

PENNSYLVANIA

Additions Made in 2003 Appear in Bold

1. WAGE/BENEFIT ENHANCEMENTS		2. TRAINING AND OTHER INITIATIVES	3. TASK FORCES & COMMISSIONS
<p>Wages (includes wage pass-throughs)</p> <p>Direct-Care Worker Initiative Plans:</p> <ul style="list-style-type: none"> • Use of sign-on and longevity bonuses, shift differentials 	<p>Benefits</p> <ul style="list-style-type: none"> • Educate consumers and providers about health plan eligibility for low income workers • Development of resource guide for direct-care workers • Geographic bonuses to cover travel expenses or reward workers willing to serve in hard-to-serve areas • Training bonuses • AAA Direct Care Worker Initiative Plan provides childcare, transportation, profit sharing, uniform allocation and other benefits 	<p>(Includes career ladders)</p> <ul style="list-style-type: none"> • The Area Agency on Aging Direct Care Worker Initiative Plan provides funding for: <ul style="list-style-type: none"> ○ Specialized training including supervisory skills, one day seminars, best practices, etc.; ○ Life Skills including communication, conflict resolution, attire, etc.; ○ Mentoring assistance; ○ Basic skills at vocational schools, community colleges, through CareerLink, and provide tuition assistance • Critical Job Training Grants in FY 02-03, coordinated with funding from multiple departments, for projects addressing in-demand occupations. Over 60% of funding went to direct care and other health care initiatives – and used for career ladders, entry level training, CNA training, continuing education and specialized skill building. 	<ul style="list-style-type: none"> • Established Council on Long Term Care to highlight workforce problems from provider/caregiver perspective • Direct Care Work Group working on development of apprentice program; funding decisions on past practices and plans for recruitment and retention; targeting COLA increase towards raises • Two reports from Pennsylvania’s Intra-Governmental Council on Long Term Care’s reflect the direct-care worker shortage were issued in February 2001 <i>Frontline Workers in Long Term Care</i> www.pgc.org/PRI/projects/PA_LTC_workforce/PA_LTC_workforce_report.pdf and <i>In Their Own Words: Pennsylvania’s Frontline Workers in Long Term Care</i> www.aging.state.pa.us/aging/LIB/aging/20/363/report_care.pdf

4. STAFFING RATIOS	5. SYSTEMS CHANGE GRANT WORKFORCE INITIATIVES	6. OTHER INITIATIVES NOT COVERED ABOVE
<p>PA Administrative Code, Title 28, Ch. 211</p> <ul style="list-style-type: none"> • 2.7 hrs/day – skilled patients • 2.3hrs/day – intermediate care patients • For full summary of requirements, go to www.nccnhr.org/govpolicy/51_162_468.CFM 		<ul style="list-style-type: none"> • Conducted follow-up focus groups with direct-care workers: www.directcareclearinghouse.org/download/InTheirOwnWords.indd.pdf • Requested and received \$1.5m for demonstration projects targeting direct-care workers. • AAA Direct Care Worker Initiative Plans funds numerous projects related to bonuses, training, benefits, and marketing for direct-care industry. • Marketing campaign includes focusing value on direct-care workers, Recognition Day with monetary bonuses, public awareness of home care and caregiving, technical assistance with CareerLink networks. • Center for Advocacy for the Rights and Interests of the Elderly, Philadelphia, PA received a <i>Better Jobs Better Care demonstration</i> grant. Grant will enable broad coalition of groups in PA to design and test comprehensive core-training package for direct-care workers across the continuum. Funding will also test effectiveness of innovative workplace practices such as peer mentoring, worker participation in decision-making, etc. For more detailed description see: www.bjbc.org/Page.asp?sectionID=3 • Direct Care Worker Initiatives funding through Dept. of Public Welfare’s Office of Social Programs and Office Mental Retardation and Department of Aging continues. Funding began in FY 01-02. Funds available to local and county-based agencies and Area Agencies on Aging to demonstrated a variety of workforce initiatives. • Inter-Governmental Council on Long-Term Care administering a new set of Inter-Governmental Transfer Grants (IGT) to be used to support a direct care worker association, and new demonstrations which pick-up on lessons learned in Direct-Care initiatives. • PA Council on Independent Living (PCIL) awarded the Personal Assistance Services (PAS) Priority Backup Study to examine best practices and procedures for the establishment of a priority, back-up system for personal assistance services as they relate to employment of people with disabilities. This study is a critical piece to PA’s Ticket to Work Medicaid Infrastructure Grant.