

Training Program Update

Effective January 1, 2018

TEN (\$10.25) / ELEVEN (\$11.25) SCALE

Caregivers base rate of pay is \$10.25/hour. Upon completion of 12 hours of training, the \$1 Training Bump will be applied so the rate of pay will be increased to \$11.25/hour.

New Changes to Training and the \$1 Training Bump.

Originally Published in the November 2017 Newsletter

Previously for the past two years we offered a \$1.00 bump in pay to Caregivers who completed 12 hours of training every year that is maintained on an annual basis. This year we are going to make it easier for experienced Caregivers to continue to receive that \$1.00 bump in pay. Beginning January of 2018, we are going to give a **6-hour credit** (*unpaid*) to those who have 5 years or more of Direct Care Work Experience, and we are extending the deadline to August 1.

All Home at Heart Care Caregivers who started before August 1 2013 have met the 5-year Direct Care Work Experience requirement.

Caregivers with Direct Care work experience with other providers can also qualify for the 6-hour credit (*unpaid*), but Lisa our Wellness Manager in charge of training will need your documentation of work experience such as:

1. A signed letter from another employer with hire and end dates, Payroll records, work history and previous work references.
2. Qualifying Direct Care work experience can include working for other PCA or Homemaking Providers, Residential Service Providers, Nursing Experience or Health Care Experience.

We still hope and expect each Caregiver will take advantage of our paid training opportunities at least once a year. Even if you have 5 years of work experience, we still need you to complete 6 hours of training to receive and maintain the \$1.00 bump in pay and yes, you can be paid for up to 12 hours of training a year regardless of the amount of experience you have.

Caregivers with fewer than 5 years of Direct Care Work Experience will still need to complete 12 hours of training to receive the \$1.00 training bump in pay.

Legislative authority and the Department of Human Services establish these training minimums for all 245D licensed providers. Our training schedule for 2018 is posted on our website & facebook page. Sign up today.

Bruce