



Presentation to the House Committee On Early Childhood and
Human Services

Agency with Choice update

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Agenda

- I. Current in-home service options
- II. Future options
- III. HB 4129 requirements
- IV. Questions

Office of Aging and
People with Disabilities



Current: Three in-home service options

Consumer-Employer Program (CEP)

- Individual hires, trains and manages homecare workers (HCWs)
- SEIU represents HCWs
- Wages and benefits bargained with SEIU
- Oregon Home Care Commission provides training
- APD enrolls providers, tracks hours worked and pays HCWs.



In-Home Care Agencies (IHCA)

- IHCA hires, trains and manages caregivers
- APD funds IHCA which pays a standardized rate
- Agency determines staff wages
- Agency works with individuals to determine needs and schedule
- Agency determines who provides services and supports.

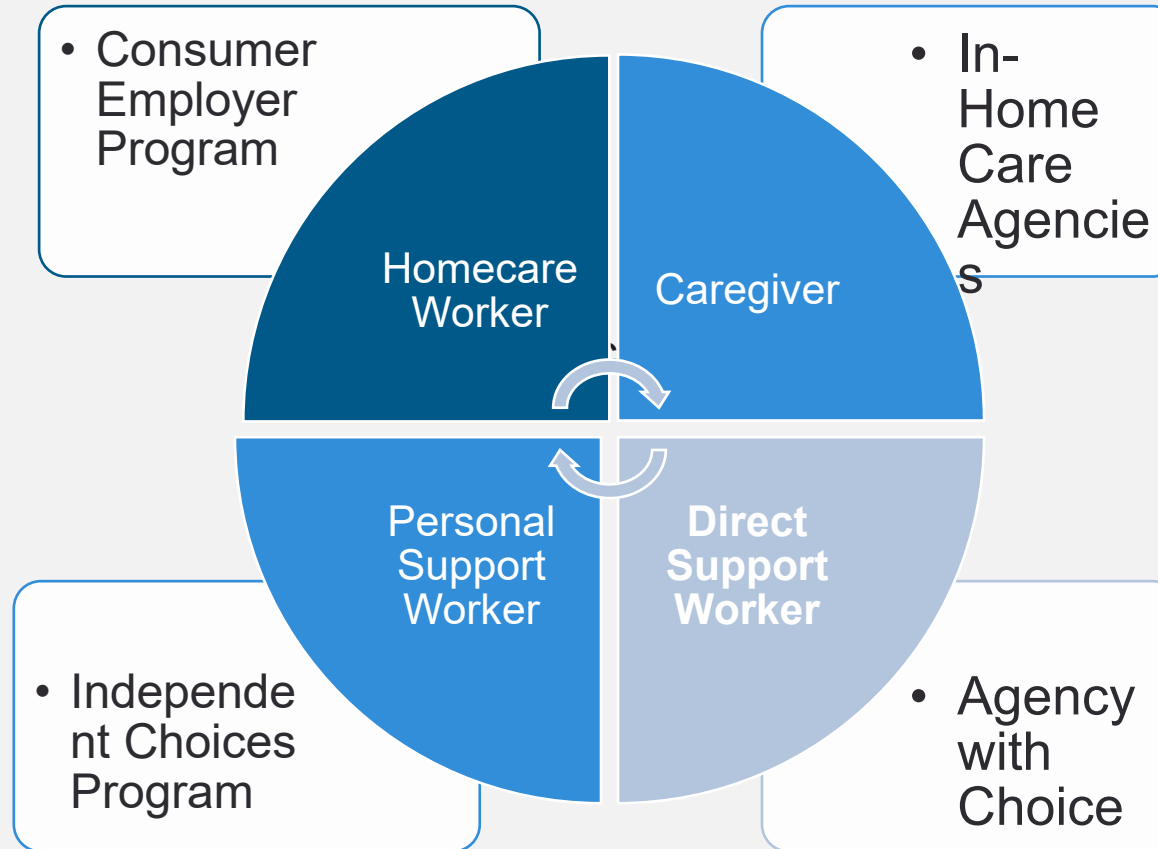


Independent Choices Program (ICP)

- APD provides cash benefit to individual
- Individual hires, trains and manages caregivers
- Individual sets wages and schedule
- APD performs background check
- APD monitors situation to ensure care needs are met.



Future: Four in-home service options



What is Agency with Choice?

AWC is a proposed alternative to the current consumer-employer program.

APD would contract with up to two agencies to provide AWC.



AWC contractors would assume full employer responsibilities.

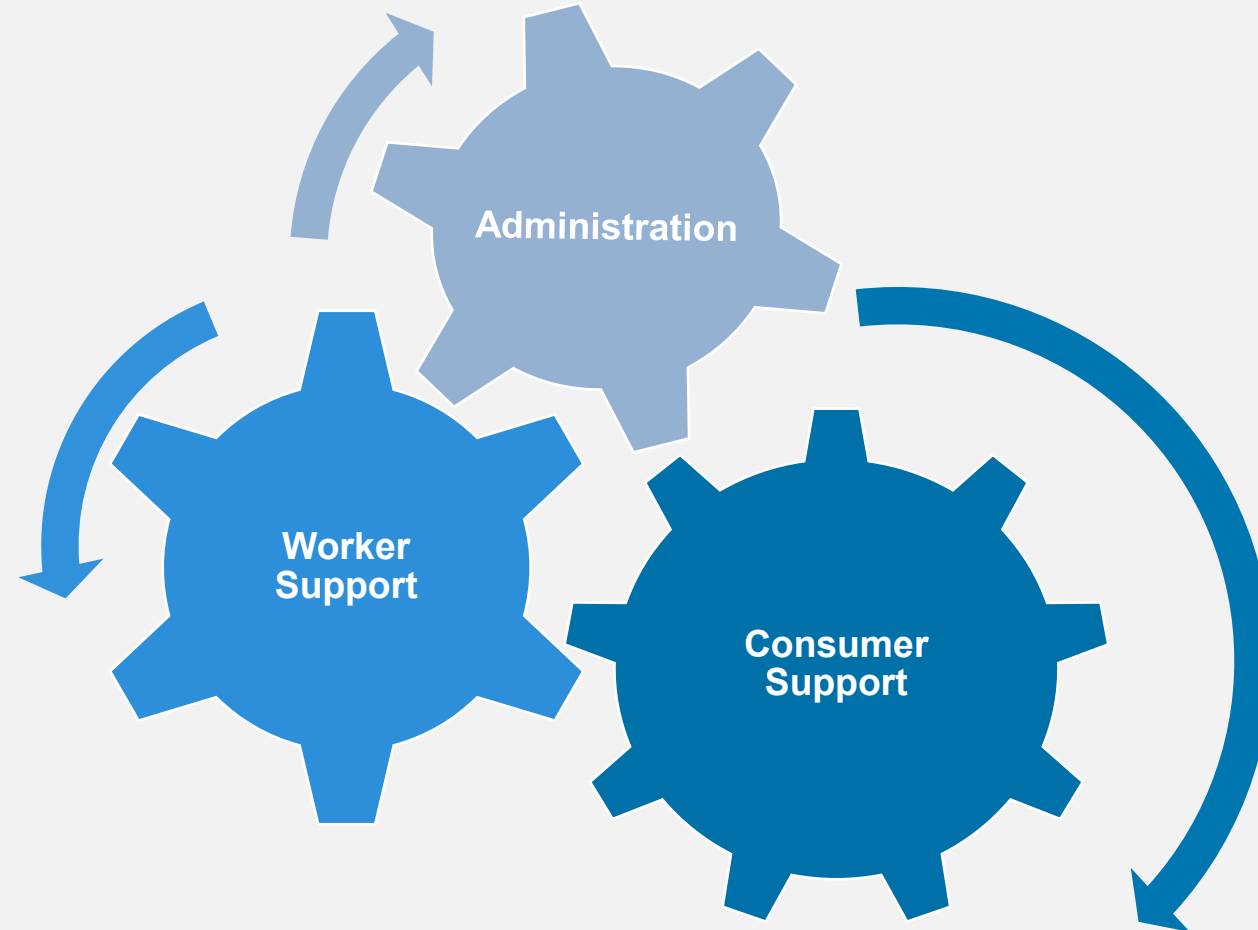


AWC would be available to all individuals who receive in-home services.



Individuals would choose to be consumer employers, use an in-home care agency or an AWC.

Agency with Choice responsibilities



Agency with Choice: Consumer support

- Maximize individual's autonomy.
- Meet with the individual.
- Help the individual to:
 - Select and train the DSW
 - Coordinate DSW schedule and responsibilities
 - Maintain a safe workplace for DSW.
- Assist individual with planned DSW absences.
- Create and maintain advisory board.



Individual receiving in-home services is the co-employer of DSW with AWC

Agency with Choice: Worker support

- Ensure that all DSWs have training.
- Involve DSWs in the decisions about work processes, performance standards, quality improvement strategies, training, technology use and workplace safety.
- Minimize the impact of the loss of pay and work hours for DSWs when the consumer no longer needs them.
- Enhance DSWs' role as members of an individual's care team.
- Ensure that DSWs have access to support coordination and services.



Agency with Choice: Administration

- Recruit, hire and dismiss Direct Support Workers (DSWs).
- Ensure time capture compliance.
- Manage payroll, benefits and time off.
- Bill ODHS for services provided.
- Maintain a quality assurance system and performance improvement plans.
- Report abuse and critical incidents.



Minimum rate requirements for APD AWC

Rates established for APD's AWC must:

- Allow for DSWs wages and benefits to be at least equal to that of homecare workers.
- Support substitute DSW staffing needs due to:
 - Cancelled shifts
 - Absences
 - Respite care for individuals' unpaid caregivers and similar needs.
- Allow the agency to minimize lost wages and hours for DSWs.
- Meet the requirements for training and supports for DSWs and for individuals.



Questions?

Thank you

