

Human Services and Home Health Workers Loan Repayment Program Recommendations and Priorities Worksheet

\$16,500,000 is available for a loan repayment assistance program for human service workers and home health workers.

Eligible Workers Definition: [Board updates are in red.]

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, include but are not limited to:

1. Care Coordinators
2. **Case Management Roles**
3. Companions
4. Developmental Specialists
5. Family Partners
6. Home Care Aides
7. Home Health Aides
8. Certified Nursing Assistants (CNAs)
9. Homemakers
10. House Managers

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| 11. Job Coaches | 21. Residential Counselors |
| 12. Member Services | 22. Resource Coordinators |
| 13. Peer Specialists | 23. Outreach Workers |
| 14. Peer Workers | 24. Enabling Technology Advocates |
| 15. Personal Care Aides | 25. Harm Reduction Specialists |
| 16. Personal Care Attendants, funded through the MassHealth program | 26. Other Unlicensed Direct Support Professionals |
| 17. Personal Care Homemakers | 27. Licensed Clinicians |
| 18. Recovery Coaches | 28. Other Direct Care staff job titles (e.g., childcare workers) |
| 19. Recovery Support Navigators | |
| 20. Therapeutic Mentors | |

Loan Repayment Assistance Levels and Work Commitment

Reference Table: This table shows the maximum number of recipients that would receive loan repayment assistance if the \$16.5M was equally distributed as a single award value. These calculations were determined by dividing \$16.5M by the award values listed below.

Assistance Levels	# of Recipients
\$1,000	16,500
\$5,000	3,300
\$10,000	1,650
\$25,000	600

Aggregation of Board Members' Responses: *From left to right in order of award amount.*

Degree Level	Board Member 1		Board Member 2		Board Member 3		Board Member 4		Board Member 5		Board Member 6	
	Amount	Commitment	Amount	Commitment	Amount	Commitment	Amount	Commitment	Amount	Commitment	Amount	Commitment
Master's	\$25k - \$50k	3 years	\$50k	3 years	\$40k	3 years	\$20k	4 years	\$15k	4 years	\$7k-\$9k	4 years
Bachelor's	\$15k-\$50k	2 years	\$30k	2 years	\$25k	2 years	\$10k	3 years	\$10k	2 years	\$5k-\$7k	2 years
Associate	\$3k-\$10k	2 years	\$25k	2 years	\$20k	2 years	\$6k	2 years	\$5k	2 years	\$3k-\$5k	2 years
Some College*	-	2 years	\$5k	1 years	-	-	\$3k	2 years	-	-	\$1k-\$3k	2 years

Degree Level	Board Member 7	
	Amount	Commitment
Master's	\$1k-\$3k	N/A (Existing position)
Bachelor's		
Associate		
Some College*		

**Some College includes individuals that may have outstanding educational debt but did not complete the required education to earn a degree.*

Work Commitment Summary:

- 6/7 board members recommend that Associate level should have a 2-year commitment.
- 5/7 board members recommend that Bachelor's level should have a 2-year commitment.
- 3/7 board members recommend that Master's level should have a 3-year commitment.
- 3/7 board members recommend that Master's level should have a 4-year commitment.
- 4/7 board members recommend assistance for some college education with 3/7 board members recommending a 2-year commitment.

Priority Criteria:

These criteria recommendation will be considered when prioritizing applications. One board member included the following priority roles.

Priority Criteria	Tally
Multi-lingual	5
Black, Indigenous, and People of Color	5
Serving in a low-income community	4
Serving in a health professional shortage area	4
Salary less than \$40K	4
Has worked in the field 5+ years	3
Unlicensed direct care	3
Licensed clinicians	2
Has worked in the field 10+ years	1
Independently Licensed	0
Registered Behavioral Technician Certification	0

Priority Roles
Case Managers
Childcare Worker
Community Health Worker