



Legislative Health Care Workforce Commission

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Minnesota HomeCare Association (MHCA)

- Represents 170 home care providers from Medicare Certified and Comprehensive Licensed to Personal Care Assistant agencies.
- For nearly 50 years MHCA has been Minnesota's premier home care association.
- MHCA works to increase access to high-quality home care services, payment reform, workforce solutions, and more.

MHCA Workforce Task Force

- MHCA formed a Workforce Task Force with providers and academic institutions to address the workforce shortage crisis
- Areas of focus:
 - Increase student awareness of health care positions in home health care
 - Pre-enrollment in health care program (SCRUBS Camp)
 - While currently enrolled in health care school
 - Academic program enhancement (PIPELINE Project)
 - Clinical sites and simulation
 - Growing sites for clinical experience
 - Creating well-designed simulations

Background of Issues Related to Home Health Care Workforce

- High demand for service and growing
- Nursing and PCA staffing issues most extreme
- Acuity of patients increasing
- Turning down referrals because unable to staff

Recruitment Challenges

- Reimbursement for hospital and long-term care has undergone dramatic change while payment reform for home and community-based services needs major review and recommendations for revision
- Metro home health care seeing applicants from striking nurses, requesting hourly wages in mid-\$40/hour
- Wages for home care nurses is more in line with \$27/hr RN, \$24/hr LPN, and \$10-12/hr PCA
- Agencies employing PCAs or HHAs are competing with retail and fast-food restaurants due to higher starting wages

Retention Challenges

- Inequities in wages and benefits
- Working solo versus side-by-side with peers
- The health care worker has no control over their environment
- Training
- Limitations in diversity of cases to develop skills and career paths for workers
- The inability to staff causes burnout in current staff

Reimbursement Challenges

Wages	Continuing education	Liability
Benefits	Rent, lights	Regulatory
Orientation	Payroll	Licensure
Training	Vehicles, gas	Outcome measurement and reporting
Electronic health records		

Consequences if Issues Unresolved

- Home care agencies are not able to admit patients without adequate staff, therefore, hospital discharges are delayed
- Clients go home with inadequate resources resulting in higher readmission rates or negative health care outcomes
- Patient's access to services is limited or restricted
 - Independent living is severely compromised
 - Metro area is problematic
 - Rural area is in crisis

Recommendations

- Address the reimbursement deficit in home and community-based services
- Create innovative funding for training, competency-based certification for workers in home and community-based services, and new grad nursing programs in home care.
- Develop incentives for academic health care organizations and industry partnerships (e.g., SIM labs)