

Launching Healthcare Careers

Information Session for Community Partners and Referral Sources

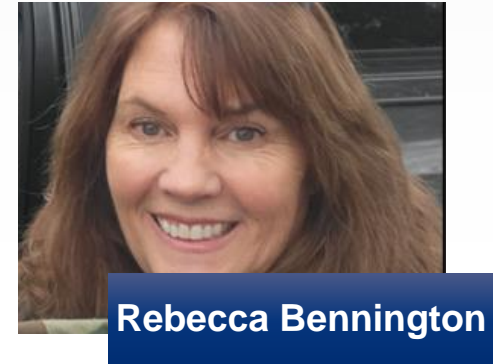
February 2023



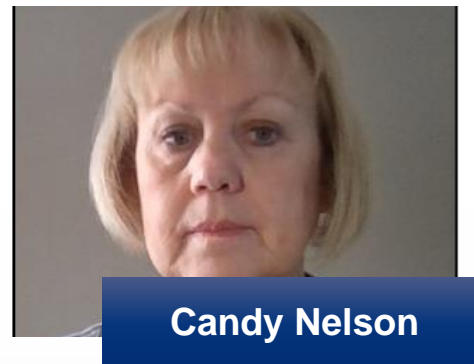
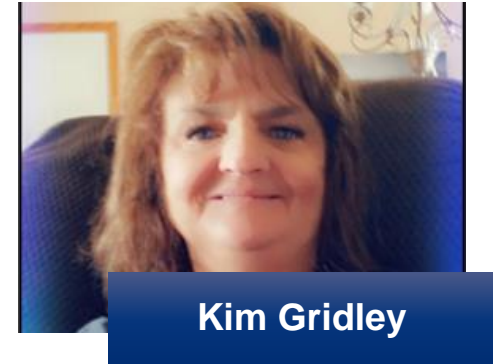
Department of
Medicaid

Solutions that Matter

Our Team



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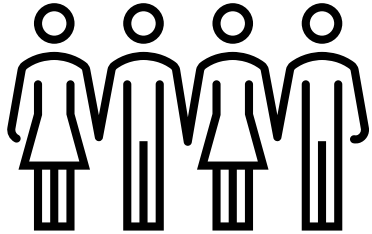
Agenda

- Challenge and Mission
- Medicaid Home and Community-Based Services
- Current Needs
- Available Resources and Support
- Taking Action
- Questions

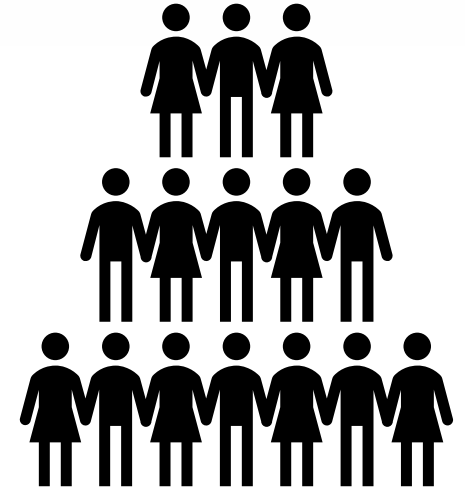


Challenge and Mission

The Challenge



There is a growing gap between the number of individuals who need Medicaid home and community-based services and the number of providers available to meet the need.



In-home service providers

Our goal is to find people who are willing to perform these services, assist them in becoming providers, and connect them with those who are in need.

Individuals in need of HCBS services

How are we addressing this challenge?



Gathering input from stakeholders



Developing support systems for providers once they are enrolled.



Actively recruiting providers



Developing an online tool to connect individuals and service providers.

Medicaid Home and Community-Based Services

What are Medicaid and Home and Community based waiver services?

Medicaid

- Federal and state program providing health coverage to people with limited income and resources.

Home and Community-Based Services (HCBS) Includes coverage for institutional (e.g., nursing facility) care and in-home care.

- Serves a variety of populations such as seniors, people with intellectual or developmental disabilities, physical disabilities, and/or mental illnesses.



Source: Medicaid.gov - <https://www.medicaid.gov/medicaid/home-community-based-services/index.html>

What is the Relationship Between Medicaid and In-Home Service Providers?



Providers are paid with Medicaid funds through a reimbursement process.



Providers are **not** Medicaid employees or contractors.

Our Current Needs

Two Paths for In-Home Service Providers

Independent Provider

- Have an opportunity to run/own their own business
- Autonomy over training and professional development
- Control schedule development
- Choose who you work with to ensure the right fit

Agency Employee

- Provide their employees with training and schedules
- Manage all Medicaid billing and payment to the employee
- May offer health care benefits



An In-Home Service Provider could work as:

Aide

- Assist with personal care needs and other activities of daily living

Home Care Attendant

- Assist with self-administration of medications
- Assist with the performance of some nursing tasks

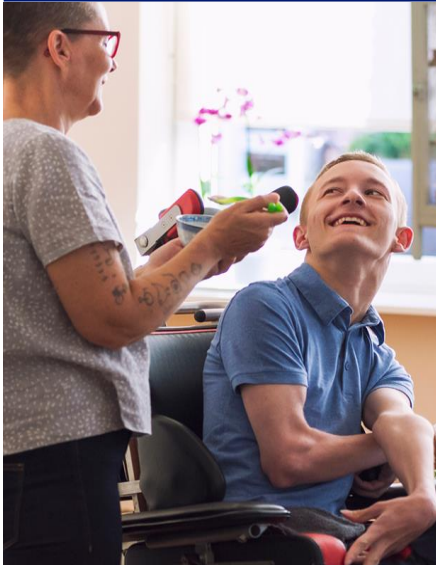
Nurse

- Provide services within the nurse's scope of practice
- Supervisory duties in the agency setting.

Reimbursement Rates for Independent Providers

By Provider Type

Personal Care Aide (PCA)



First Hour: \$20.42
Unit
Rate: \$3.24/\$12.96 Hr.

Home Care Attendant (HCA)



First Hour: \$27.53
Unit Rate:
\$3.24/\$12.96 Hr.

Nurses (LPN or RN)



RN: First Hour: \$41.33
Unit Rate: \$7.46/\$29.84 Hr.

LPN: First Hour: \$35.23
Unit Rate: \$6.24/\$24.96 Hr.



Benefits of a Career as an In-Home Care Provider

Easy Entry

- No secondary education requirements
- Accessible and easy to complete training

Flexibility

- Agency and independent providers work flexible schedules based on individual needs. Full and part time schedules are available.
- In-home service providers are needed across the state

Job Security

- Fastest growing occupation in the United States.
- Employment of personal and home care aides is projected to experience over **30% annual growth** from 2020 to 2030.

Source: National Employment Matrix - Industry. 1. EP Data Tables, Table 1.10 Occupational Separations and Openings, Projected 2020–2030. <https://www.bls.gov/emp/tables.htm>; analysis by PHI (June 2022).



Benefits of a Career as an In-Home Care Provider

Career Advancement

- In-home service provider careers can be the first step along a journey toward skilled nursing or other health care careers.
- If they choose to be an independent provider, this work can also help them gain business experience and skills.

Making a difference

- In-home service providers support members of their community to stay safe and healthy in their home.
- They allow someone to maintain social ties and relationships in the community while helping to improve their quality of life

Resources and Support Close at Hand

PCG provides ongoing support

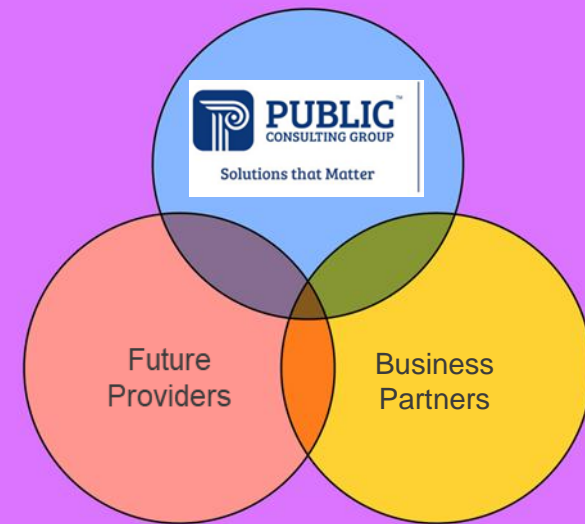
Education, Enrollment, Matching

- Our team will provide training, forms, and more so providers can be as successful as possible - right out of the gate! Providers can use PCG's matching tool to find the perfect individual to support.

Tools and Resources to Promote Success

- PCG offers monthly *free* trainings, and a 'toolkit' containing free, ODM approved documents providers can use to ensure success and meet compliance requirements. Providers will also receive free monthly email updates on regulation changes, toolkit updates, new free trainings, and important, timely information. Additionally, PCG staff are available to answer questions throughout the duration of a provider's service as a Medicaid provider.

Making Connections and Taking Action Today



Help us make connections

Who do you know that:

- Has a desire to help others?
- Is looking for a dependable source of income?
- Needs a flexible schedule?
- Is seeking opportunities to launch a healthcare career?



We want to speak with them!

How to refer interested candidates



SHARE the career information you received today



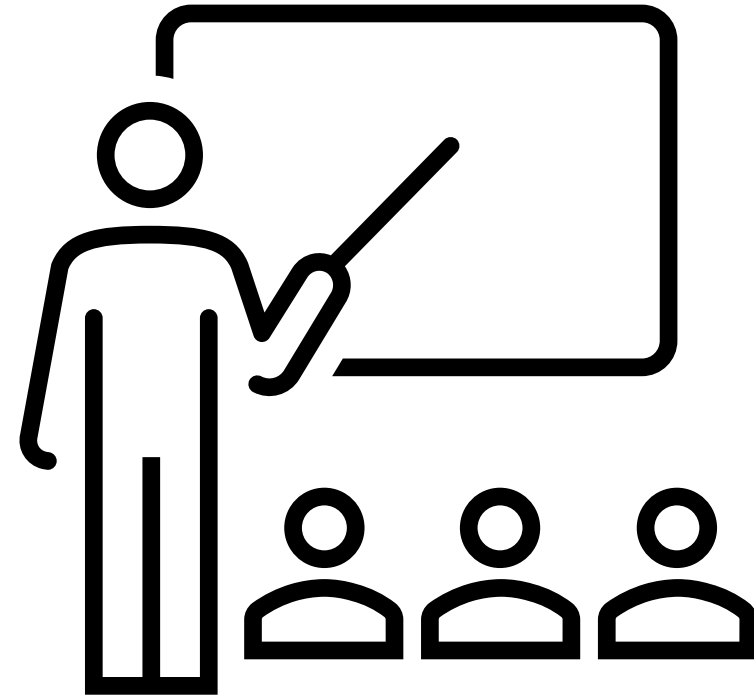
SUGGEST they attend our next informational session



SEND them to PCG by calling (877) 908-1746 or by going to ohiohcb.pcgu.com

Group Presentations

We are also available to present to your organization or agency and provide more detail about in-home service careers and how to become a provider.



Questions?





Solutions that Matter

