

Granite State
Independent Living

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*Tools for Living
Life on Your Terms*

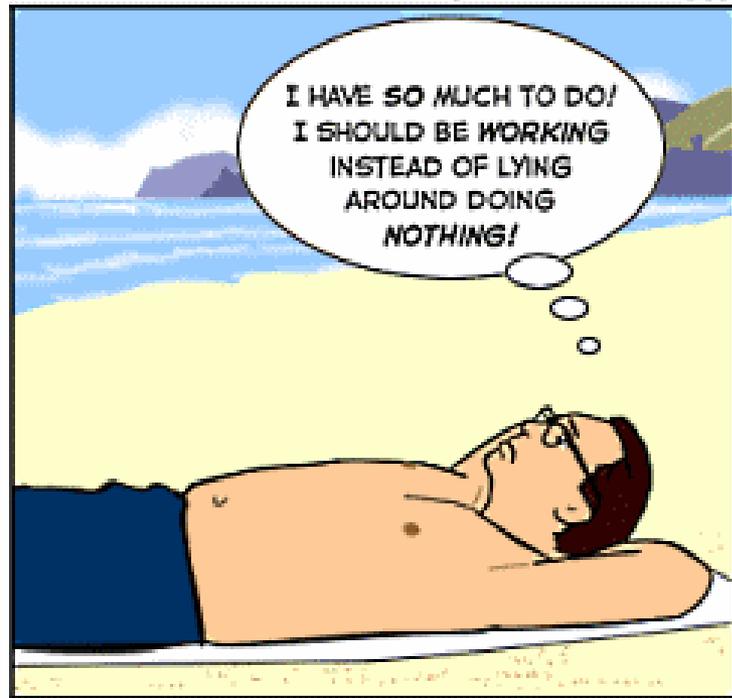
Homecare Attendants Workforce Challenges and Solutions

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Thank you for your dedication and support on this vital issue

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Good weather guilt / work guilt vicious cycle.

Granite State Independent Living

LTS: Consumer Directed and Agency Directed, Nursing Home Transition and other facilities transitions, Quiet Comfort, SCI NH Chapter Association, I&R, Service Coordination

CED: Wrap-Around Employment Services, Student Transitional Services, Service Coordination, Transportation

Problem

- Can't hire the number of Homecare Attendants needed
- Can't retain the number of Homecare Attendants needed
- The increased activity to have sufficient staff is expensive.

Consequences to Consumers

- Potential consequences of not having sufficient staffing
 - Increases the risk of hospitalizations
 - Increases the risk of re-hospitalizations
 - Increases the risk of institutional living
 - Increases family burnout
 - Increases the delay of discharge

Homecare Attendants Critical Role

- Saves NH approximately 50% of the cost of a facilities care
- Supports what people want: 9 out of 10 people want to live at home
- Improves consumers quality of life and well being

Emotionally, Mentally and Physically – It's Demanding

- Very intimate work -bowel and bladder, bathing, toileting, cleaning soiled consumer, as well as their soiled clothing and bedding
- Very physically demanding – lifting and transferring
- Very emotionally demanding – environment and consumers communication and behavior
- Very isolated work – no colleagues or supervisors in the building, no breakroom

Why Individuals Do Not Want This Job?

- Pay is low: not a livable wage
- Challenging tasks
- No career ladder
- Lack of professionalism
- Isolation
- Other industries offer more

Improvements

- Some are small
- Some are no cost
- Some are large
- Some are an investment

Decrease Provider Expenses and Hire Quicker

- One step TB instead of two step TB
- Criminal background checks no notarization and allow all vendors to provide them
- Do not require any reference checks
- Do not require the offering of HEP
- Pay late timesheets at next payroll run
- Do not require employee physicals
- Review all program's rules for ROI

Return on Investment

- Homecare Attendant experience count for LNA requirements
- Homecare Attendant transportation
- Orientation and training
- Reimbursement rates

Long Term Care Solutions

- Increase the number of individuals with disabilities that are employed
- Increase wellness efforts
- Increase the number of individuals with LTC Insurance
- Reimburse for technology

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We are Glad to Help

