

1. How are other states approaching recruitment and retention of the health and human services workforce?

Neighboring states are investing in recruitment and retention for the health and human services workforce.

State	Investment
Massachusetts	\$180 million for workforce retention at nursing facilities; loan repayment, retention, and recruitment programs for human service workers; and time-limited rate add-ons across all HCBS providers to support direct care and support staff.
Maine	\$123 million for nursing facilities, residential care facilities, and adult family care homes to support workforce recruitment and retention. The state is making an additional investment of \$126 million to stabilize the HCBS direct support workforce through retention and attraction bonuses.
New Hampshire	\$73 million approved by the Joint Legislative Fiscal Committee approved to hire and retain workers in HCBS programs.
Rhode Island	\$30 million to build a direct care worker stabilization program and investing an additional \$56.375 million in recruitment and retention.
Connecticut	\$95.5 million incentive-based temporary workforce and provider stabilization program.

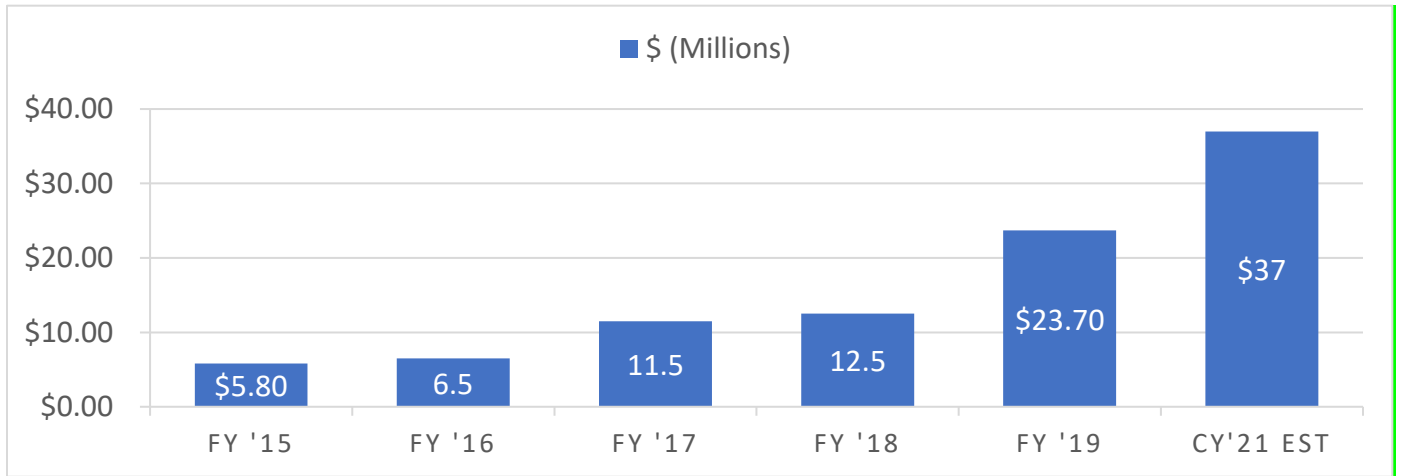
2. What is the impact of traveling staff?

Vermont’s hospitals¹ are projecting to have spent more than \$75 million dollars on non-employed, temporary, traveling staff hired through staffing agencies in 2021. From hospital fiscal year 2020 to projected 2021, the use of travelers for hospitals who have reported information has **increased 26% from 270 to 341** positions while hospital **costs associated with these services has increased 50% from \$50 million to \$75 million.**

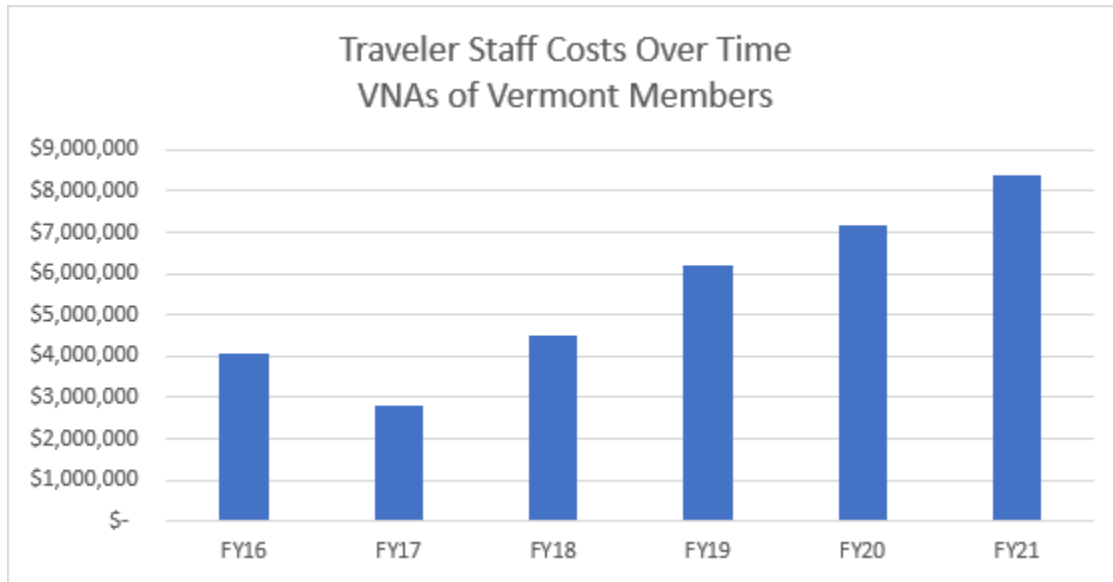
Skilled Nursing Facilities (SNF) have made growing investments in traveling staff to care for Vermonters. Chart 1 below captures the year-over-year growth in traveling staff investments for SNFs.

¹ This includes hospitals regulated by the Green Mountain Care Board Hospital Budget Review Process only. This does not include costs for the Veterans Administration Hospital or the Vermont Psychiatric Care Hospital or Brattleboro Retreat.

Chart I: Growth in Vermont SNF Expenses for Traveling Staff



Home health agencies in Vermont (excluding Bayada) also report growing traveling staff costs depicted in the chart below.



FY16	FY17	FY18	FY19	FY20	FY21
\$ 4,051,116	\$ 2,800,379	\$ 4,524,012	\$ 6,192,067	\$ 7,183,394	\$ 8,367,294