

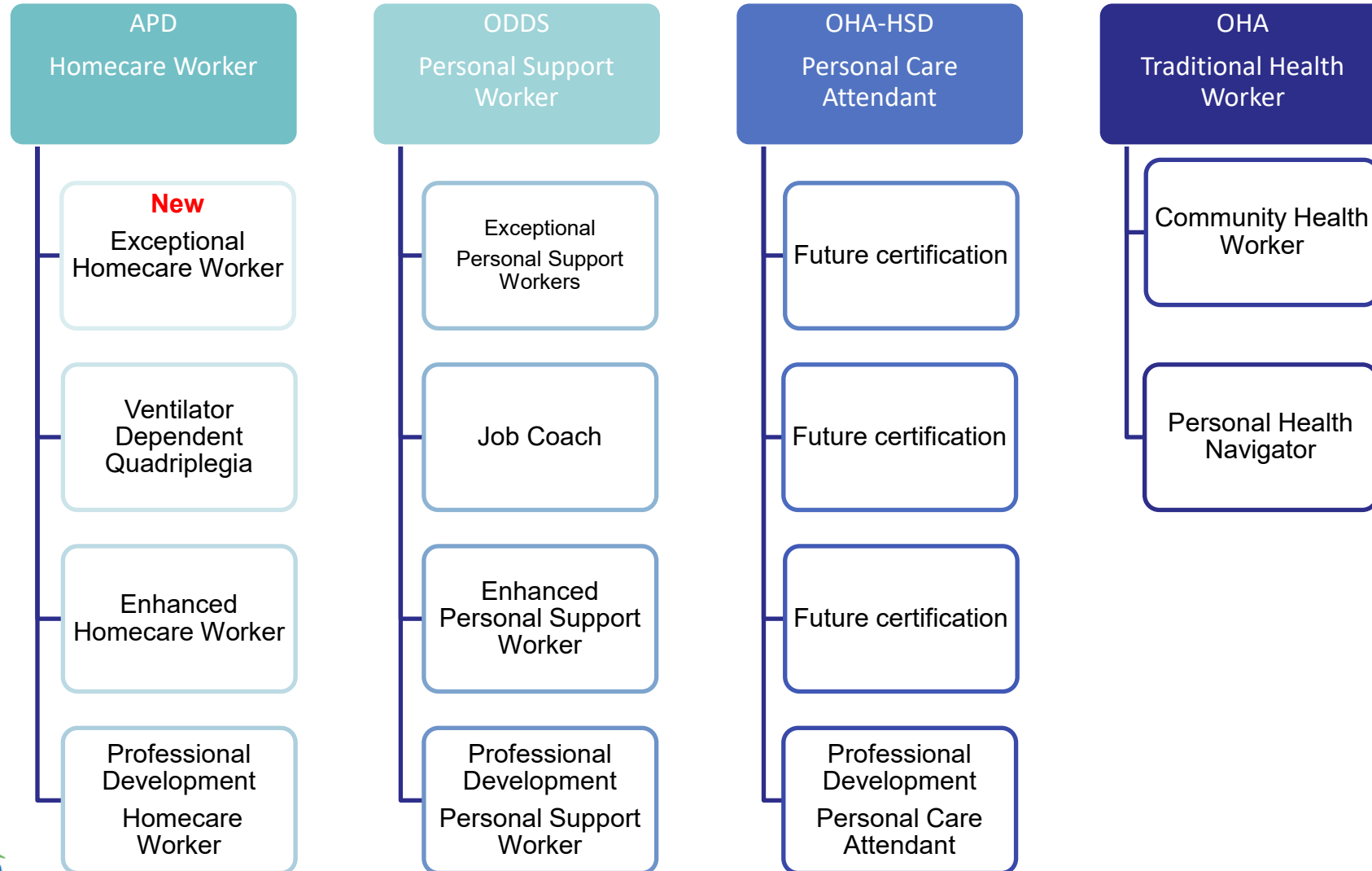


Oregon Home Care Commission

Right Worker, Right Time, Right Place

OHCC Career Lattice

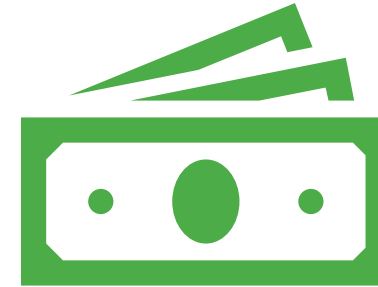
Oregon Home Care Commission Career Lattice – Lateral and Horizontal Movement



Pathway to Higher Wages



OHCC Certifications



Higher Wages

Wage Rates – Effective January 1, 2022

Base/Differential Wage Rates	Base rate	PDC Differential \$.50	Enhanced Differential \$1.00	VDQ Differential \$3.00
Base rate	\$16.67	\$17.17	\$17.67	\$19.67
Enhanced without PDC	\$16.67	N/A	\$17.67	N/A
Compounded PDC + Enhanced	\$16.67	\$17.17	\$18.17	N/A
VDQ without Enhanced or PDC	\$16.67	N/A	N/A	\$19.67
VDQ combined with Enhanced without PDC	\$16.67	N/A	\$17.67	\$20.67
Compounded PDC + Enhanced with VDQ	\$16.67	\$17.17	\$18.17	\$21.17

- The Professional Development Certification differential shall be compounded with Enhanced or Job Coaching differentials.
- The VDQ differential may be combined and paid with Enhanced differential for homecare workers with an approved active OHCC Enhanced certification.
- The Exceptional differential cannot be combined with other differentials for the same consumer.

Wage Rates – Effective January 1, 2023

Base/Differential Wage Rates	Base rate	PDC Differential \$.50	Enhanced Differential \$1.00	VDQ Differential \$3.00	Exceptional HCW Differential \$3.00
Base rate	\$17.77	\$18.27	\$18.77	\$20.77	\$20.77
Enhanced without PDC	\$17.77	N/A	\$18.77	N/A	N/A
Compounded PDC + Enhanced	\$17.77	\$18.27	\$19.27	N/A	N/A
VDQ without Enhanced	\$17.77	N/A	N/A	\$20.77	N/A
VDQ combined with Enhanced without PDC	\$17.77	N/A	\$18.77	\$21.77	N/A
Compounded PDC + Enhanced with VDQ	\$17.77	\$18.27	\$19.27	\$22.77	N/A
Exceptional HCW No compounding or combining of rates	\$17.77	N/A	N/A	N/A	\$20.77

- The Professional Development Certification differential shall be compounded with Enhanced or Job Coaching differentials.
- The VDQ differential may be combined and paid with Enhanced differential for homecare workers with an approved active OHCC Enhanced certification.
- The Exceptional differential cannot be combined with other differentials for the same consumer.

Employer Resource Connection

Employer Resource Connection Consumer Learning Benefits

Learns and understands services

Learns how to create a job description

Learns how to use the Registry

Learns how to screen, interview and checking references

Learns how to maintain employment records

Learns how to manage and track hours worked

Learns about warning signs of an unacceptable provider behavior

Learns how to create a safe living and work environment

Learns how to effectively communicate with provider

Learns about provider wages and differentials

Learns how to avoid fraud and abuse

Employer Resource Connection Overall Consumer Benefits



Consumers are empowered.



Consumers independently manage their provider employees.



Consumers understand their rights and responsibilities.



Consumers have access to tools and resources to become a successful employer.



Consumers have access to ERC consultants to assist with questions related to being a successful employer.

Employer Resource Connection Program Values

Independence

Quality

Choice

Person-centered services

Service equity

Flexible service options

Employer Resource Connection Program Partners

Public Partnerships, LLC

The Arc of Oregon

Creating Opportunities

Northwest Senior and Disability Services

Lane Council of Governments

Handicap Awareness and Support League

Umpqua Valley Disability Network

Community Action Team

Oregon Cascades West Council of Governments



Employer Resource Connection Program Consultant Highlights



As we (PPL) have started the year it is encouraging to see the many "meet and greet" we continue to have throughout all 5 counties. The referrals have been coming in on a steady flow as we continue to service consumers in this tough time.



With the high numbers of new referrals coming in, as well as Consumers returning for renewed ERC services, it has helped our Consultants at The Arc Oregon to keep a personal dry erase board listing new referrals, dates of referrals, deadlines for contacting each person, Consumers returning for new services, and follow-up contacts.



Consumer located in a rural area was able to find a worker within one day to fill his open hours. He was originally very overwhelmed with the process of finding a worker but felt relief with the assistance of consultant's help with the process of finding a worker and information provided regarding having a caregiver.



Consumer was able to post an ad on the Registry and fill a spot to work additional hours within a week. This vacate hours had been open for some time and posting an ad worked well and quickly for this consumer.



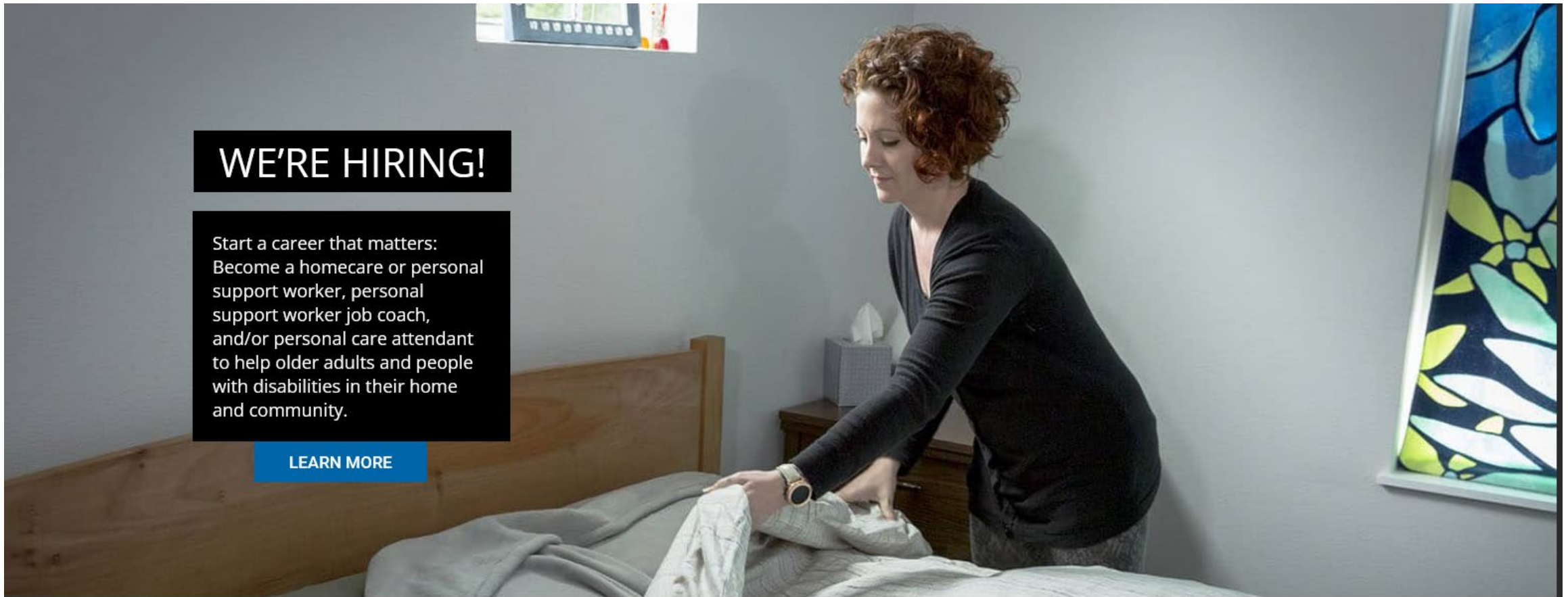
I have several consumers who will contact me with they need to know how to communicate their needs and expectations to their HCWs. By seeking out advice and guidance shows that they want their employer/employee relationships to work!



Over a two-day period in January, I assisted 2 Consumers in Union County to hire a shared HCW. They were both so pleased with the hire – one Consumer sounded like a whole new person as a result of having the help she needed in her home.

OHCC Workforce Development Pilot Project

OHCC Workforce Website



WE'RE HIRING!

Start a career that matters:
Become a homecare or personal support worker, personal support worker job coach, and/or personal care attendant to help older adults and people with disabilities in their home and community.

[LEARN MORE](#)



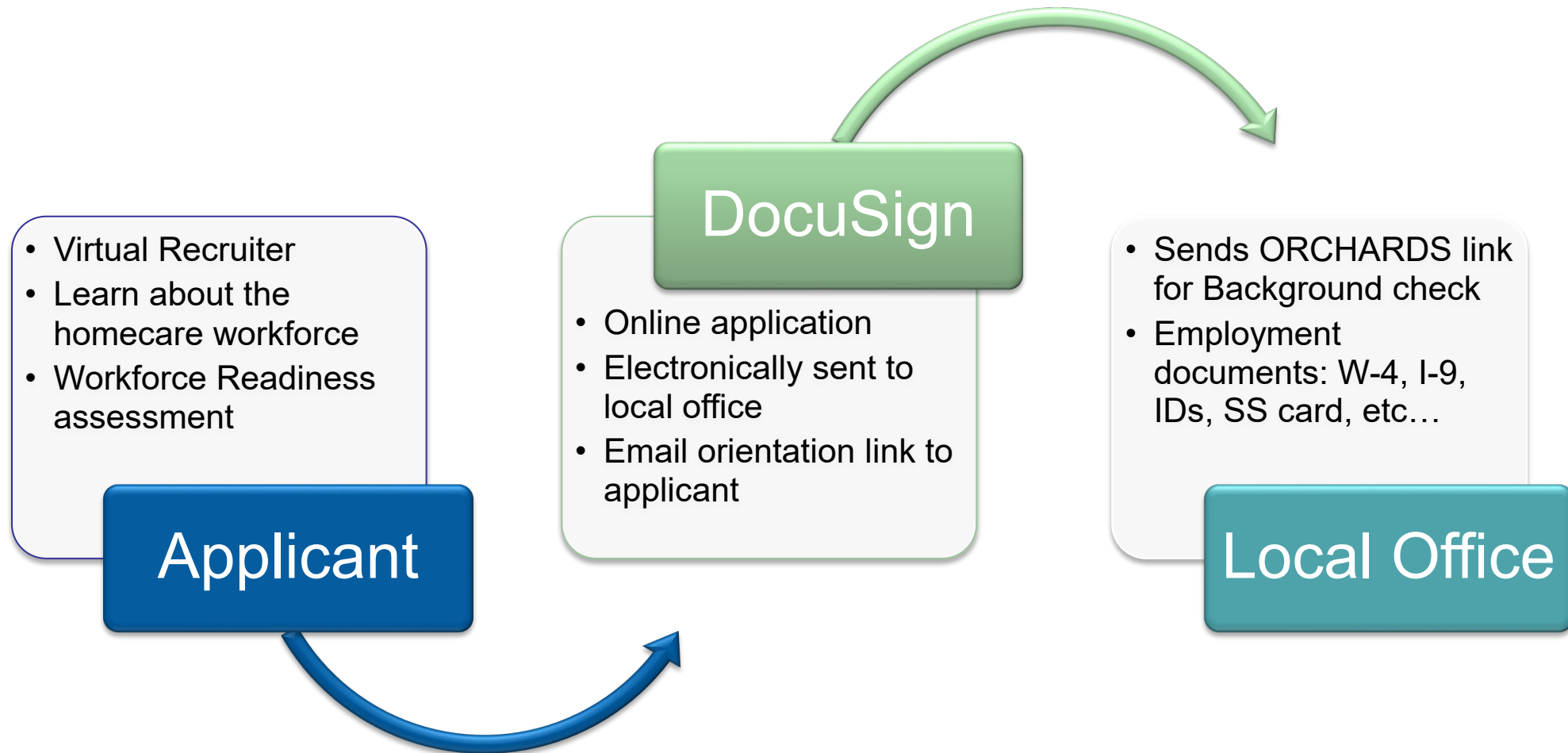
Workforce Readiness Assessment

Identifies the applicant's soft skills

Affirms the applicant is a "good fit"

Suggests training opportunities for self-growth

Chatbot Virtual Recruiter, Workforce Readiness Assessment, and Online Application



Social Media Campaign



- Paid social media ads
- Identify age group (18-35)
- Short video

Recruitment Events



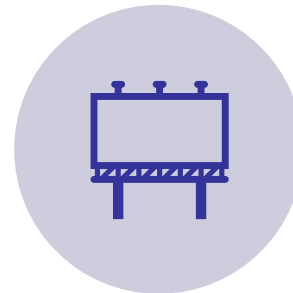
Virtual or in-person



Job Fairs



Partnerships



Promotional materials

Carina – A New Registry System

Carina Registry – Pilot Launch Mid July 2022

What it is?

- A new online, “go-to” place to connect Oregon in-home care providers with consumers who are looking for full-time care, respite care, or emergency care.

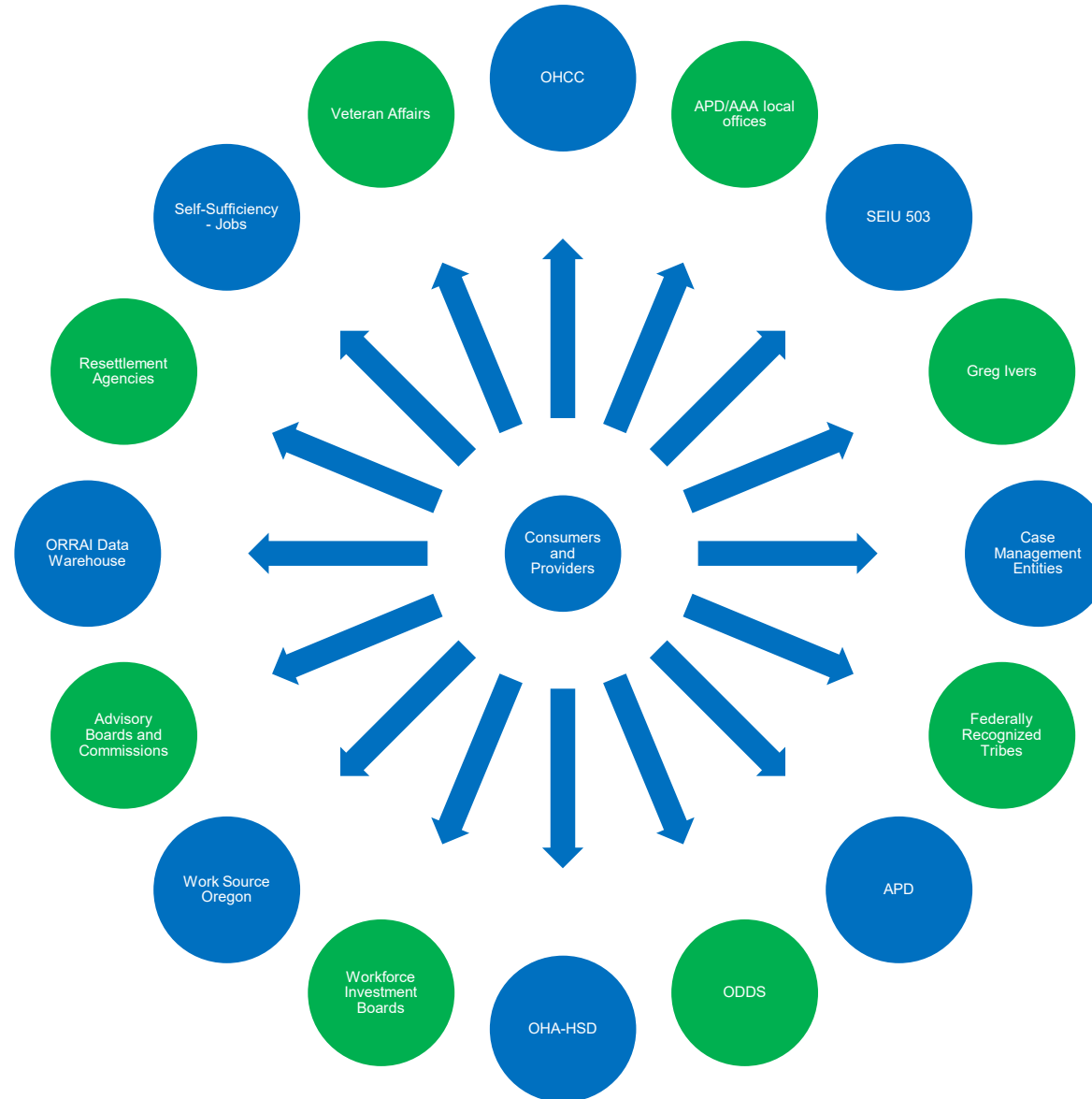
What does it offer?

- Filtering and Auto Matching
- Distance Calculations
- Updated Availability
- Accessible on Any Screen
- Text & Email Notices
- Online Messaging

When is it coming?

- Pilot counties (Clackamas, Lane, and Marion) are currently having stakeholder meetings for local offices and case management entities
- Statewide rollout will occur at the end of 2022/early 2023

Workforce Development Workgroup - Relaunch





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[OHCC Workforce Website](#)

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Be still, know thyself