

# VERMONT

Additions Made in 2003 Appear in Bold

1. WAGE/BENEFIT ENHANCEMENTS		2. TRAINING AND OTHER INITIATIVES	3. TASK FORCES & COMMISSIONS
<p><b>Wages</b> (includes wage pass-throughs)</p> <ul style="list-style-type: none"> <li>Amended State Statute 1956 - Portion of provider tax on nursing homes and home health agencies earmarked for workforce wage increases</li> </ul>	<p><b>Benefits</b></p> <ul style="list-style-type: none"> <li>Increase consumer and provider awareness about eligibility for health insurance for low-income workers (Health Access Program)</li> <li>Most home health agencies and nursing homes offer health insurance to full-time Nursing Assistants</li> </ul>	<p>(Includes career ladders)</p>	<ul style="list-style-type: none"> <li>Established Task Force/Workgroup to address paraprofessional workforce shortage, 2001</li> <li>Study report issued, 2001</li> </ul>

4. STAFFING RATIOS	5. SYSTEMS CHANGE GRANT WORKFORCE INITIATIVES	6. OTHER INITIATIVES NOT COVERED ABOVE
<ul style="list-style-type: none"> <li>Follows federal standard</li> </ul>	<ul style="list-style-type: none"> <li>Real Choice Grant to develop a paraprofessional association and implement other workforce related recommendations</li> </ul>	<ul style="list-style-type: none"> <li><b>Community of Vermont Elders Montpelier, VT received a <i>Better Jobs Better Care</i> demonstration grant. For a description of project see: <a href="http://www.bjbc.org?Page.asp?sectionID=3">www.bjbc.org?Page.asp?sectionID=3</a></b></li> <li><b>Vermont Health Care Association and Vermont Department of Aging and Disabilities collaborated to develop a “Gold Star” designation program for nursing facilities. The program focuses on best practices for nursing home recruitment and retention of direct-care workers. (December 2003)</b></li> </ul>