

MLTC Workforce Investment Program

OVERVIEW

On August 4th, the New York State Office of Health Insurance Programs released the final application for the Managed Long Term Care (MLTC) Workforce Investment Program, which is part of the Medicaid Section 1115 Waiver. The Workforce Investment Program provides up to \$245 million in funding to retrain, recruit, and retain long term care workers, and to address disparities in underserved communities. The program is aligned with the Delivery System Reform Incentive Payment (DSRIP) Program's goals and timeline.

The final application is available [here](#). Applications are due on August 28th. A summary of the program is provided below.

PROGRAM DESIGN

Under the Workforce Investment Program, the Department of Health (DOH) will allocate Waiver funds to MLTC plans that contract with Long Term Care Workforce Investment Organizations (LTC WIOs). MLTC plans may include Fully Integrated Dual Advantage (FIDA) plans. DOH has indicated that PACE plans will most likely be eligible.

Allocation of Funds

Funds will be allocated to MLTCs in the form of increases to their capitated rates. MLTCs will retain an administrative fee of 5% and pass the rest on to contracted LTC WIOs as reimbursement for the provision of Workforce Development Initiatives (WDIs). The level of funding will be based on the percentage of each plan's enrollment, relative to all plan enrollment.

The first round of funding will be released before March 31, 2018 (the end of DSRIP Year 3) and all funding is scheduled to be released by March 31, 2020 (the end of DSRIP Year 5). It is DOH's intention that LTC WIOs will continue to operate as sustainable training centers once this program, and its funding, end in 2020.

WDIs

WDIs may be new or existing programs that:

- Recruit and retain local long term care workers to expand their scope of practice and improve their ability to communicate with patients and other providers;
- Place long term care workers in medically underserved areas;
- Address the unique training and employment needs within the program's region;
- Support the transition of care from the inpatient to outpatient setting; and
- Align with DSRIP, Value Based Payment (VBP) Reform, and other state workforce development efforts.

MLTC Plan Requirements

All MLTC/FIDA plans are eligible to participate in the program. In addition to distributing funds to the LTC WIOs, plans will participate in the implementation of WDIs and will notify participating providers that they can send employees to LTC WIOs to participate in WDIs. Plans will be expected to submit

baseline information on compensation, benefit data, and existing workforce training initiatives. Once WDIs begin, plans will analyze the use of funds and the impact of training on patient outcomes and quality of care.

Plans will also be expected to report the following to DOH on a quarterly basis:

- The number of individuals trained and each individual's occupation, employer, and WDI;
- Results of training assessment surveys;
- Rate of completion among trainees; and
- Ratio of new recruits and existing workers.

Within the first three months of the program, plans will hold a regional meeting with providers, Performing Provider Systems, workforce representatives, training entities, educational institutions, and other stakeholders. Following the meeting, plans will submit an implementation plan for the WDIs within the region.

LTC WIO Eligibility and Requirements

An entity applying to become an LTC WIO must meet the following minimum criteria for eligibility:

- Be a not-for-profit entity (not-for-profits that have been created by a for-profit entity would be considered);
- Be incorporated in New York State;
- Be prepared to facilitate training programs that go beyond the current minimum requirements;
- Have demonstrable success in implementing workforce training initiatives on a broad range of long term care topics;
- Demonstrate a commitment to training workers in alignment with DSRIP goals;
- Have the capacity to develop effective contractual relationships;
- Have the ability to recruit new LTC workers; and
- Be prepared to incorporate adult-learner training techniques into the program.

Preferred applicants include those with:

- An existing training infrastructure for the long term care workforce;
- Expertise in a variety of training areas;
- Established academic programs, curricula and models of training;
- The ability to train multiple types of direct care skillsets and job titles;
- The ability to incorporate technology that extends access to training;
- Comprehensive knowledge of the needs of the long term care delivery system;
- A broad range of employer and provider group participation;
- A diverse governance structure and partnerships that include: academia, employers, trainers, providers, workers, and plans; and
- A target date and timeline of the program, including deliverables where applicable.

LTC WIO applicants will be expected to provide a sustainable plan for offering WDIs that follow evidence-based practices, adhere to the program's objectives, and demonstrate a thorough understanding of the needs of the long term care delivery system. Applicants are encouraged to consult with plans,

providers, educational institutions, and labor representatives throughout the application process. LTC WIO applicants must have the ability to work with a diverse population of workers across an expansive geography, implement cultural competency standards, evaluate outcomes and collect measurable data.

Although DOH will contract with the MLTC plan, not the LTC WIO, DOH reserves the right to revoke the designation of any LTC WIO.

APPLICATION

The State plans to qualify at least two LTC WIOs in each of the MLTC regions: Central, Hudson Valley, Long Island, North East, New York City, and Western. DOH will consider regional differences when reviewing applications and allocating funding. Entities may submit applications in more than one region.

Timeline

Applications must be submitted by August 28th. Applicants who receive awards will be notified on September 28th. Questions regarding the application or the program should be submitted to the Office of Health Insurance Programs, Division of Long Term Care at MLTCWorkforce@health.ny.gov.