

## **Proposal for Home Health Aide Training**

As a Medicare certified Home Care Agency, we are required to have certified home health aides. Finding qualified individuals can be difficult. We have been fortunate to have had longevity with the aides; many have now retired. The Home Care program includes Homemakers as well. Homemakers provide the non-hands on in home care and are trained on the job.

We have Homemakers that would do a wonderful job providing Home Health Aide services. Having someone that would do both aide and homemaking services adds efficiency and versatility in scheduling. Building upon the skills of current employees enables our employees to excel in their positions in Public Health.

Obtaining Home Health certification is done through a facility such as South Central College. The cost of the program is approximately \$800.00 for tuition and supplies, plus \$200.00 for testing.

Proposal:

1. After working as a homemaker for 2 years and providing above satisfactory service, offer the homemaker the opportunity to attend a course to become a home health aide.
2. Cost of course plus home health aide testing will be covered by the county. \*An alternative is to have employee pay for the course then county reimburse them after 6 months. The drawback to this is that the employee would have decreased income while attending class and may not be able to afford paying for the class up front. This has been the issue historically.
3. Course attendance time and mileage is the responsibility of the employee not the county. The employee with adjust schedule to accommodate class course and client schedule, or subs may be obtained for some of the course time if needed.
4. If the employee does not pass the home health aide certification test (\$200.00), that person will be required to retake the test and the cost would not be reimbursed by the county.
5. Employee must remain employed with Le Sueur County for 2 years or the cost of the course will be reimbursed to the county as follows:
  - If employee leaves after one year, they will be required to pay back 50% of the course costs.
  - If employee leave prior to 1 year, they will be required to pay back 75% of course costs.