



RETRAINEE - JOB CREATION

Training Proposal for:

Costa Mesa Healthcare, Inc. dba Newport Sub-Acute Healthcare Center

Agreement Number: ET15-0473

Panel Meeting of: June 26, 2015

ETP Regional Office: North Hollywood

Analyst: L. Vuong

PROJECT PROFILE

Contract Attributes:	Job Creation Initiative Medical Skills Training Priority Rate Retrainee SET	Industry Sector(s):	Healthcare Services Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Orange	Repeat Contractor:	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Union(s):	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
Number of Employees in:	CA: 142	U.S.: 142	Worldwide: 142
Turnover Rate:	4%		
Managers/Supervisors: (% of total trainees)	N/A		

FUNDING DETAIL

Program Costs	-	(Substantial Contribution)	=	Total ETP Funding
\$191,520		\$0		\$191,520

In-Kind Contribution:	100% of Total ETP Funding Required	\$239,729
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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 Medical Skills Training Priority Rate SET	Computer Skills, Cont. Imp., MS-Clinical w/Preceptor, MS-Didactic	60	8-200	0	\$1,656	\$20.55
				Weighted Avg: 92			
2	Job Creation Initiative Retrainee Medical Skills Training Priority Rate SET	Computer Skills, Cont. Imp., MS-Clinical w/Preceptor, MS-Didactic	36	8-200	0	\$2,560	\$13.35
				Weighted Avg: 128			

Minimum Wage by County: Job Number 1 (SET/Priority Industry): \$20.55 per hour
 Job Number 2 (SET/Job Creation): \$13.35 per hour for Orange County.

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 \$1.55 per hour may be used to meet the wage in Job Number 1; and up to \$2.00 per hour may be used to meet the wage in Job Number 2.

Wage Range by Occupation		
Occupation Titles	Wage Range	Estimated # of Trainees
Job Number 1		
Licensed Vocational Nurse		25
Registered Nurse		17
Respiratory Therapist		14
Social Worker		4
Job Number 2		
Licensed Vocational Nurse		12
Registered Nurse		6
Respiratory Therapist		6
Social Worker		2
Certified Nurse Assistant		6
Registered Nurse Assistant		4

INTRODUCTION

Costa Mesa Healthcare, Inc. dba Newport Sub-Acute Healthcare Center (Newport or Center) (www.newportsubacute.com) is an assisted-living facility that specializes in providing skilled

nursing care and rehabilitation for the elderly. The Center is located in Costa Mesa, and this will be its first Agreement with ETP.

Newport is certified by Medicare, Medi-Cal, and numerous Health Maintenance Organization to provide nursing, medical and rehabilitation services, and social services. The Center also has programs for resident discharge, therapeutic recreation, dialysis, hospice, home healthcare and long-term care.

Newport faces many present-day healthcare challenges. This includes changes to the Affordable Care Act, reduced reimbursement level from Medicare/Medi-Cal, an increase in elderly patients, and new technology. At the same time, Newport has experienced a steady growth over the last two years and plans to hire approximately 36 additional new employees.

PROJECT DETAILS

Newport's strategic plan for 2015-2016 has been established to meet the changing needs of its patient population, new healthcare services, adding new employees, and keeping current with technological advances. In addition, Newport implemented a new Electronic Medical Record system, and Ventilator and Tracheotomy Care services. Newport also recently invested approximately \$1 million dollars in facility improvements and new equipment including ventilator, suction equipment, concentrator and call light system. As such, the Center is incorporating new training methods, and best practices.

Newport's goal is to upgrade worker skills, stay competitive and improve efficiencies. Workers will gain experience, proficiency, effective communication skills and manage complex systems.

Training Plan

This proposal targets class/lab and Medical Skills training. Training is scheduled to begin upon Panel approval and will be delivered on-site by in-house staff.

Computer Skills (5%): Training will be offered to all occupations to utilize and update on Electronic Medical Record software to improve data tracking.

Continuous Improvement (15%): Training will be offered to all occupations to improve team building, medical care, medical record and documentation, customer service, standard operating procedures, communication skills, disciplinary skills, and quality improvement.

Medical Skills Training (80%): All trainees, except Social Worker, will participate in Clinical Preceptor and Didactic training, based on the complexity of their patient care responsibilities. Trainees will be focused on advance technical skills, use of new equipment and technology, and allow them to perform competently in various hospital units.

The rate of \$22 per hour recognizes the higher cost of delivery for clinical training. It will apply to both the Didactic and Preceptor modes of delivery. The standard class/lab rate, \$18 per hour for priority industries will apply to Computer Skills and Continuous Improvement training.

Retrainee - 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.

As business growth and services expand, Newport has committed to hiring 36 new employees (Job Number 2). Newport will train these employees to accommodate business needs and its new services. Trainees will learn how to use equipment properly and enhance medical services to improve clinical outcomes, provide superior healthcare, utilize internal computer systems, and have a better understanding of Newport's business operation.

Newport represents that the date-of-hire for all trainees in the Job Creation program will be within the three-month period before contract approval or within the term-of-contract. The Company also represents that these trainees will be hired into "net new jobs" as a condition of contract.

Special Employment Training

Under Special Employment Training (SET), employers are 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.

➤ Wage Modification

Trainees in Job Number 1 employed in a Priority Industry qualify for a SET wage modification up to 25% below the statewide average hourly wage. The wage modification of \$20.55 is requested for trainees in Job Number 1.

All trainees in Job Number 2 qualify for the ETP New Hire minimum wage of \$13.35 per hour for Orange County. There is no post-retention wage increase required for the Job Creation trainees in Job Number 2.

Commitment to Training

Newport provides new-hired orientation, skills updates, safety training, basic computer skills training, sexual harassment prevention, fire code, and in-service training. The Center reported that its current annual training budget is \$40,000. Most training is delivered via class/lab with on-the-job and preceptor training is also provided.

ETP funding will help Newport overcome the financial pressures and allow the Center to deliver important skills training to its workforce.

Newport represents that 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.

➤ Training Infrastructure

Newport has designated a Director of Nursing to oversee ETP training including all administrative responsibilities (enrollment, recording, and tracking training completed). The Center will also utilize a third party administrator for enrollment, data tracking, and invoicing (see Administration Services below).

RECOMMENDATION

Staff recommends approval of this proposal.

DEVELOPMENT SERVICES

National Training Systems, Inc. in Ladera Ranch assisted with development of this proposal for a flat fee of \$14,740.

ADMINISTRATIVE SERVICES

National Training Systems, Inc. will also perform administrative services in connection with this proposal for a fee not to exceed 7% of payment earned.

TRAINING VENDORS

To Be Determined

Exhibit B: Menu Curriculum**Class/Lab Hours**

8-200 Trainees may receive any of the following:

COMPUTER SKILLS

- Electronic Medical Records Application

CONTINUOUS IMPROVEMENT

- Administration
- Medical Records
- Customer Service
- Communication Skills
- Problem Analysis and Problem Solving
- Incident/Accident Management
- Resident Centered Care
- Mobility Skills
- Documentation
- Continuous Quality Improvement Workshop
- Culturally Appropriate Care
- Team Building

MEDICAL SKILLS TRAINING - DIDACTIC

- Restorative Nursing Program
- Annual Skills Update
- Infection Control
- Basic Life Support
- Body Mechanics
- Patient Transfer Techniques
- Equipment Skills (including pumps, vital monitoring devices, support systems, therapeutic modalities)
- Advanced Cardiac Life Support
- Change of Condition Management
- Pain Management (Acute and Chronic)
- Intravenous Therapy
- Enteral Feeding Tube Management
- Respiratory Care
- Wound Management
- 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
- 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)

MEDICAL SKILLS TRAINING - CLINICAL PRECEPTOR

- Inpatient & Outpatient Care Unit:
 - Medication Management
 - Infection Control
 - Patient Safety
 - Clinical Skills Review
 - Patient Assessment and Care
 - Intravenous Therapy
 - Enteral Management:
 - Bolus
 - Intermittent
 - Continuous
 - Feeding Tube:
 - Insertion
 - Site Care
 - Removal
 - Dementia Care
 - Preventing and Identifying Complications Related to Tube Feedings
 - Respiratory Care
 - Wound Management
 - 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 Patients
 - 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 Such as 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
- Activities 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

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