



# Human Services and Home Health Workers Loan Repayment Program Board Meeting

November 7, 2022



**EOHHS**



# Loan Repayment Board Status Tracking

The progress made on the Board's objectives, the agenda and outcomes of each meeting, and the status of the Board's criteria recommendations will be tracked and updated in the tables below.

Meeting Date	Outcomes
August 30 <sup>th</sup> , 2022	<ul style="list-style-type: none"> <li>• Kicked-off the Loan Repayment Board and outlined the criteria which the Board will be making recommendations on.</li> <li>• Elected a chair for the Board.</li> <li>• Requested additional research on loan repayment programs, including other states outside of MA.</li> </ul>
September 12 <sup>th</sup> , 2022	<ul style="list-style-type: none"> <li>• Approved last meeting's minutes.</li> <li>• Determined the program's purpose: Increase recruitment and retention of health and human service workers. Increasing diversity needs to be an intentional part of both recruitment and retention.</li> <li>• Requested additional research on MA's existing loan repayment programs, cost of education for certain degree programs and a template to share eligible worker recommendations.</li> </ul>
September 26 <sup>th</sup> , 2022	<ul style="list-style-type: none"> <li>• Approved last meeting's minutes</li> <li>• Determined the following criteria:                             <ul style="list-style-type: none"> <li>• <b>Income Requirement:</b> Individuals can apply for loan repayment regardless of their income</li> <li>• <b>Work Commitment</b></li> </ul> </li> </ul>
October 11 <sup>th</sup> , 2022	<ul style="list-style-type: none"> <li>• Approved last meeting's minutes</li> <li>• Determined the following criteria:                             <ul style="list-style-type: none"> <li>• <b>Eligible Workers</b></li> </ul> </li> </ul>
October 24 <sup>th</sup> , 2022	<ul style="list-style-type: none"> <li>• Approved last meeting's minutes</li> <li>• Determined the following criteria:                             <ul style="list-style-type: none"> <li>• <b>Loan Repayment Assistance Levels</b></li> <li>• <b>Work Commitment</b></li> </ul> </li> </ul>
November 7 <sup>th</sup> , 2022	



# Finalized Definition of Eligible Worker

## DEFINITION

**Category 1:** Home care workers are eligible regardless of setting.

**Category 2:** Workers who provide direct care in an eligible setting or supervise direct care staff in an eligible setting are eligible. Direct care staff provide hands on care or direct support to consumers, patients, or families.

Eligible settings include programs operated by a home-based or community-based human service organization, located in Massachusetts, that are funded or licensed by one of the below state agencies to provide treatment, support, or services to clients or their families.

- MassHealth
- Executive Office of Elder Affairs
- Department of Public Health
- Department of Mental Health
- Department of Developmental Services
- Department of Youth Services
- Department of Children and Families
- Department of Transitional Assistance
- Massachusetts Rehabilitation Commission
- Massachusetts Commission for the Deaf and Hard of Hearing
- Massachusetts Commission for the Blind
- Department of Veterans' Services
- Office of Refugee and Immigrants
- Department of Housing and Community Development
- Department of Early Education and Care

## EXCLUSIONS

- State and municipal employees
- Durable and/or Specialized Medical Equipment providers.
- Individuals who work in a Community Health Center, Community Mental Health Center, psychiatric unit in an acute care hospital, or an in-patient psychiatric hospital.
- Individuals who work at a site in Massachusetts that provides treatment to individuals with a substance use disorder 1) licensed under 105 CMR 164 by the Bureau of Substance Addition Services or 2) licensed under 105 CMR 140 by the Bureau of Healthcare Safety and Quality (HCQ) as a clinic with a mental health service designation and a substance use disorder service designation.

## ELIGIBLE WORKER TITLES

- |  |   |
|--|---|
| 1. Care Coordinators                   | 16. Personal Care Attendants, funded through the MassHealth program |
| 2. Case Management Roles               | 17. Personal Care Homemakers  |
| 3. Companions                          | 18. Recovery Coaches  |
| 4. Developmental Specialists           | 19. Recovery Support Navigators                                     |
| 5. Family Partners                     | 20. Therapeutic Mentors   |
| 6. Home Care Aides                     | 21. Residential Counselors  |
| 7. Home Health Aides                   | 22. Resource Coordinators   |
| 8. Certified Nursing Assistants (CNAs) | 23. Outreach Workers  |
| 9. Homemakers                          | 24. Enabling Technology Advocates                                   |
| 10. House Managers                     | 25. Harm Reduction Specialists                                      |
| 11. Job Coaches                        | 26. Other Unlicensed Direct Support Professionals                   |
| 12. Member Services                    | 27. Licensed Clinicians   |
| 13. Peer Specialists                   | 28. Other Direct Care staff job titles (e.g., childcare workers)    |
| 14. Peer Workers                       |   |
| 15. Personal Care Aides                |   |



# Other Finalized Decisions

## LOAN REPAYMENT ASSISTANCE LEVELS & WORK COMMITMENTS

Degree	Assistance Level	Work Commitment
Master's	\$30,000	3 years
Bachelor's	\$20,000	2 years
Associate	\$6,000	1 year

## RECIPIENT INCOME REQUIREMENTS

Individuals can apply for loan repayment regardless of income.

## FOR CONSIDERATION: AWARD DISTRIBUTION ACROSS DEGREES

Degree	Equal Distribution of Funds per Degree	Individual Assistance Level	# of Recipients*
Master's	\$5,500,000	\$30,000	183
Bachelor's	\$5,500,000	\$20,000	275
Associate	\$5,500,000	\$6,000	917

**Total: 1,375 Recipients**

\* Rounded to the nearest whole number. Calculated by dividing \$5.5M by assistance levels.



# Priority Criteria for Applicants

## RANKING FOR PRIORITY CRITERIA

Priority Criteria	Ranking	Total Points
Individual salary / area median income less than 50%	1	23
Bilingual	2	26
See diversity definition options below	3	28
Serving a VEI Community*	4	29
Has worked in the field 5+ years	5	37
Has worked in the field 10+ years	6	46

*\*VEI Communities include: Boston, Brockton, Chelsea, Everett, Fall River, Fitchburg, Framingham, Haverhill, Holyoke, Lawrence, Leominster, Lowell, Lynn, Malden, Methuen, New Bedford, Randolph, Revere, Springfield, and Worcester.*

## OPTIONS FOR DIVERSITY DEFINITIONS

- Applicants demonstrate through an essay that they have cultural or linguistic competence that is likely to reflect and respond to the needs of the population they serve.
- Consistent with 42 CFR 440.262, applicants would write an essay to demonstrate ability to support access and delivery of services in a culturally competent manner to beneficiaries, including those with limited English proficiency, diverse cultural and ethnic backgrounds, disabilities, and regardless of sex (including sexual orientation and gender identity).



# Appendix



# Legislative Language

The Commonwealth of Massachusetts has appropriated \$16.5M for a student loan repayment program for human service workers and home health workers. The following outlines the legislative language regarding the program:

## **Human Services and Home Health Workers Student Loan Repayment Program (\$16.5M)**

- The \$16,500,000 shall be made available for a loan repayment assistance program for human service workers and home health workers
- Eligible program participants shall be employees who provide treatment, support, or services to clients or their families through home-based and community-based human service organizations and home-based health service agencies in programs funded by the Executive Office of Health and Human Services, the Executive Office of Elder Affairs, the Department of Housing and Community Development or the Department of Early Education and Care
- The language specifically asks the board to make recommendations regarding:
  - I. Eligible workers
  - II. Recipient income requirements
  - III. Loan repayment assistance levels
  - IV. Work commitments necessary for eligibility