

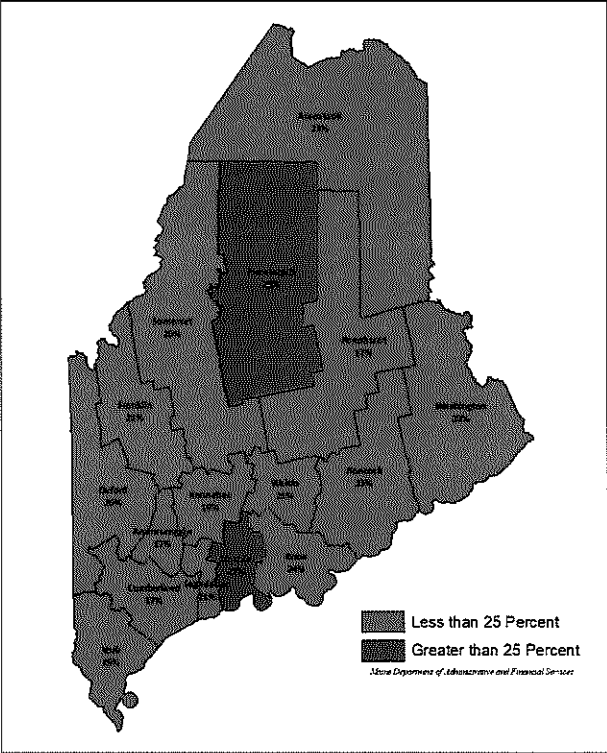
# Long Term Care Workforce Commission September 11, 2019



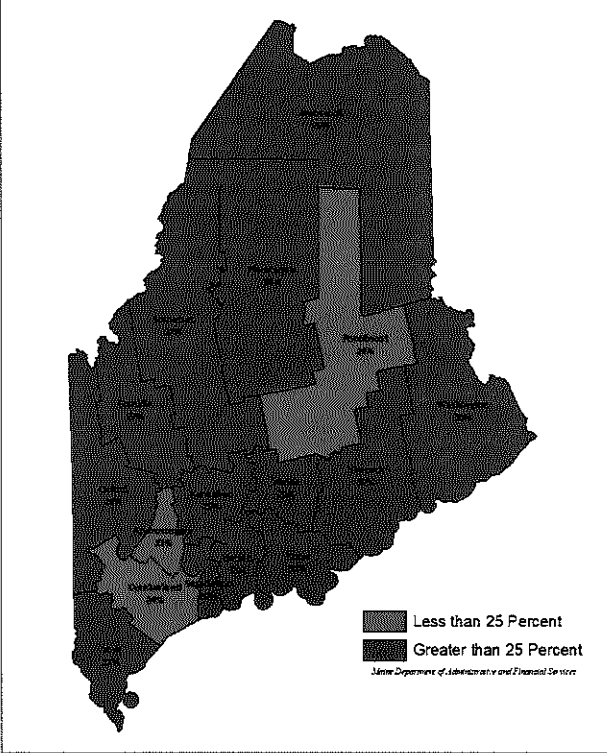
# Long-Term Care Overview

## Aging in Maine

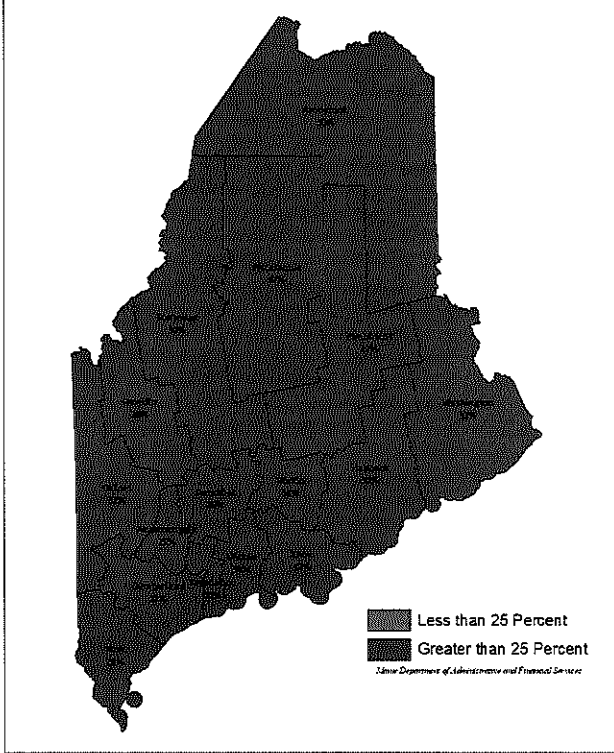
Percent of Population Age 65+ in 2016



Percent of Population Age 65+ in 2026



Percent of Population Age 65+ in 2036



# Supply and Demand

- **52%-70%** of individuals turning 65 today will eventually need some form of long term assistance with their activities of daily living (US DHHS, 2017; Reinhard *et al.*, 2017)
- **1<sup>st</sup>** in percent of nursing home residents with low care needs
- **Top 20** on most measures of provider supply: personal care assistants, registered nurse hours per resident assisted living and residential care units
- **6<sup>th</sup>** on value of family caregiving per resident (AARP 2018 Across the States)
- Significant volunteer contributions:
  - 352,790 hours contributed in 2018 through Maine's Senior Volunteer Programs valued at \$8.7 million
  - 78 SHIP volunteer counselors helped Mainers save \$2.9 million in Medicare costs
  - Maine Senior Community Service Employment Program participants have provided 113,425 community service hours to non-profit host agencies

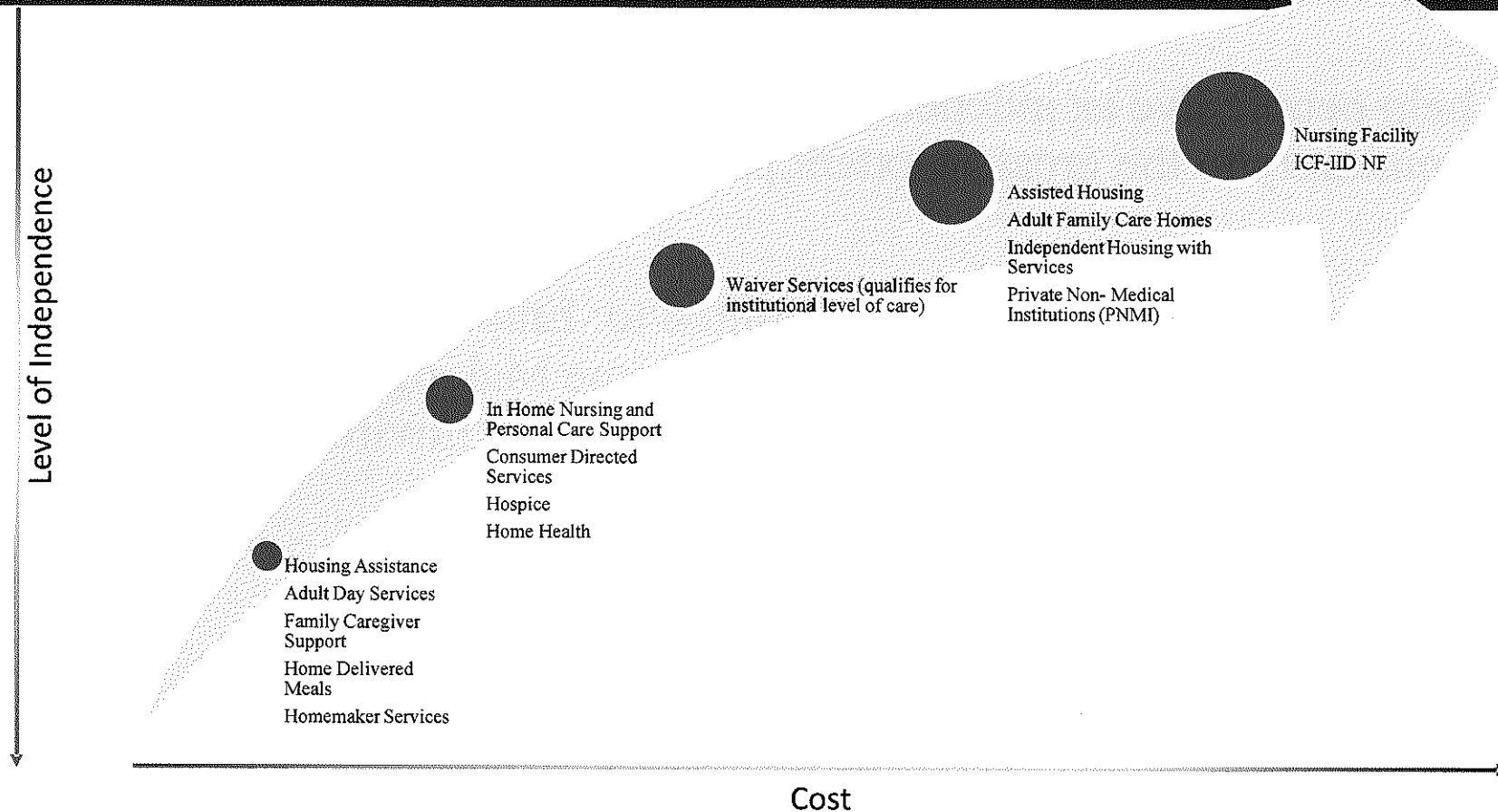
## Other Related DHHS Activities

- Long-Term Service and Supports Advisory Group
- Expanded Home- and Community-Based Care Options
- New Care Models for Medicare-Medicaid Dual Eligibles
- Rural Health Transformation Initiative
- Higher Opportunities for Pathways to Employment (HOPE)  
Program to build skilled workforce

# What are Long Term Services and Supports (LTSS)

- LTSS help people live as independently as possible and participate in their community to the greatest extent possible
- LTSS services include but are not limited to: Employment Support, Nursing Services, Respite, Personal Care, Home Making, Community Support, Residential Support, Assistive Technology, Environmental Modifications

# Long Term Services and Supports Continuum



# How are LTSS Funded in Maine

Maine Care (Medicaid)	State Funded (General Funds)
Section 12 Consumer Directed Attendant Services	Chapter 11 Consumer Directed Personal Assistance Services
Section 19 Home and Community Based Waiver for Older Adults and Adults with Disability	Section 63 In-Home and Community Support Services for Elderly and Other Adults
Section 26 MaineCare Day Health Section 102 Rehabilitation Services	Section 61 Adults Day Services
Section 96 Private Duty Nursing	Section 69 Independent Services and Supports (ISS) A.K.A Homemaker Services
Section 67 Nursing Facility	Other State Funded:
Section 40 Home Health Services	Affordable Assisted Living
Section 18 Home and Community-Based Services for Adults with Brain Injury	Section 62 Independent Housing with Services Program (IHSP)
Section 20 Home and Community Based Services for Adults with Other Related Conditions	Section 68 Respite Care for People with Alzheimer's or Related Disorder
Section 21 Home and Community Benefits for Members with Intellectual Disabilities or Autism Spectrum Disorder	
Section 29 Support Services for Adults with Intellectual Disabilities or Autism Spectrum Disorder	

# Long Term Services and Supports Direct Staff Qualifications by Program

## Developmental Disabilities (MBM Sections 20, 21 & 29)

- Direct Support Professional (DSP), Personal Support Specialist (PSS), Assistive Technology Professionals, Registered Nurses (RN), Therapies (Occupational, Physical, Speech)

## Acquired Brain Injury Services (MBM Sections 18 and 102)

- Acquired Brain Injury Services (MBM Sections 18 and 102): Direct Support Professional (DSP), Personal Support Specialist (PSS), Assistive Technology Professionals, Registered Nurses (RN), Therapies (Occupational, Physical, Speech), Specialized Clinical Professionals

## Older Adults & Adults w/ Disabilities (MBM 12, 19, 26, 40, 96 and OADS State Funded 11, 63, and 69)

- Personal Support Specialist (PSS), Registered Nurses (RN), Therapies (Occupational, Physical, Speech) Certified Nurses Aide (CNA), Home Health Aide (HHA)

## Nursing & Residential Facility Services (MBM 50, 67, 97 and OADS ALF)

- Personal Support Specialist (PSS), Registered Nurses (RN), Therapies (Occupational, Physical, Speech), Certified Residential Medication Aide (CRMA)



# Shortages by Program

Maine Care (Medicaid)	State Funded (General Funds)
<p>Section 18 Home and Community-Based Services for Adults with Brain Injury as of 9/10/19</p> <p><b>Active Members: 197</b></p> <p><b>Funded Offers: 53</b></p> <p><b>Waitlist: 40</b></p>	<p>Section 63 In-Home and Community Support Services for Elderly and Other Adults as of 6/30/19</p> <p><b>Active Members: 1,052</b></p> <p><b>Waitlist: 123</b></p>
<p>Section 20 Home and Community Based Services for Adults with Other Related Conditions 9/10/19</p> <p><b>Active Members: 42</b></p> <p><b>Funded Offers: 25</b></p> <p><b>Waitlist: 20</b></p>	<p>Section 69 Independent Services and Supports (ISS) A.K.A Homemaker Services as of 6/30/19</p> <p><b>Active Members: 1,852</b></p> <p><b>Waitlist: 664</b></p>
<p>Section 21 Home and Community Benefits for Members with Intellectual Disabilities or Autism Spectrum Disorder as of 5/14/19</p> <p><b>Active Members: 3,173</b></p> <p><b>Waitlist: 1,580</b></p>	
<p>Section 29 Support Services for Adults with Intellectual Disabilities or Autism Spectrum Disorder as of 5/14/19</p> <p><b>Active Members: 2,281</b></p> <p><b>Waitlist: 191</b></p>	

# LTSS Unstaffed Hours By Program as of 6/30/19\*

	Registered Nurse	Personal Support	ISS Hours
Section 63- OADS State Funded Home Based Care	512	2192	N/A
Section 19- Home and Community Based Waiver	728	2114	N/A
Section 96- Private Duty Nursing Services	1842	2674	N/A
Section 69- OADS State Funded Homemaker	N/A	N/A	1640

\* Section 63,19,96 only includes information from 1 of 2 Service Coordination Agency.

# LTSS Unstaffed Members as of 9/10/19\*

Program	Funded Offers	Seeking Services
Section 18 Home and Community-Based Services for Adults with Brain Injury	53	<ul style="list-style-type: none"> <li>• 20 member seeking support in the community</li> <li>• 33 members seeing a group home provider</li> </ul>
Section 20 Home and Community Based Services for Adults with Other Related Conditions	25	<ul style="list-style-type: none"> <li>• 21 members seeking support services in the community</li> <li>• 4 members seeking group home provider</li> </ul>

# Workforce: Long Term Services and Supports Descriptions and Training Requirements

Provider Description	Training Requirements	MaineCare Rates*
<p><b>Direct Support Professional (DSP)</b>- supports people with intellectual or developmental disabilities. A DSP provides personal supervision and therapeutic support, helping individuals to develop and maintain the daily living skills necessary to remain oriented, healthy, and safe. DSPs provide assistance with Activities of Daily Living (ADLs) and Instrumental Activities of Daily Living (IADLs).</p>	<ul style="list-style-type: none"> <li>• Be at least 18 years old</li> <li>• Have a high school diploma or GED</li> <li>• Complete the DHHS-approved Direct Support Professional training program</li> <li>• Behavioral Health Intervention training required by some employers</li> </ul>	<p>\$7.75 ¼ hr</p>
<p><b>Certified Nursing Assistants (CNAs)</b>-perform a variety of nursing tasks such as . taking temperature and pulse, monitoring food intake, urine output, changing bed linens, and assisting with Activities of Daily Living (ADLs) and Instrumental Activities of Daily Living (IADLs). CNAs work under the supervision of a registered professional nurse.</p>	<ul style="list-style-type: none"> <li>• Be at least 16 years old</li> <li>• Can read and write English</li> <li>• Successfully complete the 180-hour CNA Training Program</li> <li>• Complete an orientation program conducted by your employer</li> <li>• Receive at least 12 hours of in-service training annually</li> </ul>	<p>\$22.91 per visit</p>

# Long Term Services and Supports Descriptions and Training Requirements

Provider Description	Training Requirements	MaineCare Rates*
<p><b>Personal Support Specialists (PSS)</b> - are unlicensed assistive personnel employed to provide hands-on assistance with daily living for older adults and people with disabilities. PSS's provide services related to a member's physical requirements for assistance with Activities of Daily Living (ADLs) and Instrumental Activities of Daily Living (IADLs).</p>	<ul style="list-style-type: none"> <li>• Be at least 17 years old</li> <li>• Complete the 50-hour PSS training program: necessary for certification</li> </ul>	<p>\$5.13 ¼ hr</p>
<p><b>Home Health Aides (HHA)</b>- A HHA provides assistance with Activities of Daily Living (ADLs) and Instrumental Activities of Daily Living (IADLs) including assistance with bathing, skin and hair care; getting in and out of bed; preparing meals; and using the bathroom.</p>	<ul style="list-style-type: none"> <li>• Be at least 16 years old</li> <li>• Receive home health aide orientation provided by the home health agency you work for</li> <li>• Have completed 9th grade (although a high school diploma or GED is preferred)</li> <li>• And, depending on where you work/ who you work with:               <ul style="list-style-type: none"> <li>• Successfully complete the 180-hour CNA Training Program</li> <li>• Be listed on the Maine Registry of Certified Nursing Assistants</li> <li>• Receive at least 12 hours of in-service training annually</li> </ul> </li> </ul>	<p>\$5.50 ¼ hr</p>

# Long Term Services and Supports Descriptions and Training Requirements

Provider Description	Training Requirements	MaineCare Rates*
<p><b>Certified Residential Medication Aide (CRMA)</b>- duties include administering medications in a safe, proper and accurate manner, recording and documenting the administration of medications, reporting incidents, sustain knowledge of Resident Rights, while maintaining patient confidentiality.</p>	<p>Complete a 24-hour CRMA training in order to work in Level III or Level IV residential settings under the Office of Cognitive and Physical Disability Services Complete a 35-45 hour CRMA training in order to work in all other Level III or Level IV residential settings</p>	<p>\$7.42 per visit</p>
<p><b>Registered Nurse (RN)</b>-A registered professional nurse may provide nursing services within the scope of his or her licensure.</p>	<p>Licensure Requirements can be found at: <a href="https://www.maine.gov/boardofnursing/licensing/index.html">https://www.maine.gov/boardofnursing/licensing/index.html</a></p>	<p>\$53.60 per visit \$13.74 ¼ hr</p>
<p><b>Licensed Occupational Therapist (OT)</b>- duties include the assessment, planning and implementation of a program of purposeful activities to develop or maintain adaptive skills necessary to achieve the maximal physical and mental functioning of the individual.</p>	<p>Licensure Requirements can be found at: <a href="https://www.maine.gov/pfr/professionallicensing/professions/occupational/therapist.html">https://www.maine.gov/pfr/professionallicensing/professions/occupational/therapist.html</a></p>	<p>\$34.52 initial evaluation</p>

# Long Term Services and Supports Descriptions and Training Requirements

Provider Description	Training Requirements	MaineCare Rates*
<p><b>Licensed Physical Therapist (PT)</b>-: provides evaluation, treatment and instruction of human beings to detect, assess, prevent, correct, alleviate and limit physical disability, bodily malfunction and pain from injury, disease and any other bodily condition; the administration, interpretation and evaluation of tests and measurements of bodily functions and structures for the purpose of treatment planning includes the planning, administration, evaluation and modification of treatment and instruction; and the use of physical agents and procedures, activities and devices for preventive and therapeutic purposes; and the provision of consultative, educational and other advisory services for the purpose of reducing the incidence and severity of physical disability, bodily malfunction and pain.</p>	<p>Licensure Requirements can be found at:  <a href="https://www.maine.gov/pfr/professionallicensin g/professions/physical_therapists/index.html">https://www.maine.gov/pfr/professionallicensin g/professions/physical_therapists/index.html</a></p>	<p>\$35.94 initial evaluation</p>
<p><b>Licensed Speech Therapist (ST)</b>- are those services requiring the application of theories, principles and procedures related to the development and disorders of speech, voice, language, and oral pharyngeal and related functions, for purposes of assessment and treatment.</p>	<p>Licensure Requirements can be found at:  <a href="https://www.maine.gov/pfr/professionallicensin g/professions/speech_audiology_hearing_aid/in dex.html">https://www.maine.gov/pfr/professionallicensin g/professions/speech_audiology_hearing_aid/in dex.html</a></p>	<p>Evaluation rates per session vary by evaluation type</p>

# Career Ladder / Workforce Development Past DHHS Effort

In 2010, Maine's DHHS was awarded a 3-year grant from the US DHHS Health Resources and Services Administration (HRSA) to develop a competency-based training and certification program for the three largest job titles in the LTSS system. DHHS partnered with a project team from the University of Southern Maine's Muskie School of Public Service.

The key focus of the initiative was to develop one standardized core curricula and three specialty modules containing the non-overlapping, job-specific content for each certificate. Impacted disciplines were Personal Support Specialists, Mental Health Support Specialists and Direct Support Professionals .

## Accomplishments:

- Development and implementation of the core plus training model design for three certificate programs
- Prepared a total of 161 direct service workers
- Creation of the Maine Direct Service Worker Web: <http://mainedirectserviceworker>