

2022 AFH Council Fall Conference

How the Long-Term **Care Foundation** Works for You

Presented by Shereice Brown, Workforce Development Manager & Long-Term Care Foundation Staff



of Washington State

Learning Objectives

Today's Presentation Agenda

The HR support the LTCF provides and how to access it

01

02

03

The timelines for training, testing, and certification



The Pilot Program, how to sign up for it, and where to go for more information



Bob le Roy Executive Director bobeltcfwa.org



Shereice Brown Workforce Development Manager shereice@ltcfwa.org



Zenaida Almodovar Workforce Development Specialist zenaida@ltcfwa.org



Cassheina Penfield Recruiting Specialist

cassheina@ltcfwa.org



Jessica Griffin

Communication & Administration Specialist jessica@ltcfwa.org

Stay Connected



www.longtermcarefoundationwa.org



eLTCFWA







info@ltcfwa.org

HR Support

Develop Human Resource Best Practice Guidance



- Providing sample policies and procedures
- Navigating job posting sites
- Reviewing and screening applicants
- Scheduling and conducting interviews
- Guidance on managing and measuring performance • Discipline, and termination

- Developing job descriptions
- Recruitment strategies

• Reference checks



Pilot Program Overview

- What is the Pilot Program?
- How does the Pilot Program work?
- What are the benefits to using the Pilot Program?
- How to access the Pilot Program applications

HR Best Practice Series

- HR Best Practices Overview
- Recruiting, Hiring, and Onboarding
- Performance, Discipline, and Termination
- Onboarding and Retention

ProviderOne Series

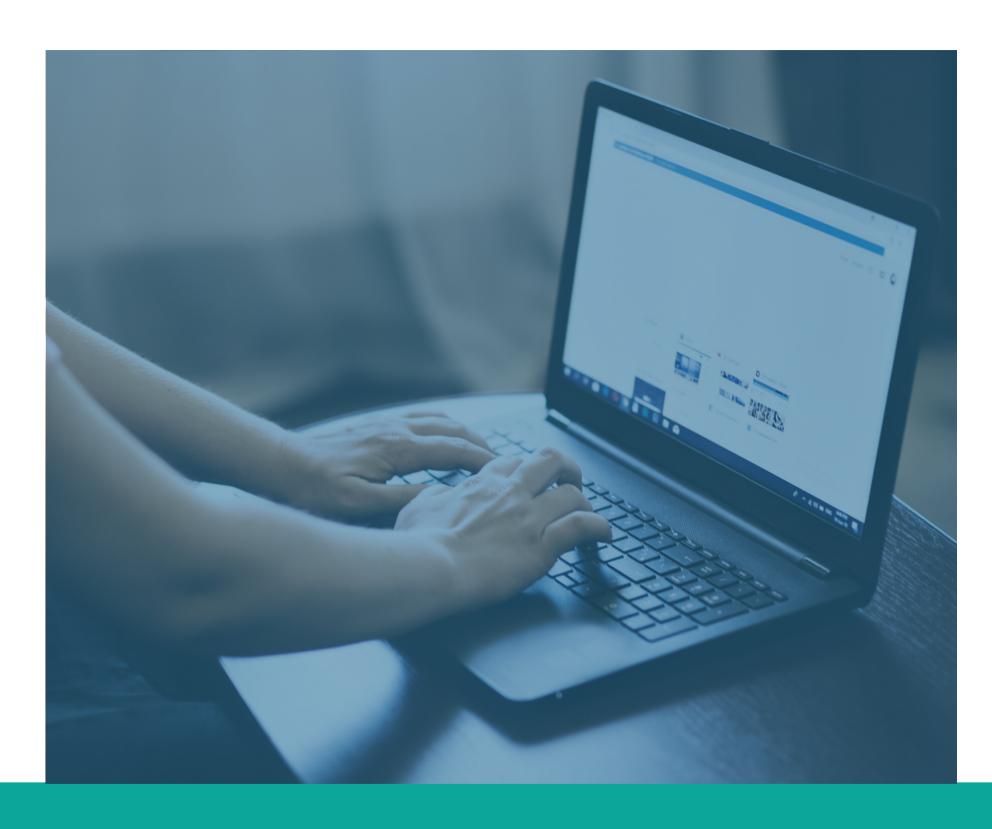
- Introduction to ProviderOne
- Client Responsibility
- Viewing Your Claims and Payments
- Bed Hold Authorization Training
- Social Service Guide



What resources would you like to see the LTCF provide and why?

The Pilot Program:

- Assists eligible adult family homes to recruit, train, and retain new qualified long-term care workers
- Provides a sponsorship benefit to cover the cost of the training necessary for your caregivers to become certified long-term care workers
- Provides stipends to reimburse you for personnel costs incurred while your caregivers are completing training
- Offers opportunities to further long-term care worker career development



Pilot Program



Have you participated in the LTCF's Pilot Program? If so, please share your experience.

• Only Medicaid-contracted adult family homes are eligible to participate in the pilot program.

• Eligible adult family homes can apply to receive benefits under this program to cover the cost of training for new or current employees they agree to sponsor and who are committed to completing the program.



Pilot Program | Eligibility

- An eligible adult family home seeking to hire and/or train a worker may apply for acceptance into the pilot program by completing a "Adult Family Home Sponsorship Application" found on The Long-Term Care Foundation website (www.longtermcarefoundationwa.org).
- An individual currently employed by or seeking employment with an eligible adult family home may apply for acceptance into the pilot program by completing a "Individual Application" found on The Long-Term Care Foundation website (www.longtermcarefoundationwa.org).



Pilot Program | How to Sign Up

For More Information

Our Website

For more information, please visit our website at www.longtermcarefoundationwa.org /pilot-program

Email Zenaida Almodovar

For additional information please email Zenaida Almodovar, Workforce Development Specialist, zenaida@ltcfwa.org

Email Shereice Brown

For additional information please email Shereice Brown, Workforce Development Manager, shereice@ltcfwa.org

Applications will be reviewed by The Long-Term Care Foundation staff, and applicants will be selected based on goals and eligibility requirements for the program as well as the availability of funds.



Pilot Program | The Application Process

Reimbursement for completion of training hours

- For trainings that result in a certified long-term care worker, reimbursement rate is \$20 per hour
- Employer can pay their caregiver their regular hourly rate and set aside time during working hours for caregiver to complete training
- The Long-Term Care Foundation is only able to make reimbursement payments to an adult family home that has a Medicaid contract

Reimbursement of DOH application and testing fees

- Home Care Aide Application \$222 (DOH)
- Nursing Assistant Application \$85 (DOH)
- Nursing Assistant Exam Fee \$124 (Credentia)

Pilot Program Incentives

Payment/Reimbursement Process:

- Once a sponsored candidate has been selected and enrolled by the LTCF staff, we will arrange for direct billing of tuition and related costs.
- The sponsoring adult family home will pay the sponsored individual an hourly rate for attending the qualifying training. Once the sponsored individual has completed the training, the sponsoring adult family home will let us know and submit any certificates of completion.
- The Long-Term Care Foundation then can reimburse the sponsoring adult family home at the rate of \$20 per hour for each hour of successfully completed training.

Pilot Program | Payment/Reimbursement

- The LTCF staff will follow-up with training schools, providers, and sponsored individuals to check their progress towards certification.
- Communication is very important so we may learn how to best assist sponsored individuals and providers.
- Checking in regularly helps us highlight any successes, concerns, and questions.
- The information provided during those regular check-ins is valuable to us and helps us identify trends with the training, testing and certification process.



Pilot Program | Follow-Up

Timelines with Training, Testing, and Certification

Ideally, training should be completed within 60-120 days 200 days to become certified

We'll discuss roadblocks



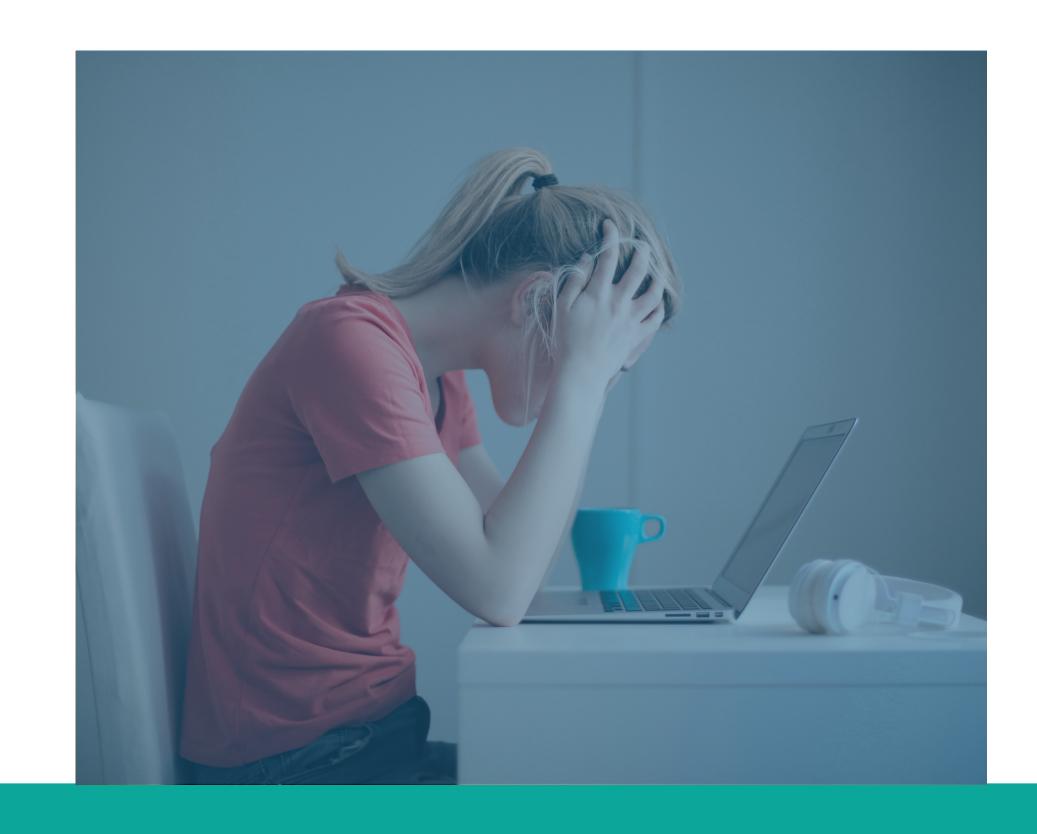
What has been your experience with the training, testing, and certification process?

- Not understanding the training and certification process
- Working and having no time to study
- Once training is finished, not continuing with the rest of the certification process
- When submitting DOH applications, not following up on applications if you have not received notification from DOH



Pilot Program | Trends

- Timelines for Prometric exams
- Backlog of individuals waiting to get tested
- DOH Applications
- Scheduling CNA exams with Credentia
- Testing locations
- Communication



Pilot Program Roadblocks



How We Can Help

- Thoroughly explain the process and what is expected upon approval of application
- Communicate with providers, caregivers, and training schools
- Support students during the training and certification process
- Identify and report on any areas of concern
- What are some other ways the LTCF can help?

Questions?

Stay Connected!

www.longtermcarefoundationwa.org

f eLTCFWA

🖂 info@ltcfwa.org

