



RETRAINEE - JOB CREATION

Training Proposal for:

Chico Rehabilitation Hospital, LLC dba California Park Rehabilitation Hospital

Agreement Number: ET17-0252

Panel Meeting of: October 28, 2016

ETP Regional Office: Sacramento

Analyst: K. Mam

PROJECT PROFILE

Contract Attributes:	Retrainee Priority Rate SET HUA Job Creation Initiative Medical Skills Training	Industry Sector(s):	Healthcare Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Merced, Fresno, and Butte	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No SEIU Local 2015		
Number of Employees in:	CA: 520	U.S.: 520	Worldwide: 520
Turnover Rate:	10%		
Managers/Supervisors: (% of total trainees)	N/A		

FUNDING DETAIL

Program Costs	-	(Substantial Contribution)	=	Total ETP Funding
\$641,708		\$0		\$641,708

In-Kind Contribution:	100% of Total ETP Funding Required	\$779,000
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TRAINING PLAN TABLE.

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage
				Class / Lab	CBT		
1	Retrainee Priority Rate SET/HUA Medical Skills Training	MS Didactic, MS Clinical with Preceptor, Computer Skills, Continuous Improvement	170	8-200	0	\$1,476	*\$11.70
				Weighted Avg: 82			
2	Retrainee Priority Rate SET Medical Skills Training	MS Didactic, MS Clinical with Preceptor, Computer Skills, Continuous Improvement	203	8-200	0	\$1,476	\$21.28
				Weighted Avg: 82			
3	Retrainee Priority Rate SET Job Creation Initiative Medical Skills Training	MS Didactic, MS Clinical with Preceptor, Computer Skills, Continuous Improvement	43	8-200	0	\$2,120	*\$12.77
				Weighted Avg: 106			

* It will be made a condition of contract that the trainees in this Job Number will never be paid less than the State or local minimum wage rate as in effect at the end of retention regardless of the wage expressed in this table. The highest minimum wage rate will prevail.

Minimum Wage by County: Job Number 1 (SET/HUA): \$11.70 per hour in Merced, Fresno and Butte counties.

Job Number 2 (SET): \$21.28 per hour

Job Number 3 (Job Creation): \$12.77 per hour in Merced, Fresno, and Butte counties.

Health Benefits: Yes No This is employer share of cost for healthcare premiums – medical, dental, vision.

Used to meet the Post-Retention Wage?: Yes No Maybe

Up to \$0.92 per hour may be used to meet the Post-Retention Wage for Job Number 1.

Up to \$2.28 per hour may be used to meet the Post-Retention Wage for Job Number 2.

Up to \$1.99 per hour may be used to meet the Post-Retention Wage for Job Number 3.

Wage Range by Occupation		
Occupation Titles	Wage Range	Estimated # of Trainees
Job Number 1 (SET/HUA Retrainees)		
Certified Nurse Assistant		170
Job Number 2 (SET Retrainees)		
Licensed Vocational Nurse		94

Registered Nurse		50
Therapist		59
Job Number 3 (SET Job Creation)		
Certified Nurse Assistant		23
Licensed Vocational Nurse		10
Registered Nurse		5
Therapist		5

INTRODUCTION

Founded in 2006, Chico Rehabilitation Hospital, LLC dba California Park Rehabilitation Hospital (California Park Rehab or the Hospital) is a 90-bed skilled nursing facility that specializes in short-term inpatient and long-term health care (www.calparkrehab.com). California Park Rehab will train 197 employees at its facility in Butte County.

The Hospital seeks training funds on behalf of itself and the following four affiliates located in nearby Merced and Fresno Counties:

1. TJD, LLC dba Anberry Nursing and Rehabilitation Center (www.anberryhospital.com)
 - 54 trainees
2. Anberry Physical Rehabilitation Center, Inc. (www.anberryhospital.com)
 - 54 trainees
3. Anberry Transitional Care LLC (www.anberrymerced.com)
 - 43 trainees (Job Creation only)
4. Horizon Health and Subacute, LLC (www.horizonhealthfresno.org)
 - 68 trainees

All five affiliates are wholly-owned subsidiaries of GHM Management dba Meritage Healthcare (Meritage Healthcare). California Park Rehab will act as the lead employer. Meritage Healthcare will not be included in the proposed training plan.

These facilities are all certified by Medicare, Medi-Cal and various HMO's to provide skilled nursing care and rehabilitation services. The services include: outpatient rehabilitative care, physical therapy, developmental disabilities, catheter management, and behavioral health support.

California Park Rehab and its four affiliates are eligible for ETP funding under Special Employment Training (SET) provisions for frontline workers. They all qualify for ETP's priority industry reimbursement as a healthcare employer.

PROJECT DETAILS

The mission of California Park Rehab and its affiliates is to return patients to their original state before illness or injury. All patient services are by referral from acute care hospitals. The Hospital is constantly facing challenges with new quality standards, an aging population, and an increase in patient population due to the Affordable Care Act.

The Hospital and its affiliates will continue to build on its prior proposal in terms of adapting to the ongoing changes implemented by the Affordable Care Act, reducing hospital readmissions, improving the level of care for higher acuity patients, and increasing compliance and accuracy

for all patient care documentation. All facilities will be implementing a new quality improvement software, eInteract. The software will reduce unnecessary acute care transfer of patients in skilled nursing facilities. Training will also include a new 5-Star Rating System, and ABT Stewardship Training, designed to improve quality of patient care.

Retrainee - Job Creation

In support of job creation, the Panel offers incentives to companies that commit to hiring new employees. Training for newly-hired employees will be reimbursed at a higher rate, and trainees will be subject to a lower post-retention wage.

Meritage Healthcare is establishing a training program for its new state-of-the-art 120-bed skilled nursing facility at Anberry Transitional Care in Merced County. Extensive training is needed for the newly-hired staff to ensure competent and safe patient care with the quality outcomes demanded by the Affordable Care Act. The parent company has invested over \$22M in new equipment, land, and facility expenses.

Meritage Healthcare has committed to hiring 43 new employees at Anberry Transitional Care (Job Number 2). This includes Certified Nurse Assistants, Licensed Vocational Nurses, Registered Nurses, and Therapists.

The date-of-hire for all trainees will be within the three-month period before contract approval or within the term-of-contract. Trainees will be hired into “net new jobs” as a condition of contract.

Union Support

Union support letters from SEIU Local 2015 for workers at Horizon Health and Subacute Center in Fresno have been received.

Training Plan

Medical Skills Training (80%)

The Panel has established a “blended” reimbursement rate for nurse upgrade training, recognizing the higher cost of delivery for the Clinical Preceptor model.

Approximately 416 trainees including Registered Nurses, Licensed Vocational Nurses, Certified Nurse Assistants, and Therapists will participate in clinical skills training, including both didactic and clinical preceptor training.

Classroom/laboratory training will be provided by in-house subject matter experts and vendors to all occupations on understanding advanced clinical processes to ensure competency and maximize patient satisfaction and safety. Training includes advanced patient assessment skills, therapy skills, knowledge of ventilator and tracheotomy care, wound care, and dementia/Alzheimer’s patient care skills.

Computer Skills (5%): Training will be offered to all occupations. Training will focus on the use of the Electronic Medical Records software updates to accurately enter and retrieve patient information as well as the eInteract software designed to reduce hospital readmissions. Training topics include Electronic Medical Records Application Skills and Patient Services Billing Software.

Continuous Improvement (15%): Training will be offered to all occupations. Training will focus on standard operating procedures and medical records documentation. Training topics include Documentation, Culturally Appropriate Care, and The Five Star Rating System.

Commitment to Training

Meritage Healthcare spends up to \$50,000 annually on training at each facility. Employee training includes basic skills updates, sexual harassment prevention, new-hire classroom and preceptor-led training, safety training, fire codes, and mandated compliance training.

ETP funds will not displace the existing financial commitment to training. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

ETP funds will allow the Hospital to prepare new clinicians for full-time patient care while strengthening their skill sets in order to effectively care for the special patient. The Company will continue to reduce hospital readmissions and meet new quality standards.

➤ Training Infrastructure

The Company has contracted with National Training Systems, Inc. (NTS) to aide in the administration of the program. In addition, the facilities will utilize the Director's of Staff development at each facility to oversee the training programs and assign one individual as the main point of contact for the project. NTS will complete all trainee enrollment, data tracking, and invoicing. The Company will provide the necessary enrollment information, collect all training data, and be sure that the necessary information is provided to ETP and NTS throughout the term of the agreement.

Impact/Outcome

All patient care providers will provide an advanced level of patient care under the standards of the Affordable Care Act and reduce unnecessary hospital readmissions. Improvements will be made in the quality of care while reducing costs.

Special Employment Training

Under SET, the participating employer is not required to demonstrate out-of-state competition. To qualify under SET, trainees must be earning at least the statewide average hourly wage at the end of the retention period.

SET/HUA Wage Modifications

Trainees employed in a priority industry qualify for a SET wage modification up to 25% below the statewide average hourly wage. California Park Rehab requests this wage modification from \$28.37 to \$21.28 in Job Number 2.

Trainees in Job Number 1, 2 and 3 work in a High Unemployment Area (HUA). This is a region with unemployment exceeding the state average by 25%, under the Panel's standards. The determination of HUA status is based on unemployment data from the Labor Market Information Division of the Employment Development Department. The Company's locations in Fresno, Butte, and Merced counties qualifies for HUA status under these standards.

These trainees qualify for the ETP Minimum Wage rather than the Statewide Average Hourly Wage. The Panel may modify the ETP Minimum Wage for these trainees by up to 25% if post-retention wages exceed the start-of-training wages.

For Job Number 1 retrainees, California Park Rehab is requesting a wage modification from \$21.28 to \$11.70 for 170 incumbent staff.

Substantial Contribution

Substantial contribution is not applicable as the Company has not earned \$250,000 or more in incumbent training within the last five years.

RECOMMENDATION

Staff recommends approval of this proposal.

PRIOR PROJECTS

The following table summarizes performance by Meritage Healthcare on behalf of California Park Rehab and these affiliates under an ETP Agreement that was completed within the last five years. [Note: The Anberry location facility was not in operation at the time of this prior project.]

Agreement No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET15-0170	Merced, Fresno, and Chico	07/07/2014 – 07/06/2016	\$450,540	*\$365,474 (81%)

*The Hospital has tracked over 18,495 reimbursable hours for 347 trainees who have completed training and retention. Therefore, it projects 81% earnings (\$365,474). The closeout invoice has been submitted as of 09/07/16.

DEVELOPMENT SERVICES

The Hospital retained National Training Systems, Inc. (LTS) in Ladera Ranch to assist with development of this proposal for a flat fee of \$29,839.

ADMINISTRATIVE SERVICES

LTS will also perform administrative services in connection with this proposal for a fee of 10% of payment earned.

TRAINING VENDORS

To Be Determined

Exhibit B: Menu Curriculum

Class/Lab Hours

8-200 Trainees may receive any of the following:

MEDICAL SKILLS TRAINING – DIDACTIC

- ABT Stewardship
- Annual Skills Update
- Infection Control
- Basic Life Support
- Body Mechanics
- Patient Transfer Techniques
- Equipment Skills (including, but not limited to pumps, vital monitoring devices, support systems, therapeutic modalities)
- Advanced Cardiac Life Support
- Change of Condition Management
- Interdisciplinary Team Process
- Pain Management (Acute and Chronic)
- Intravenous Therapy
- Enteral Feeding Tube Management
- Respiratory Care
- Restorative Nursing
- Wound Management
- Advanced Assessment Skills
- Diabetic Management
- Urinary Management (foley catheter, input/output)
- Resident and Family Education
- Medication Administration Management
- Restraint and Restraint Reduction
- Behavior Management
- Psychotropic Medication Management
- Patient Assessment & Care
- Physical, Occupational, Speech Therapy
- End of Life Care
- Patient Fall Prevention
- Dementia/Alzheimer's
- Neurovascular System
- Residents with Special Needs
- Gastrointestinal System
- Laboratory
 - Electrolyte Imbalance
 - Arterial Blood Gas Interpretation
- Cardiac Conditions
- Neurological Conditions
- Resident Emergency Response
- Skeletal/Orthopedic Conditions
- Incontinence Management (colostomy care, urinary catheter care)
- Pro Act Training – Professional Assault Crisis Training and Certification (Pro Act)

MEDICAL SKILLS TRAINING – PRECEPTOR

- **Inpatient & Outpatient Care**
 - Medication Management
 - Advanced Assessment Skills
 - Advanced Clinical Skills
 - Infection Control
 - Patient Safety
 - Clinical Skills Review
 - Clinical Certification Skills
 - Patient Assessment and Care
 - Intravenous Therapy
 - Enteral Management
 - Bolus
 - Intermittent
 - Continuous
 - Feeding Tube
 - Insertion
 - Site Care
 - Removal
 - Dementia Care
 - Assessing of Tube-Fed Individuals with Diabetes Mellitus
 - Preventing and Identifying Complications Related to Tube Feedings
 - Respiratory Care
 - Wound Management
 - Hemovac/Pnuemovac
 - Dementia/Alzheimer's
 - Managing Patients with Neurovascular Conditions
 - Rehabilitation Services
 - Physical Therapy
 - Occupational Therapy
 - Speech Therapy
 - Residents with Special Needs
 - Gastrointestinal Conditions
 - Cardiac Conditions
 - Skeletal/Orthopedic Conditions
 - Incontinence Management (colostomy care)
 - Assisting and Performing Self Care Skills with Patients; Facilitating Functional Gains of Each Patient
 - Functional Mobility and Ambulation
 - Bowel and Bladder Training of Patients
 - Identification of Skin Impairments and Prevention
 - Identification of Patient Change in Condition
 - Monitoring of Cardiovascular Changes (vital signs, endurance, level of consciousness)
 - Breathing Patterns and Respiratory Function
 - Pain Management
 - Positioning of Patients for Correct Body Alignment
 - Monitor Blood Pressure of Patients
 - Operate Safety Devices with Patient
 - Activites of Daily Living

- Conduct Range of Motion Exercises with Patient
- Patient Care of Foot and Hand
- Infection Control
- Charting
- Colostomy Care
- Hazardous Waste Handling
- Isolation Techniques
- Safe Patient Handling
- Use of the Call Light System
- Safe Linen Handling
- Equipment/Modalities
- Therapeutic Safety
- Proper Use of Exercise Equipment
- Therapeutic Activities
- Therapeutic Exercises
- Assistive Devices
- Procedures for Temperature Check for Hydrocollator/Paraffin

COMPUTER SKILLS

- Electronic Medical Records Application Skills
- Patient Services Billing Software
- Electronic Tablet for Bedside Charting

CONTINUOUS IMPROVEMENT

- Administration
- Medical Records
- Customer Service
- Communication Skills
- Director of Nursing Huddles
- Problem Analysis and Problem Solving
- Clinical Services System Management
- Interdepartmental Collaboration
- Interdisciplinary Team
- Incident/Accident Management
- Resident Centered Care
- Mobility Skills
- Documentation
- Continuous Quality Improvement Workshop
- Culturally Appropriate Care
- Team Building
- The Five Star Rating System

Note: Reimbursement for retraining is capped at 200 total training hours per trainee, regardless of the method of delivery.



TEAMSTERS AUTOMOTIVE, INDUSTRIAL AND ALLIED WORKERS LOCAL UNION No. 495

R.M. "BOB" LENNOX
Secretary-Treasurer

GEORGE PARK
President

May 11, 2016

Employment Training Panel
1100 J Street, 4th Floor
Sacramento, CA 95814

Re: Eaton Bloomington Employment Training Panel Project

The Teamsters Union Local No. 495 supports the proposed Eaton Bloomington Employment Training Panel (ETP) project.

Sincerely,

**TEAMSTERS AUTOMOTIVE, INDUSTRIAL, THEME PARK,
SERVICE SECTOR AND ALLIED WORKERS LOCAL NO. 495**

Bob Lennox
Secretary-Treasurer

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