE. IF NO, HOW WILL DHS MEASURE THE SUCCESS OF THIS POP?

KPM #1: People with disabilities in community settings – The percentage of individuals with developmental disabilities who live in community settings of five or fewer.

KPM #2: Seniors living outside of institutions – The percentage of Oregon’s seniors who are living outside of institutions.

KPM #16: Re-abuse of seniors and people with disabilities – The percentage of seniors and adults with disabilities who are re-abused within 12 months of the first substantiated abuse.

5. DOES THIS POP REQUIRE A CHANGE(S) TO AN EXISTING STATUTE OR REQUIRE A NEW STATUTE? IF YES, IDENTIFY THE STATUTE AND THE LEGISLATIVE CONCEPT.

No.

6. WHAT ALTERNATIVES WERE CONSIDERED AND WHAT WERE THE REASONS FOR REJECTING THEM?

The current system does not fully recruit and increase awareness of the skills, training and education needed for positions.

7. WHAT WOULD BE THE ADVERSE EFFECTS OF NOT FUNDING THIS POP?

Lack of service options for people with long term care needs, increased abuse and neglect.

8. WHAT OTHER AGENCIES (STATE, TRIBAL AND/OR LOCAL GOVERNMENT) WOULD BE AFFECTED BY THIS POP? HOW WOULD THEY BE AFFECTED?

Dept. of Economic Development, local governments, local economic development organizations, educational institutions, Dept. of Education.

9. WHAT ASSUMPTIONS AFFECT THE PRICING OF THIS POP?

Implementation Date: 07/01/2009

End Date (if applicable): None

a. Will there be new responsibilities for DHS? Specify which division(s) and describe their new responsibilities.

- | | |
|--|--|
| <input type="checkbox"/> Administrative Services | <input type="checkbox"/> Addictions and Mental Health |
| <input type="checkbox"/> Children, Adults and Families | <input type="checkbox"/> Public Health |
| <input type="checkbox"/> Division of Medical Assistance Programs | <input checked="" type="checkbox"/> Seniors and People With Disabilities |

SPD's new responsibilities will be the workforce development it plans in collaboration with external stakeholders.

b. Will there be new administrative impacts? Specify which office(s) and describe how it will be affected.

- | | |
|--|--|
| <input checked="" type="checkbox"/> Human Resources | <input type="checkbox"/> Payment Recovery |
| <input type="checkbox"/> Information Security (privacy) | <input type="checkbox"/> Investigations and Training |
| <input type="checkbox"/> Document Management (imaging) | <input type="checkbox"/> Facilities |
| <input type="checkbox"/> Audit and Consulting | <input type="checkbox"/> Contracts |
| <input type="checkbox"/> Information Services (IT) | <input type="checkbox"/> Budget |
| <input type="checkbox"/> Financial Services (Accounting) | <input type="checkbox"/> Other (Specify) |

Human Resources for the hiring of new staff.

- c. **Will there be changes to client caseloads or services provided to population groups? Specify how many in each relevant program.** No.
- d. **Will it take new staff to implement and maintain? For each classification, list the number of positions and the number of months the positions will work in each biennium. Specify if the positions are permanent, limited duration or temporary. Attach position descriptions.**
Requesting 2 positions 1.76 FTE: 1 OPA3, 1 AS1
- e. **What are the start-up costs, such as new or significant modifications to computer systems, new materials, outreach and training?** None.
- f. **What are the ongoing costs?** None.
- g. **What are the potential savings?** Recruitment of trained staff for needed positions.
- h. **Based on these answers, is there a fiscal impact?** Yes.
- i. **What are the sources of funding and the funding split for each one? Include grant names and fund type, such as “Medicaid, General and Federal Funds.”**
Medicaid Federal Funds and General Funds
- j. **Contact Name:** Mary Gear 503-945-5833