

# Health Jobs Opportunity Program

Health Services Cost Review Commission

**September 9, 2015**



# Health Jobs Opportunity Program

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- What is being proposed?
- Why it is needed?
- How it is funded?



# Health Jobs Opportunity Program

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## *What is it?*

- Up to 1,000 hospital based jobs
- Targeted at high unemployment and poverty zip codes in Baltimore City and throughout state
- Entry level positions with opportunity for advancement
- Includes support services and job readiness training



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## *Why is it needed?*

- Recent civil unrest in Baltimore City highlighted the sense of hopelessness in disadvantaged communities based on lack of employment opportunities
- Poverty contributes to poor health; improving the economic stability of certain communities will improve the health of the population hospitals serve



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## Role of the hospitals

- Hospitals are the largest private sector employers in the Baltimore City and in many counties throughout the state
- Hospitals are capable of large scale hiring, particularly for entry level positions; hope that other major employers will follow our lead
- Hospitals will serve as model for other industries



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## Targeted Hospital Workforce Development

- Community Health Workers
- Certified Application Counselors
- Peer Recovery Support Specialists



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## Applications must:

- Demonstrate that additional positions are needed and are incremental
- Detail a plan to recruit employees from designated high poverty and unemployment zip codes
- Include proposed competitive wages, benefits and education and enrichment opportunities
- Describe existing or planned programs for employees to improve work skills
- Describe the role new positions will play in meeting goals of the waiver
- Detail job readiness and skills training necessary to prepare individuals for successful employment
- Detail employee retention strategies
- Other requirements to be developed by HSCRC staff



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## Funding

- Capped at 0.25% of statewide revenue (\$40m)
- HSCRC develops criteria for proposals
- Hospitals voluntarily submit application to HSCRC
- Our view: Awarded funds will be collected by hospital through permanent rate increases