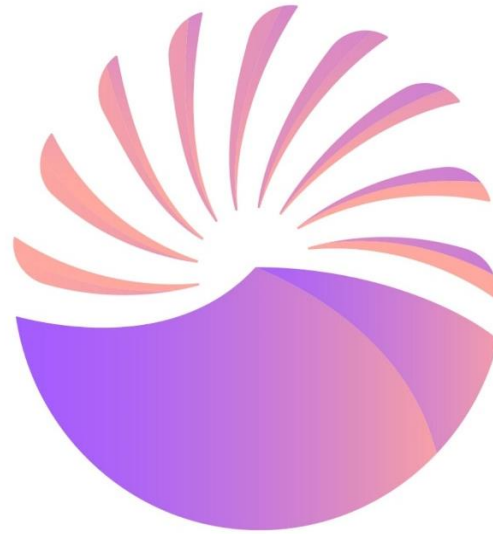


# Workforce Solutions in Long-term Care




**RISE**  
Partnership

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# Long-term Care Workforce Landscape in Oregon



## LONG-TERM CARE Worker SNAPSHOT

- 85%** Of long-term care workers are women
- 36%** Of long-term care workers are people of color
- 48%** Of long-term care workers are on some type of public assistance



# Homecare workforce considerations

- Demand for homecare services is rising
- Homecare is an affordable alternative to more costly settings
- Support people to age in place
- Maximize independence, choice and control for people in services
- Homecare work is valued and workers are treated with dignity and respect

# Features of Winning Solutions

- How does this solution enhance direct care worker **wages and benefits**?
- **Joint partnerships** and collaboration among stakeholders?
- Is this solution **worker-centric**?
- How does this solution support **career development** and mobility for direct care workers?
- Does this solution **build capacity** of the long-term care system?





# RISE Partnership



*Carewell*  
**SEIU503**

*Homecare and Personal  
Support Workers*



**Long-Term**  
*CareWorks*

*Long-Term Care  
Facility Workers*



**Essential  
Worker**  
Healthcare Trust

*Health Care Solutions  
for Care Workers*



**Uplift**  
OREGON

*State Employees*



Carewell  
**SEIU503**



**Healthcare  
Cost Assistance**



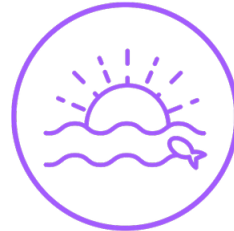
**Training**



**Care Matching Service**



**Vision + Hearing**



**PTO**



**Dental**

# EWHT Significantly Improves Affordability

Oregon's \$30M investment makes quality health care more accessible for LTC caregivers – thus helping to stabilize this essential workforce

**The EWHT will cover 90% of costs for members (platinum level plan).**

- Current health care plans cover 60% of out-of-pocket costs (bronze level plans).
- OHP covers 100% of out-of-pocket costs.

**Workers will pay 85% less on average per month for better coverage.**

- EWHT monthly premiums will be \$25/\$50/\$75 for employee/employee + spouse/family.
- Current health care plans cost \$114/\$618/\$464 on average.

**Workers average deductible reduced by 67%.**

- EWHT deductible will be \$800/\$1600 for individual/family.
- Current health care plan deductibles average \$2,355/\$5,099.

**Workers average out-of-pocket maximum reduced by 70%.**

- EWHT limits out-of-pocket spending to \$2000/\$4000 for individual/family.
- Current health care plan out-of-pocket maximums average \$6,711/\$13,423.

# Creating a Career Lattice for Retention and Growth

- Encouraging lateral and vertical career growth
- Offering training and development
- Enhancing value and recognition
- Creating a long-term, livable wages to increase retention



# Continued Public Investment

- Increase wages
- Expand healthcare benefits
- Removing training, supply and education barriers
- Reducing stress on the job