

***VT Health Care Innovation Project
Health Care Workforce Workgroup Sub-Committee on Long Term Care
Agenda***

**Wednesday, June 11, 2014; 10:30am-12:00pm
DAIL DDAS Conference Room A, 94 Harvest Lane, Williston
Call-In Number: 1-877-273-4202; Passcode 9883496**

Item #	Time Frame	Topic	Relevant Attachments (describe document type: powerpoint, word, excel, etc...)
1	10:30-10:35	Welcome and Introductions	
2	10:35-11:05	Review Data Collection Plan and Discuss Next Steps	LTC SUB MINUTES 052914_draft Hogan w/ Data Collection Plan
3	11:05-11:25	Review Data from DAIL	Support Worker Info.121213
4	11:25-11:45	Discuss Project Plan Timeframes/Workplan	WWGSLTC March Meeting Draft Workplan
5	11:45-11:50	FYI: Federal DCW Grant	DCW Potential Federal Grants
6	11:50-12:00	Other Next Steps	

Next Meetings:

- July 16; 10:30am-12:00pm; DAIL DDAS Conference Room A, 94 Harvest Lane, Williston
- August 7; 1:00pm-2:30pm; DAIL DDAS Conference Room A, 94 Harvest Lane, Williston
- September 3; 1:00pm-2:30pm; DAIL DDAS Conference Room A, 94 Harvest Lane, Williston

VT Health Care Innovation Project

Health Care Workforce Work Group Sub-Committee on Long Term Care

Meeting Minutes

Date: Monday, May 05, 2014 Time: 1:00-2:30 pm
Location: Pavilion, 4th floor conference room, 109 State St, Montpelier
Call-In Number: 1-877-273-4202; Passcode: 7289626

Attendees: Jackie Majoros, Gini Milkey, Jim Durkin, Penne Ciaraldi, Sherry Callahan, Janelle Blake, Marlys Waller, Peter Cobb, Susan Anderson-Brown, Tony Treanor, Jen Woodard, Martha Richardson, Audra Rondeau, Brendan Hogan, Devon Green, Marisa Melamed

Item #	Topic	Minutes :	Action #
1	Welcome and introductions	Meeting and conference call began at 2:00. Devon Green, staffing for the Administration, gave an introduction.	
2	Housekeeping <ul style="list-style-type: none"> - Subcommittee charge - Identify subcommittee leads - Terminology 	Brendan Hogan gave an overview of the agenda. The charge of the sub-committee is to focus on recommendations to the workforce work group for recruitment, retention and training of direct service long-term care workers. No volunteers came forward as subcommittee leads; though Jackie, Stuart and Sarah were suggested as possibilities (only Jackie was present today). The group decided to table the terminology discussion regarding how to refer to recipients of services. "Beneficiaries" was suggested as an option.	
3	Review and provide comments to draft work plan	The discussion document prepared by Brendan starts to compile data sources to review for the report required by this sub-committee in early fall. This work follows up on recommendations from VT House Bill H.301. The document is an initial compilation of existing data on the direct care workforce including information on the workforce population, recruitment, retention and training. The objective is to look at data on who are the workers and determine best practices that exist currently. Brendan walked through the work plan and acknowledged that it is a tight timeframe. The timeframe also needs to be tight enough for the SIM structure which involves recommendations going through the Workforce Committee to the Steering Committee to the Core Team. Devon will check with Georgia on the SIM timeframe and if there is flexibility for extending the Sept. 30 th report deadline chosen by Brendan (#1).	#1 #2
4	Discussion on project scope and collecting data		

		<p>Through discussion the group defined the purview of this sub-committee as long term care, direct care worker specific. For training the group is talking about non-licensed/non-certified, independent direct care workers. The training focus is on non-licensed direct care workers in positions that do not require a license (even though the worker may have one). There are also some workers who are registered with the state but are not licensed.</p> <p>The group agreed to collect job titles of the various positions that fall within the purview of their charge and send to Brendan for summation. Job titles can be found through the Secretary of State's Office of Professional Regulation; ARIS (an intermediary service organization the state contracts with to provide payroll for direct care workers that work in programs the state administers); state departments who work with direct service providers, the designated agencies, and Vt Department of Labor, ONET. The goal is to capture all the people providing these services including titles and magnitude of number of workers (e.g. ARIS = ~7500).</p> <p>This data collection would include gathering information from Armistead, Home Instead, ARIS, private duty, developmental, mental health, pediatric mental health, nursing home, residential care, Bayada, and TBI providers (#2).</p> <p>There was discussion of including children's services or not. H.301 just looks at adults. Pulling out children's services presents obstacles to collecting the data. After some discussion of the obstacles, there appeared to be consensus that the data should remain inclusive of children for now and not to make the distinction too early on in the process.</p>	
5	Identify additional information on recruitment, retention and training	<p>The group brainstormed "what works" and "barriers" in the three areas of Recruitment, Retention and Training – for direct care workers only, keeping in mind that the inverse of the positives may be negatives or the inverse of positives may be negatives.</p> <p>RECRUITMENT –</p> <p><i>What works:</i> Craigslist works great for some; various social media works, some examples of websites mentioned include care.com, job registry through the state of Vermont, rewardingwork.com; pre-hire orientation; recruiting to meet clients' needs; employment with benefits</p> <p><i>Barriers:</i> Newspaper ads do not work for some, but work for others; the pay and benefits are often a barrier; it is difficult to raise wages when reimbursement rates do not change; challenges in reaching new Americans; challenges with multi-generational issues; how do you recruit for flexibility for clients and workers; challenges to job shadowing (confidentiality)</p> <p>RETENTION –</p> <p><i>What works:</i> Clear expectations and awareness; opportunity for raises; a positive</p>	

		<p>work environment; involvement in decision making; empowerment; revamped training programs; opportunities on a career ladder or lattice; a client centric model; flexible or varied work schedule can be a plus; workers can claim deductions for mileage that isn't reimbursed</p> <p><i>Barriers:</i> New workers may be unsure what they are getting into; jobs are physically and mentally difficult and demanding; transportation issues e.g. access to a reliable vehicle with good gas mileage is challenging for people with entry level wages; losing clients; challenges of working independently with no colleagues around; hours of work may include on call, nights, weekends, early mornings; when do clients want services (early/late)</p> <p>TRAINING –</p> <p><i>What works:</i> universal training standards if everyone gets it; training on communication; continued educational opportunities; paid trainings; nutrition training; cooking; coordination of training to increase access and control costs; making use of technology for training; workforce training fund (Mass), Vermont has workforce and training fund through DOL; two week training through home health; train to the specific person</p> <p><i>Barriers:</i> Shadowing is inhibited by confidentiality (confidentiality is a positive); training is expensive; do not want to lose services in order to have training; access to technology for training may present challenges</p> <p>The discussion also included a brainstorm of client needs for the purpose of recognizing the intersection with recruitment, retention and training of workers.</p> <p>CLIENT NEEDS – Continuity and consistency of staff; flexibility; someone to listen and care about their specific needs; do not want constant turn over; clients want services on their schedule, not the agency's schedule; funding for their specific needs</p>	
6	Next steps, wrap-up and future meeting schedule	<p>Brendan will draft an information/data collection plan for review by the subcommittee to collect existing data regarding recruitment, retention and training efforts in Vermont. Before the next meeting in June, Brendan will ask for comments on the draft, finalize the data collection plan, begin to collect data and draft an outline of the subcommittee report (see the draft work plan)(#3). Marisa will schedule future meetings through September 2014 and send out a poll to help determine best scheduling and location (#4). Please see action items 1-4 below.</p>	#3 #4

OPEN ACTION ITEM LOG					
Date Added	Action Number	Assignee	Action /Status	Due Date	Date Closed
5/5/14	#1	Devon/ Georgia/ Brendan	<ul style="list-style-type: none"> Adjust due dates for draft report and comments to align with SIM structure and extend into October if possible 	June mtg	
5/5/14	#2	Everyone, Brendan will compile	<ul style="list-style-type: none"> Collect job titles and number of people employed in these jobs and send to Brendan - home health (Peter), nursing homes (Sheila), assisted living and residential care (Sheila), developmental services/mental health/pediatric mental health (Tony) 	Before June mtg	
5/5/14	#3	Brendan, comments required from participants	<ul style="list-style-type: none"> Brendan will draft an information/data collection plan for review by the subcommittee to collect existing data regarding recruitment, retention and training efforts in Vermont (5/12). See end of these notes for that draft plan Before the next meeting in June Brendan will ask for comments on the draft (5/19), finalize the data collection plan, begin to collect data and draft an outline of the subcommittee report (last 2 weeks of May). Please see the subcommittee draft work plan. 	5/12 5/19 End of May June mtg	
5/5/14	#4	Marisa	<ul style="list-style-type: none"> Schedule June meeting before the end of this week. Schedule future meetings through September 2014 ASAP. 	5/9	5/21

Information/data collection plan – high level/draft for review and edits by 5/19

Send edits about this plan and information in this plan to Brendan ASAP and bring information to the June 11 meeting

1. Job titles for direct care workers from various meeting attendees and numbers of people in those positions
2. Federal job titles for direct care workers
3. Collect census data about projected population changes and needs in the future. This would include projected age and disability cohort information.
4. Collect information about existing training programs at home health agencies, nursing homes, residential care homes, and designated agency providers. Should this information gathering be a series of interviews and/or a set of questions sent to providers via electronic survey?
5. Clarify what about these specific recruitment strategies that do and do not work.
6. What training is currently offered through Vermont Technical Centers?
7. What training is currently offered through Vermont Community Colleges?
8. What are the best practices for recruitment of direct care workers?
9. What does not work for recruitment of direct care workers?
10. What are the best practices for retention of direct care workers?
11. What does not work for recruitment of direct care workers?
12. For all of the above discuss what data is quantitative vs. qualitative or both?
13. Who can help collect this information?

Collective Bargaining Information

DAIL version 12.12.13

Recent history of Vermont minimum wage

1/1/2008: \$7.68/hour

1/1/2009: \$8.06/hour

1/1/2011: \$8.15/hour

1/1/2012: \$8.46/hour

1/1/2013: \$8.60/hour

1/1/2014: \$8.73/hour

<http://www.labor.vermont.gov/Portals/0/UI/WH-11%20Minimum%20Wage%20Rate.pdf>

<http://www.labor.vermont.gov/Portals/0/UI/WH-11%20Minimum%20Wage%20Rate%202013.pdf>

Recent history of independent support worker wages

	<u>Program/service</u>			
	<u>CFC CD/SD personal care</u>	<u>CFC CD/SD respite/ companion</u>	<u>ASP Medicaid PDAC (first six months)</u>	<u>ASP Medicaid PDAC (after six months)</u>
Base (as of July 2009)	\$10.14	\$8.62	\$9.00	\$9.50
8/5/2012	\$10.53	\$8.97	\$9.15	\$9.65
1/6/2013	\$10.68	\$9.12	\$9.30	\$9.80
11/10/2013	\$11.00	\$9.40	\$9.56	\$10.12

Notes: Wages for other independent support workers (including DS) are not established by DAIL. CPCS wages are established by VDH.

<http://www.ddas.vermont.gov/ddas-publications/publications-ddas/publications-ddas-default-page>

'Career ladders'

ASP wage structure contains a six-month 'bump' (see wage table above)

Occupational Projections for Vermont, 2010-2020 (released August 2012)

<u>Job Title</u>	<u>2010 employment</u>	<u>2020 employment</u>	<u>Avg hourly wage 2011</u>	<u>Education needed</u>	<u>Typical on-the-job training needed to attain competency in the occupation</u>
First-Line Supervisors of Personal Service Workers	826	899	\$ 17.78	High school diploma or equivalent	None
Healthcare Support Workers, All Other	382	404	\$ 14.06	None	Short-term on-the-job training
Home Health Aides	927	1,299	\$13.02	Less than high school	Short-term on-the-job training
Nursing Aides, Orderlies, and Attendants	3,149	3,349	\$12.33	Postsecondary non-degree award	None
Personal Care Aides	7,973	11,595	\$ 10.74	Less than high school	Short-term on-the-job training

<http://www.vtlmi.info/public/occpjvt.xls>

Vermont wage profiles by occupation, 2012 (statewide)

	<u>Average</u>	<u>10%</u>	<u>25%</u>	<u>Median</u>	<u>75%</u>	<u>90%</u>
First-Line Supervisors/Managers of Personal Service Workers	\$18.26	\$12.43	\$15.14	\$17.04	\$19.90	\$25.99
Healthcare Support Workers, All Other	\$13.75	\$8.99	\$9.88	\$11.65	\$17.34	\$20.66
Home Health Aides	\$12.93	\$9.93	\$11.04	\$12.63	\$14.05	\$15.73
Personal and Home Care Aides	\$10.95	\$9.51	\$9.98	\$10.73	\$11.48	\$12.94
Nursing Aides, Orderlies, and Attendants	Not available	Not available	Not available	Not available	Not available	Not available

www.vtmi.info/occupation.cfm

Maine wage profiles by occupation, 2012 (statewide)

	<u>Average</u>	<u>25th percentile</u>	<u>Median</u>	<u>75th percentile</u>
First-Line Supervisors/Managers of Personal Service Workers	\$16.80	\$12.81	\$15.05	\$18.48
Healthcare Support Workers, All Other	\$14.66	\$11.13	\$15.32	\$17.45
Nursing Assistants	\$11.68	\$10.06	\$11.32	\$13.28
Home Health Aides	\$10.90	\$9.70	\$10.72	\$11.79
Personal Care Aides	\$10.25	\$9.02	\$10.12	\$11.19

<http://www.maine.gov/labor/cwri/oes1.html>

New Hampshire wage profiles by occupation, 2012 (statewide)

	<u>Average</u>	<u>Entry</u>	<u>Median</u>	<u>Experienced</u>
First-Line Supervisors/Managers of Personal Service Workers	\$16.87	\$12.67	\$15.99	\$18.97
Healthcare Support Workers, All Other	\$14.99	\$10.83	\$14.43	\$17.06
Nursing Assistants	\$13.78	\$10.81	\$13.54	\$15.27
Home Health Aides	\$11.63	\$10.21	\$11.31	\$12.34
Personal and Home Care Aides	\$11.13	\$9.16	\$10.81	\$12.12

<http://www.nhes.nh.gov/elmi/products/2012-may/Statewide%20and%20Substate/TOC001.HTM>

2012 Livable Wage Rates

The Vermont Livable Wage is defined in statute as the hourly wage required for a full-time worker to pay for one-half of the basic needs budget for a two-person household, with no children, and employer-assisted health insurance, averaged for both urban and rural areas. **The 2012 Vermont Livable Wage is \$12.48 per hour** (this is the average of the urban and rural rate for Two Adults with No Children).

Family Type	Urban	Rural
Single Person	\$15.81	\$15.74
Single Parent with One Child	\$25.29	\$23.41
Single Parent with Two Children	\$29.82	\$28.03
Two Adults with No Children	\$12.46	\$12.51
Two Adults with Two Children (One Wage Earner)	\$29.10	\$30.12
Two Adults with Two Children (Two Wage Earners)	\$18.56	\$18.72

<http://www.leg.state.vt.us/reports/2013ExternalReports/285984.pdf>

2011 Average Wages

UI Covered Wages - Private Industry

Vermont: \$39,491 (82.6% of US)

US: \$47,815

<http://www.vtlmi.info/wage.htm>

UI Covered Employment and Wages*

New England and United States

2011

	Employment	Total Wages	Annual Average Wage
United States	129,411,095	\$ 6,217,285,905	\$ 48,043
New England	6,731,843	\$ 372,018,554	\$ 55,263
Connecticut	1,612,292	\$ 98,584,051	\$ 61,145
Maine	579,838	\$ 22,045,523	\$ 38,020
Massachusetts	3,189,753	\$ 190,336,517	\$ 59,671
New Hampshire	605,853	\$ 28,645,351	\$ 47,281
Rhode Island	448,570	\$ 20,501,696	\$ 45,705
Vermont	295,537	\$ 11,905,416	\$ 40,284

* Includes Private Industry and Government Activity

Source: Quarterly Census of Employment and Wages

U.S. Bureau of Labor Statistics, <http://stats.bls.gov/cew/>

Vermont Department of Labor, <http://www.vtlmi.info/indareanaics.cfm>

Last updated on 10/15/2012

by Richard Willey

<http://www.vtlmi.info/national.htm>

Current Vermont independent support worker wage profiles

Dale will produce this from ARIS data for one quarter. Include wages (per hour) and earnings (total paid wages per quarter) by program and for total of all workers. Show results in quartiles.

ARIS Worker Hourly Wages and Total Earnings for the Quarter June 2013 Through August 2013

PROGRAM	# OF WORKERS
ASP	132
CFC	1,268
CPCS	2,328
DS	2,936
FLEXIBLE CHOICES	237
TOTAL	6,901

ASP WAGES PER HOUR

Quartile	# OF WORKERS	\$ MEAN	\$ MEDIAN	\$ SD	\$ MIN	\$ MAX	\$ RANGE
FIRST	33	\$9.51	\$9.30	\$0.25	\$9.30	\$9.80	\$0.50
SECOND	33	\$9.80	\$9.80	\$0.00	\$9.80	\$9.80	\$0.00
THIRD	33	\$9.80	\$9.80	\$0.00	\$9.80	\$9.80	\$0.00
FOURTH	33	\$9.80	\$9.80	\$0.00	\$9.80	\$9.80	\$0.00
TOTAL	132	\$9.73	\$9.80	\$0.18	\$9.30	\$9.80	\$0.50

CFC WAGES PER HOUR

Quartile	# OF WORKERS	\$ MEAN	\$ MEDIAN	\$ SD	\$ MIN	\$ MAX	\$ RANGE
FIRST	319	\$9.28	\$9.12	\$0.22	\$9.12	\$9.75	\$0.63
SECOND	329	\$10.00	\$10.01	\$0.10	\$9.76	\$10.14	\$0.39
THIRD	306	\$10.30	\$10.29	\$0.10	\$10.15	\$10.53	\$0.39
FOURTH	314	\$10.67	\$10.68	\$0.03	\$10.54	\$10.68	\$0.14
TOTAL	1,268	\$10.06	\$10.14	\$0.53	\$9.12	\$10.68	\$1.56

CPCS WAGES PER HOUR

Quartile	# OF WORKERS	\$ MEAN	\$ MEDIAN	\$ SD	\$ MIN	\$ MAX	\$ RANGE
FIRST	582	9.71	9.78	0.24	8.56	9.78	1.22
SECOND	582	9.78	9.78	0.00	9.78	9.78	0.00
THIRD	583	10.25	10.00	0.47	9.78	11.56	1.78
FOURTH	581	14.97	14.06	7.04	11.64	146.00	134.36
TOTAL	2,328	11.18	9.78	4.15	8.56	146.00	137.44

DS WAGES PER HOUR

Quartile	# OF WORKERS	\$ MEAN	\$ MEDIAN	\$ SD	\$ MIN	\$ MAX	\$ RANGE
FIRST	788	\$10.00	\$10.00	\$0.70	\$7.25	\$11.00	\$3.75
SECOND	680	\$12.28	\$12.00	\$0.64	\$11.02	\$13.77	\$2.75
THIRD	734	\$16.41	\$15.28	\$2.18	\$13.77	\$22.05	\$8.28
FOURTH	734	\$91.25	\$103.21	\$53.93	\$22.17	\$300.00	\$277.83
TOTAL	2,936	\$32.44	\$13.77	\$43.44	\$7.25	\$300.00	\$292.75

FLEXIBLE CHOICES WAGES PER HOUR

Quartile	# OF WORKERS	\$ MEAN	\$ MEDIAN	\$ SD	\$ MIN	\$ MAX	\$ RANGE
FIRST	65	\$10.21	\$10.00	\$0.58	\$8.60	\$11.00	\$2.40
SECOND	54	\$11.85	\$12.00	\$0.32	\$11.12	\$12.50	\$1.38
THIRD	86	\$14.15	\$14.50	\$0.89	\$12.50	\$15.00	\$2.50
FOURTH	32	\$17.31	\$17.82	\$1.32	\$15.50	\$20.00	\$4.50
TOTAL	237	\$12.97	\$12.50	\$2.46	\$8.60	\$20.00	\$11.40

ALL PROGRAMS WAGES PER HOUR

Quartile	# OF WORKERS	\$ MEAN	\$ MEDIAN	\$ SD	\$ MIN	\$ MAX	\$ RANGE
FIRST	1,726	\$9.57	\$9.78	\$0.37	\$7.25	\$9.80	\$2.55
SECOND	1,972	\$10.17	\$10.00	\$0.28	\$9.80	\$10.68	\$0.88
THIRD	1,478	\$12.22	\$12.00	\$0.97	\$10.68	\$14.45	\$3.77
FOURTH	1,725	\$48.54	\$20.00	\$51.04	\$14.45	\$300.00	\$285.55
TOTAL	6,901	\$20.05	\$10.68	\$30.37	\$7.25	\$300.00	\$292.75

ASP EARNINGS

Quartile	# OF WORKERS	\$ MEAN	\$ MEDIAN	\$ SD	\$ MIN	\$ MAX	\$ SUM	\$ RANGE
FIRST	33	\$549.99	\$597.80	\$318.82	\$18.60	\$1,029.00	\$18,149.76	\$1,010.40
SECOND	33	\$1,798.91	\$1,756.65	\$449.76	\$1,074.60	\$2,489.20	\$59,364.16	\$1,414.60
THIRD	33	\$3,436.07	\$3,456.95	\$542.34	\$2,503.20	\$4,459.00	\$113,390.40	\$1,955.80
FOURTH	33	\$6,279.21	\$5,350.80	\$2,021.47	\$4,527.60	\$10,701.60	\$207,213.97	\$6,174.00
TOTAL	132	\$3,016.05	\$2,496.20	\$2,403.38	\$18.60	\$10,701.60	\$398,118.29	\$10,683.00

CFC EARNINGS

Quartile	# OF WORKERS	\$ MEAN	\$ MEDIAN	\$ SD	\$ MIN	\$ MAX	\$ SUM	\$ RANGE
FIRST	317	\$409.67	\$364.80	\$259.37	\$5.34	\$905.52	\$129,865.20	\$900.18
SECOND	317	\$1,455.12	\$1,459.20	\$341.13	\$910.26	\$2,050.56	\$461,271.84	\$1,140.30
THIRD	317	\$2,832.43	\$2,823.12	\$480.11	\$2,052.00	\$3,726.60	\$897,880.26	\$1,674.60
FOURTH	317	\$5,313.91	\$4,837.44	\$1,544.40	\$3,732.72	\$16,140.15	\$1,684,508.01	\$12,407.43
TOTAL	1,268	\$2,502.78	\$2,051.28	\$2,018.24	\$5.34	\$16,140.15	\$3,173,525.31	\$16,134.81

CPCS EARNINGS

Quartile	# OF WORKERS	\$ MEAN	\$ MEDIAN	\$ SD	\$ MIN	\$ MAX	\$ SUM	\$ RANGE
FIRST	583	\$254.01	\$240.00	\$138.39	\$9.78	\$508.56	\$148,087.38	\$498.78
SECOND	582	\$875.91	\$860.64	\$220.11	\$510.00	\$1,290.00	\$509,782.24	\$780.00
THIRD	581	\$1,766.94	\$1,752.00	\$278.87	\$1,290.96	\$2,325.00	\$1,026,591.87	\$1,034.04
FOURTH	582	\$3,583.46	\$3,212.73	\$1,259.30	\$2,325.69	\$9,916.92	\$2,085,573.68	\$7,591.23
TOTAL	2,328	\$1,619.43	\$1,290.00	\$1,416.96	\$9.78	\$9,916.92	\$3,770,035.17	\$9,907.14

DS EARNINGS

Quartile	# OF WORKERS	\$ MEAN	\$ MEDIAN	\$ SD	\$ MIN	\$ MAX	\$ SUM	\$ RANGE
FIRST	737	\$225.68	\$225.00	\$121.27	\$4.30	\$450.00	\$166,323.88	\$445.70
SECOND	732	\$774.13	\$750.00	\$203.30	\$452.00	\$1,150.00	\$566,660.18	\$698.00
THIRD	733	\$1,708.11	\$1,636.65	\$395.35	\$1,152.00	\$2,490.00	\$1,252,048.17	\$1,338.00
FOURTH	734	\$4,696.99	\$4,089.76	\$2,237.03	\$2,492.63	\$20,259.37	\$3,447,589.79	\$17,766.74
TOTAL	2,936	\$1,850.35	\$1,150.00	\$2,070.27	\$4.30	\$20,259.37	\$5,432,622.02	\$20,255.07

FLEXIBLE CHOICES EARNINGS

Quartile	# OF WORKERS	\$ MEAN	\$ MEDIAN	\$ SD	\$ MIN	\$ MAX	\$ SUM	\$ RANGE
FIRST	60	\$225.18	\$220.50	\$119.25	\$18.00	\$454.25	\$13,510.50	\$436.25
SECOND	59	\$879.20	\$768.00	\$334.53	\$465.00	\$1,617.00	\$51,873.00	\$1,152.00
THIRD	59	\$2,752.71	\$2,651.25	\$709.42	\$1,622.50	\$3,993.75	\$162,409.91	\$2,371.25
FOURTH	59	\$5,658.70	\$5,562.01	\$1,345.96	\$4,001.25	\$9,938.50	\$333,863.20	\$5,937.25
TOTAL	237	\$2,369.86	\$1,617.00	\$2,250.70	\$18.00	\$9,938.50	\$561,656.61	\$9,920.50

ALL PROGRAMS EARNINGS

Quartile	# OF WORKERS	\$ MEAN	\$ MEDIAN	\$ SD	\$ MIN	\$ MAX	\$ SUM	\$ RANGE
FIRST	1,726	\$256.83	\$241.84	\$142.06	\$4.30	\$526.00	\$443,282.44	\$521.70
SECOND	1,726	\$914.68	\$902.60	\$236.05	\$526.50	\$1,356.00	\$1,578,729.34	\$829.50
THIRD	1,726	\$1,959.68	\$1,922.40	\$383.18	\$1,356.36	\$2,700.00	\$3,382,407.29	\$1,343.64
FOURTH	1,723	\$4,603.33	\$4,116.00	\$1,853.30	\$2,700.80	\$20,259.37	\$7,931,538.33	\$17,558.57
TOTAL	6,901	\$1,932.47	\$1,356.00	\$1,912.02	\$4.30	\$20,259.37	\$13,335,957.40	\$20,255.07

ARIS Data

Source: I:\ALLDAIL\collective bargaining

Recent Vermont Medicaid service utilization profiles

SFY2013 Summary data (Medicaid paid claims, by dates of service)

	Program/service								
	<u>CFC HHA</u> <i>Homemaker*</i>	<u>CFC HHA</u> <i>personal care*</i>	<u>CFC CD</u> <i>personal care</i>	<u>CFC SD</u> <i>personal care</i>	<u>CFC HHA</u> <i>respite/ Companion*</i>	<u>CFC CD</u> <i>respite/ companion</i>	<u>CFC SD</u> <i>respite/ companion</i>	<u>ASP</u> <i>Medicaid PDAC</i>	<u>CPCS</u> <i>(@ VDH)</i>
Total \$ paid	\$2,104,623	\$12,601,895	\$4,432,663	\$6,573,841	\$2,629,386	\$2,057,560	\$3,196,022	\$1,412,617	\$20,887,830
Avg # people served per month	880	605	298	442	303	260	398	107	1,680

* Not independent support workers

Source: I:\ALLDAIL\Choices_For_Care_(CFC)\Choices for Care reports\MedicaidWorksheetOctober2013Update.xlsx

Vermont Home Health Agencies

Not available

2011 Vermont Fringe Benefit Study

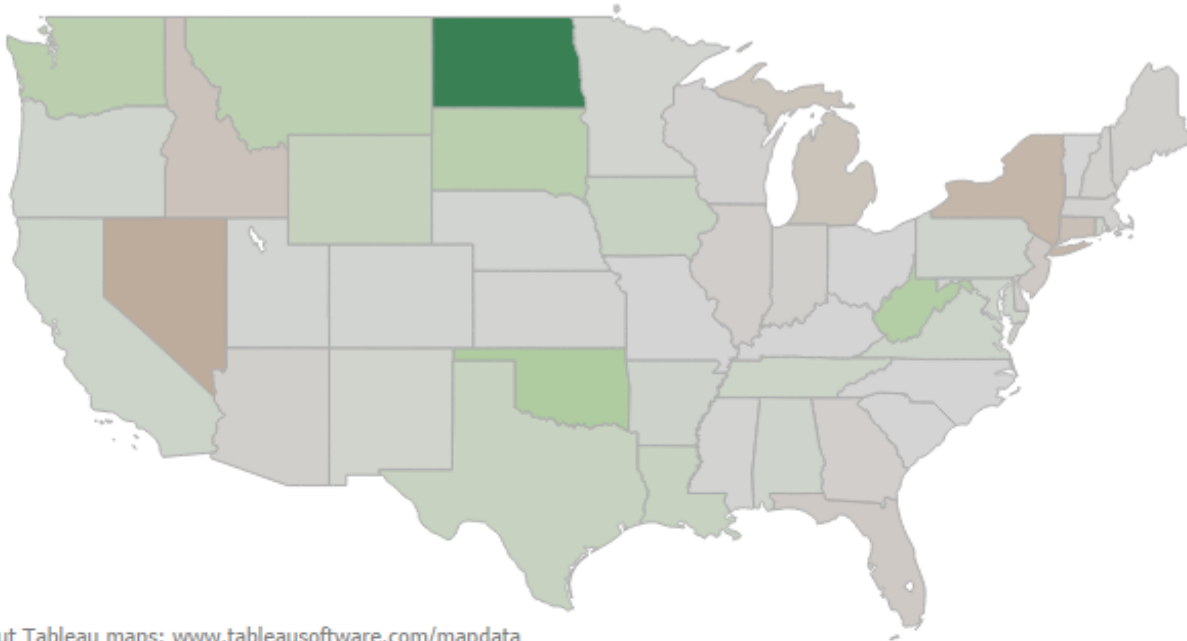
Highlights

- About seventy percent of responding employers offered medical insurance to their workers.
- Over half of employers who responded offered a retirement plan.
- About four in ten responding firms offered dental insurance.
- Fringe benefits were more likely to be available from larger employers.
- Workers in more than half the jobs in responding firms were enrolled in health insurance plans with this employer.
- About one third of the workers in responding firms were offered disability insurance.
- About three fourths of employers who responded offered their workers paid vacation.
- After three years with the firm, the median number of days earned by workers who qualified for paid vacation was ten.
- About half of responding employers offered paid sick leave.
- The median number of paid holidays ranged from 6 to 9 depending on the size of the firm.
- A majority of responding firms increased deductibles, co-payments, or co-insurance rates over the last five years.

<http://www.vtlmi.info/fringebene.pdf>

Wage Growth

2007-2012 Change in real mean weekly wages, all industries

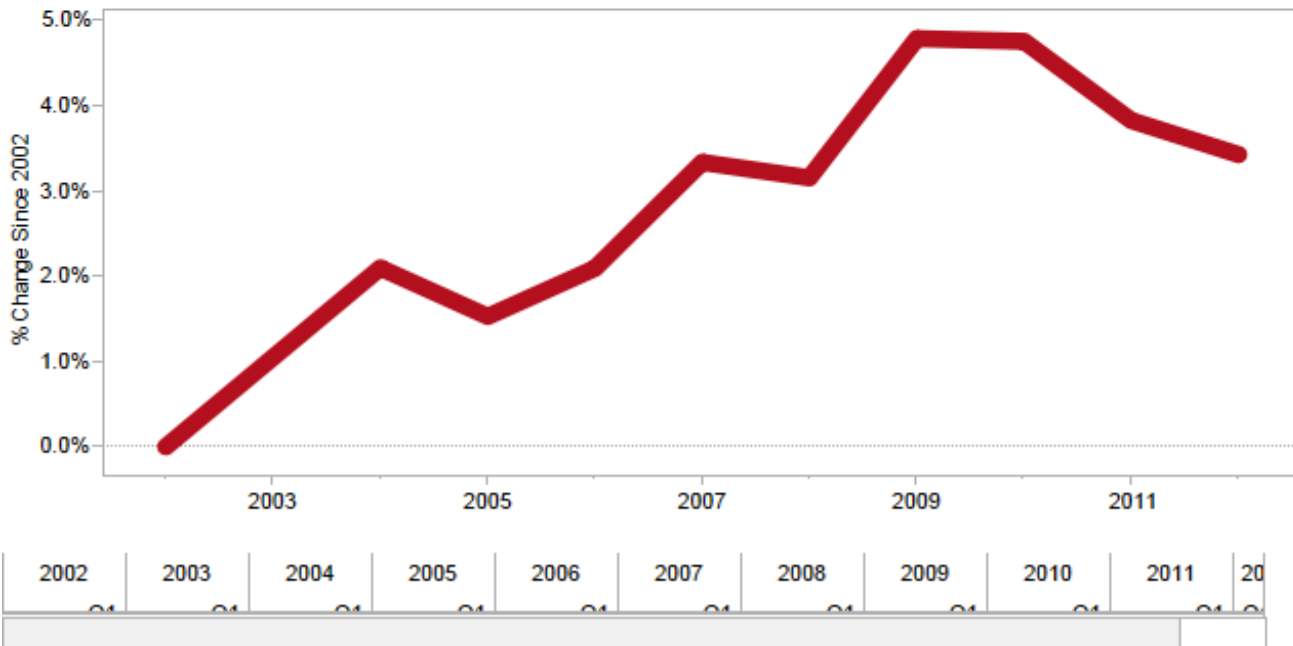


About Tableau maps: www.tableausoftware.com/mapdata

2007-2012 Change in Average Weekly Wage
-6.5% 25.4%

Select State:
Vermont

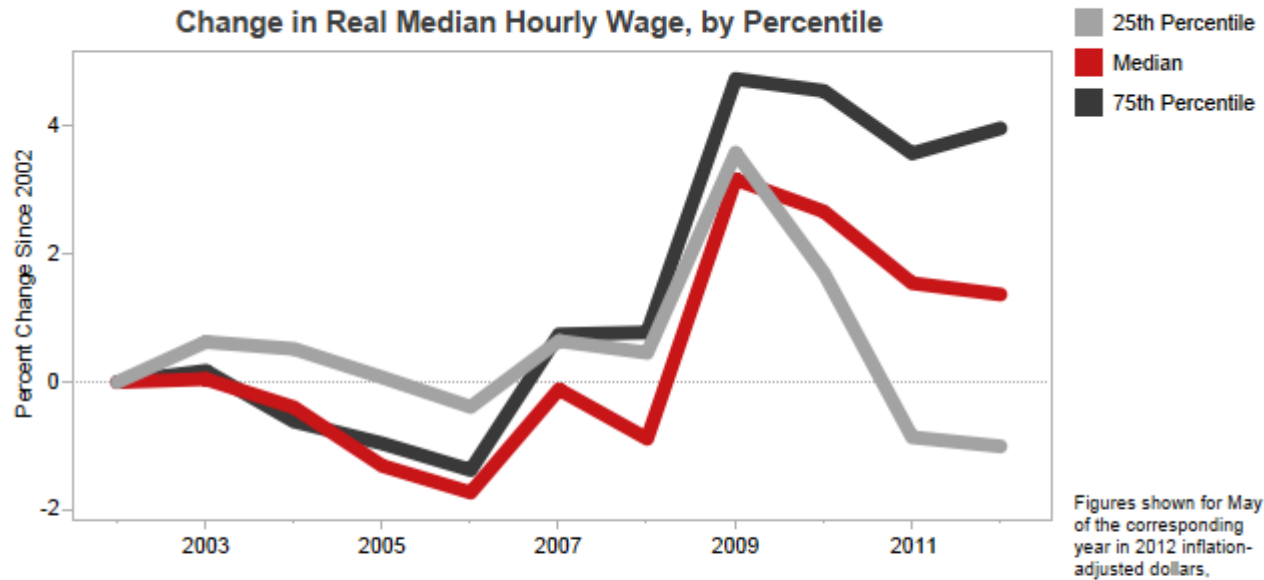
Vermont Change in Mean Wages Since 2002



Figures shown are in 2012 dollars, adjusted for inflation using CPI
Source: *Governing* analysis of data from BLS Quarterly Census of Employment and Wages: Average Weekly Wage, all industries and establishments

State Median Wage Data

Select State:
Vermont



Vermont Data

	2002	2003	2004	2005	2006	2007	2008	2009	2009 2
Real Median Annual Wage	\$34,076	\$34,103	\$33,944	\$33,633	\$33,491	\$34,050	\$33,778	\$35,162	
Real Median Hourly Wage	\$16.39	\$16.39	\$16.32	\$16.17	\$16.10	\$16.37	\$16.24	\$16.90	

Source: Governing analysis of Occupational Employment Statistics data, all occupations



<http://www.governing.com/gov-data/wage-average-median-pay-data-for-states.html>

Vermont Health Care Innovation Project (VHCIP)

Workforce Work Group Subcommittee on Long Term Care (WWGSLTC)

Draft Work Plan

April 29, 2014

The WWGSLTC is a subgroup of the Workforce Work Group as part of the VHCIP. It is charged with reviewing the Direct Care Work Force, as proposed in Vermont House Bill 301

<http://www.leg.state.vt.us/docs/2014/bills/Intro/H-301.pdf>.

Due Date	Task	Assigned to	Date completed
3/24/14	Initial meeting of subcommittee	Subcommittee	3/24/14
5/3/14	Create draft work plan	Brendan Hogan	
5/5/14	Review and provide comments to draft work plan	All members of the work force subcommittee	
5/5/14	Identify subcommittee leads	1 or 2 volunteers from work force subcommittee – Jackie Majoras, Stuart Schurr and Sarah Launderville	
5/5/14	Define Terminology – patient vs. client vs. consumer vs. recipient	Sarah Launderville and Betty Milizia to talk about this issue and come to the work force subcommittee with a recommendation.	
5/5/14	Work force subgroup charge	All members of the work force subcommittee	
5/5/14	Review information from March 2008 Legislative Study of the Direct Care Workforce in Vermont	All members of the work force subcommittee	
5/5/14	Review information from National Consumer Voice for Quality Long-Term Care	All members of the work force subcommittee	
5/5/14	Review document from AFSCME	All members of the work force subcommittee	
5/5/14	Identify additional information on recruitment, retention and training	All members of the work force subcommittee	
5/12/14	Draft an information/data collection plan for review by subcommittee to collect	Brendan Hogan	

	existing data regarding recruitment, retention and training efforts in VT		
5/19/14	Provide comment on draft information/data collection plan.	Work force Subcommittee members	
Last 2 weeks of May	Meet to finalize data collection plan and begin to collect data	Brendan and work force Subcommittee lead(s)	
Last 2 weeks of May	Draft outline of subcommittee report	Brendan	
June 2014 Meeting	Discuss information/data collection efforts and draft outline of subcommittee report with draft recommendations	Subcommittee members	
Before July 2014 meeting	Collect data and information for the subcommittee report	Subcommittee members and other parties send information to Brendan	
July 2014 meeting	Review information collected thus far and determine if additional information is needed	Subcommittee members	
Two weeks before August 2014 meeting	Create an initial draft subcommittee report and send out draft 2 weeks in advance of August meeting	Brendan	
One week before August Meeting	Provide comments to initial draft report to Brendan Hogan	Subcommittee members	
August 2014 meeting	Review initial draft and comments from subcommittee members	Subcommittee members	
September 2014 meeting	Discuss final draft subcommittee report	Subcommittee members	<u>From Georgia – Timeline can get pushed into October if the group is comfortable with that. Oct. 1 is okay as long as there is an interim update before then. Multiple meetings per month are fine if necessary.</u>
September 2014 Work Group meeting	Present final draft report to Workforce work group for approval and recommendation to Steering Committee		
9/30/14	Submit and present final		

	subcommittee report and recommendations to VHCIP Steering Committee and Core Team	Georgia Maheras	
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DRAFT

DCW potential federal grants

<https://www.govtrack.us/congress/bills/113/hr4445/text>

Rewarding work information

<http://www.rewardingwork.org/State-Resources/Vermont.aspx>