



National Forum for Background Checks

AHFSA Annual Conference
Background Screening Interest Track
August 21-23, 2017

Best Practices in State LTC Pre- Employment Screening

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Best Practices in Statewide LTC Screening

- ▶ Objective: This session will convey States' innovations to increase effectiveness, efficiency and equity of screening programs under the NBCP.
- ▶ Questions from interested States: Our conference goal is dialog. In this session, representatives from interested States are encouraged to ask questions; describe their challenges of effectiveness, efficiency and equity; and exchange information.



Best Practices: Topics and States

- ▶ MI – Electronic CHRI and rap back
- ▶ OH – Automated registry checking
- ▶ Innovative Architects – National (multi-state) Nurse Aide Registry search
- ▶ DC – A uniform eligibility criteria and a centralized review program
- ▶ OK – A sustainable financial plan
- ▶ Q & A with States



Best Practice in CHRI Integration: Michigan

- ▶ Steve Gobbo, Deputy Director, Department of Licensing and Regulatory Affairs (LARA)
- ▶ CHRI process when grant started
- ▶ Goal for CHRI integration
- ▶ What has happened:
 - ▶ Grant activities
 - ▶ What needed to be worked out
- ▶ What is current situation:
 - ▶ Numbers of CHRI reports
 - ▶ Effect on turnaround time
 - ▶ Security
 - ▶ Staffing
- ▶ Suggestions/Advice to new States



Best Practices in Registries: Ohio

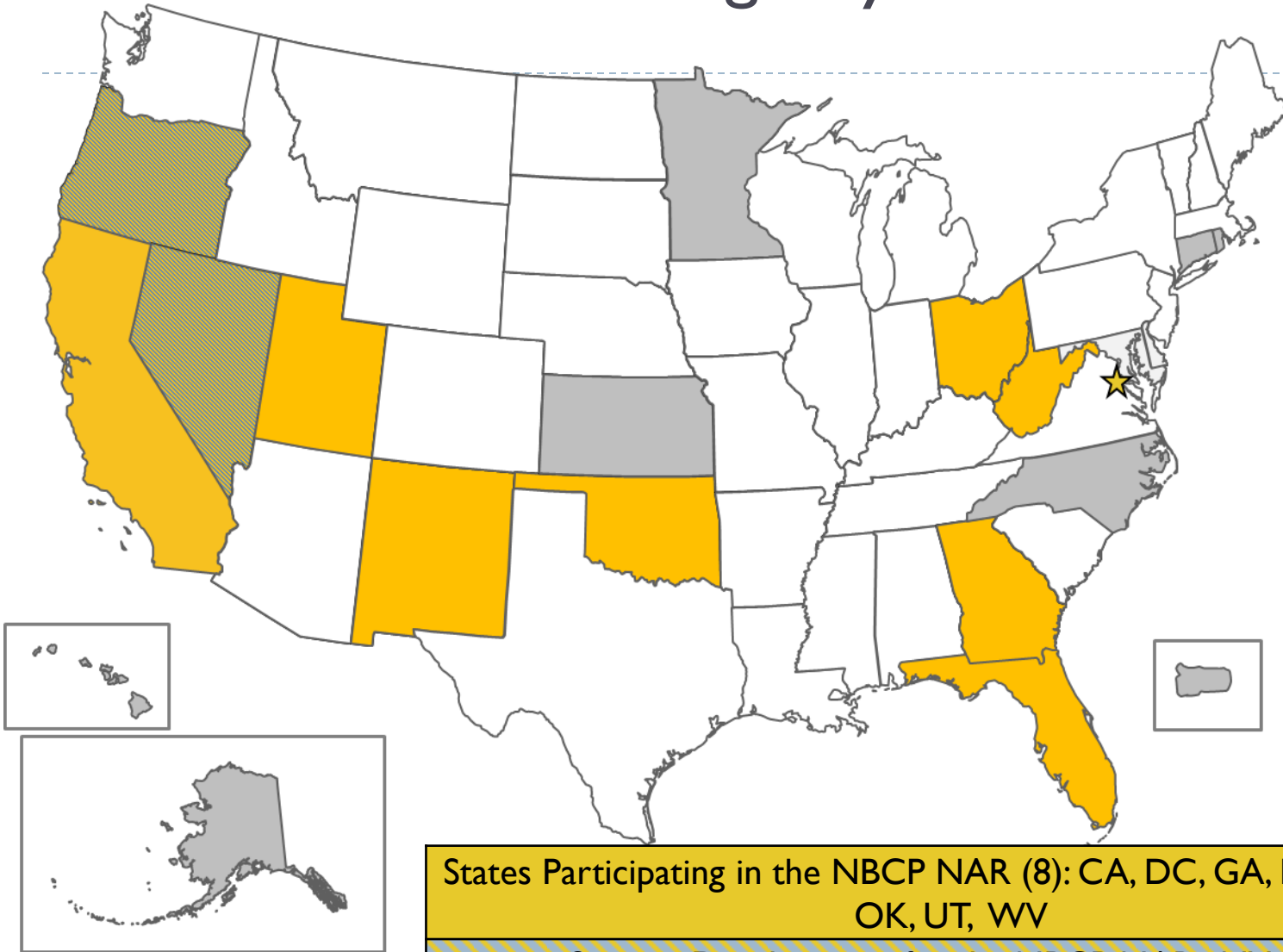
- ▶ Jane Lengel, NBCP Program Director
- ▶ Registry situation prior to NBCP grant
 - ▶ Provider feedback
- ▶ What has happened: solutions
 - ▶ Automated registry checks
 - ▶ Done at initial check
 - ▶ Registry and MED file automatch re-check
 - ▶ Automatic, every 30 days
- ▶ Current /anticipated steps:
 - ▶ Provider acceptance survey
 - ▶ Adding e-license checks
 - ▶ Mass enrollment
- ▶ Suggestions/Advice to new States
 - ▶ “Operation flex”: stay flexible, positive
 - ▶ Engage stakeholders early and often



NBCP Nurse Aide Registry

- ▶ Beth Myers, Vice President, Background Check Solutions, Innovative Architects
- ▶ Situation when grant started
 - ▶ Manual checks of prior State nurse aide registries
 - ▶ Applicants do not always disclose prior addresses
- ▶ What has happened
 - ▶ Automated Nurse Aide Registry checks available to other states, regardless of prior addresses
- ▶ Effects of change
- ▶ Suggestions/Advice to new States

NBCP Nurse Aide Registry



States Participating in the NBCP NAR (8): CA, DC, GA, FL, NM, OH
OK, UT, WV

State in Development for the NBCP NAR: NV, OR

States Planning to Participate (9): AK, CT, HI, KS, MN, NC, NV, PR

Best Practice for Uniform Disqualifiers: District of Columbia



- ▶ Alem Ghebrezghi, Program Manager, Criminal Background Check Division
- ▶ Rules when grant started
 - ▶ Providers received background check information directly, made arbitrary and inconsistent fitness determinations
 - ▶ No opportunity for applicant to review or challenge the results
- ▶ What has happened:
 - ▶ DOH rule on disqualifying criteria
 - ▶ Fitness determination made by DOH attorney based on pertinent DC laws and regulations
 - ▶ Applicant opportunity for attorney review of determination
- ▶ Effect of change:
 - ▶ Number of hires and disqualifications
 - ▶ Effect on staffing and abuse
- ▶ Suggestions/Advice to new States:
 - ▶ Balance safety of vulnerable population with fairness to returning citizens

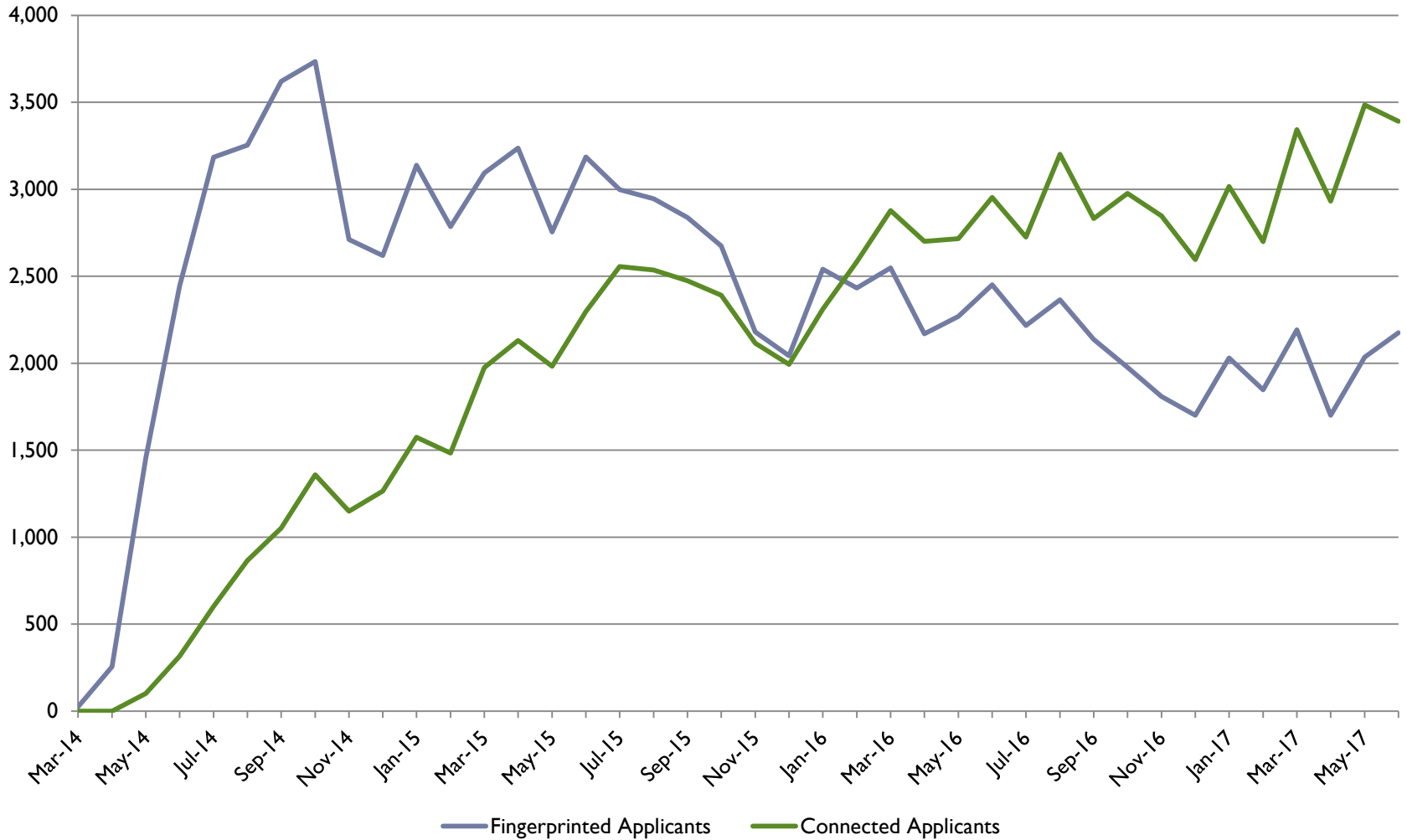


Best Practice in Finances: Oklahoma

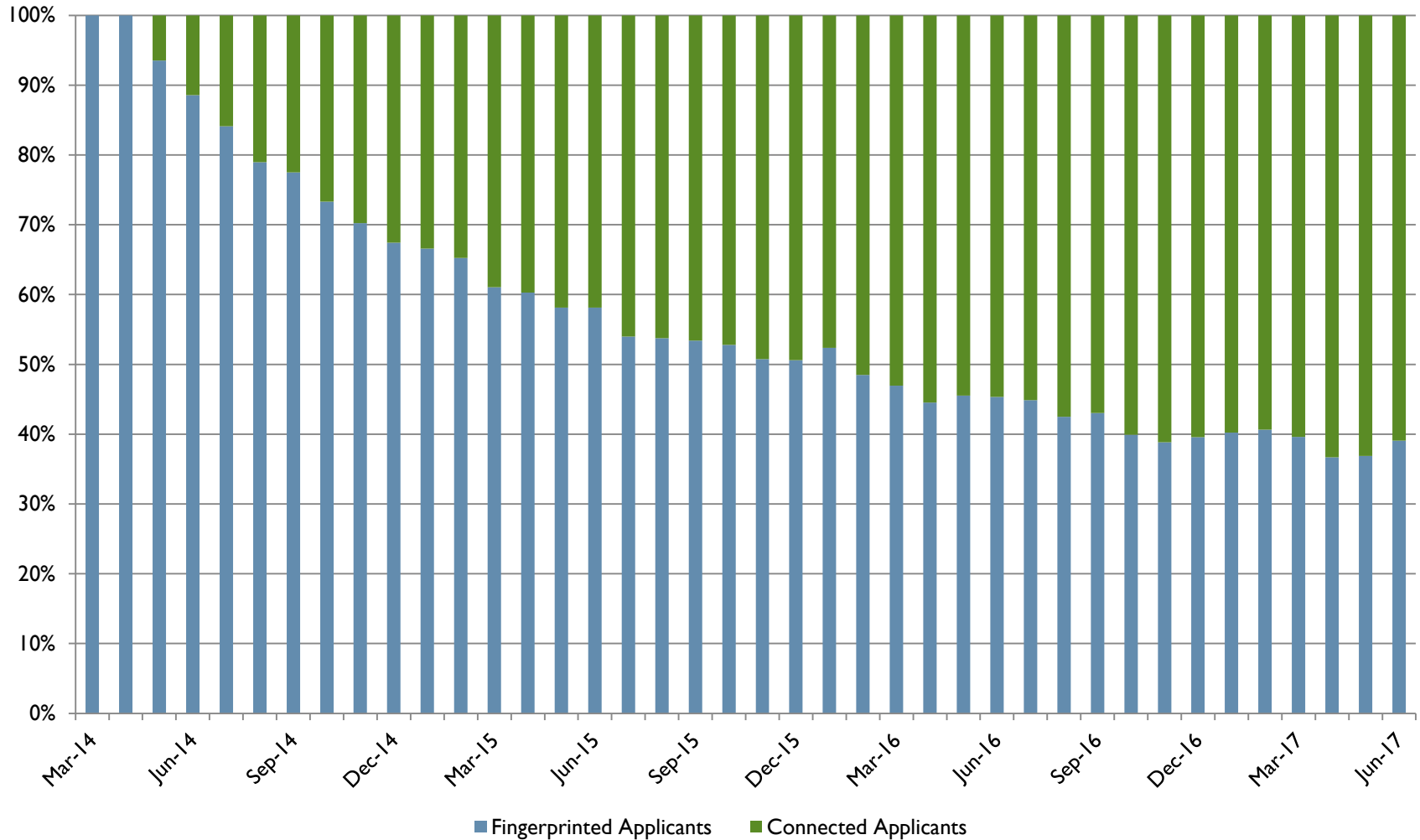
- ▶ James Joslin, Service Director, Oklahoma Dept. of Health
- ▶ Situation when grant started
 - ▶ Provider costs
 - ▶ Cost was potential barrier to Legislation
- ▶ What has happened:
 - ▶ Legislated revolving fund
 - ▶ Implemented **rap back** and **State** determination
 - ▶ Contracted for Medicaid administrative match funds
- ▶ Effects:
 - ▶ Fees unchanged from pre-fingerprint costs
 - ▶ % re-hires
- ▶ Suggestions/Advice to new States



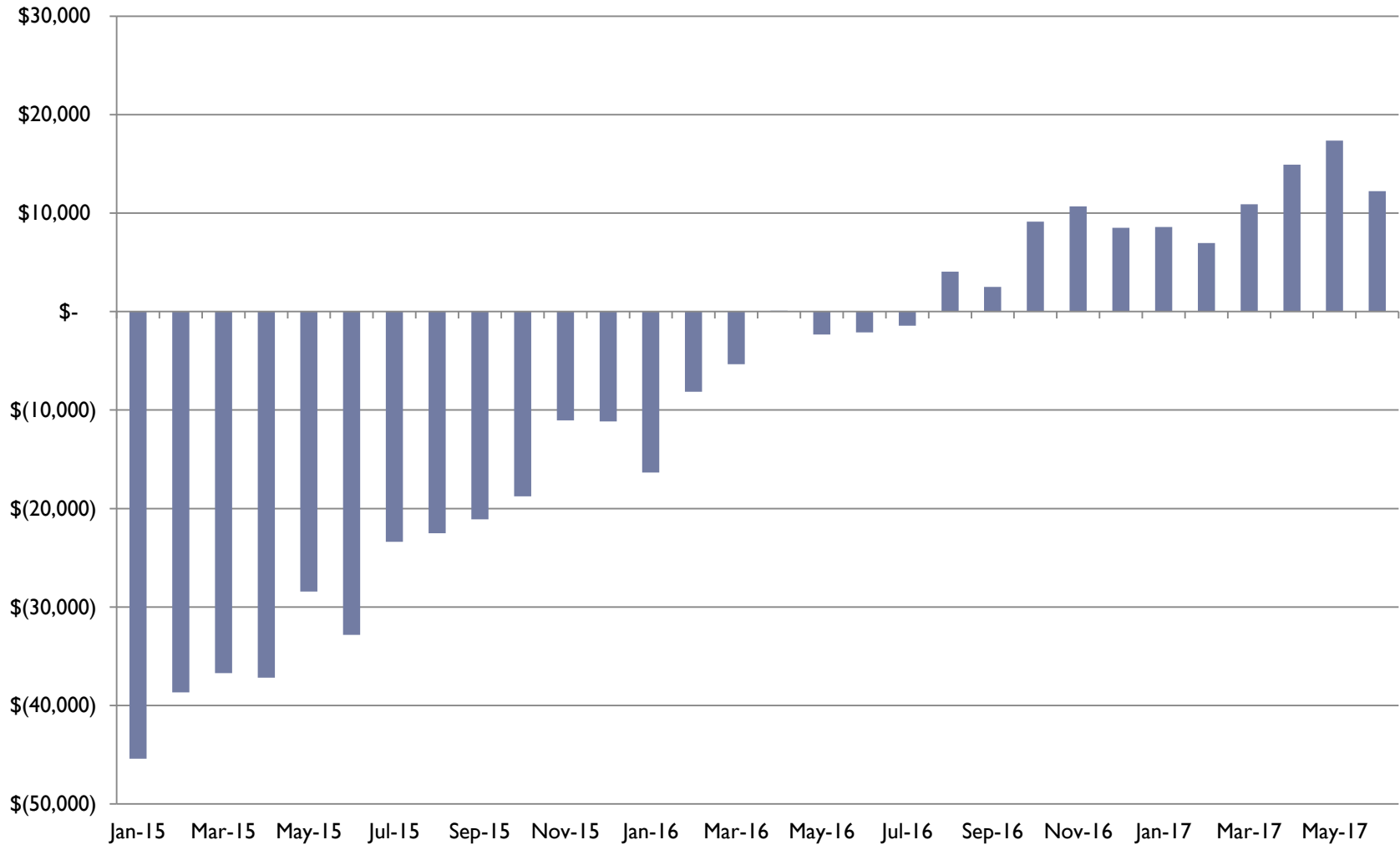
Oklahoma Monthly Screening Volume



OK-SCREEN Percentage Application Volume by Month and Type



Oklahoma Excess Revenue (Expenses) Excluding Staff Expense and Medicaid Match Revenue

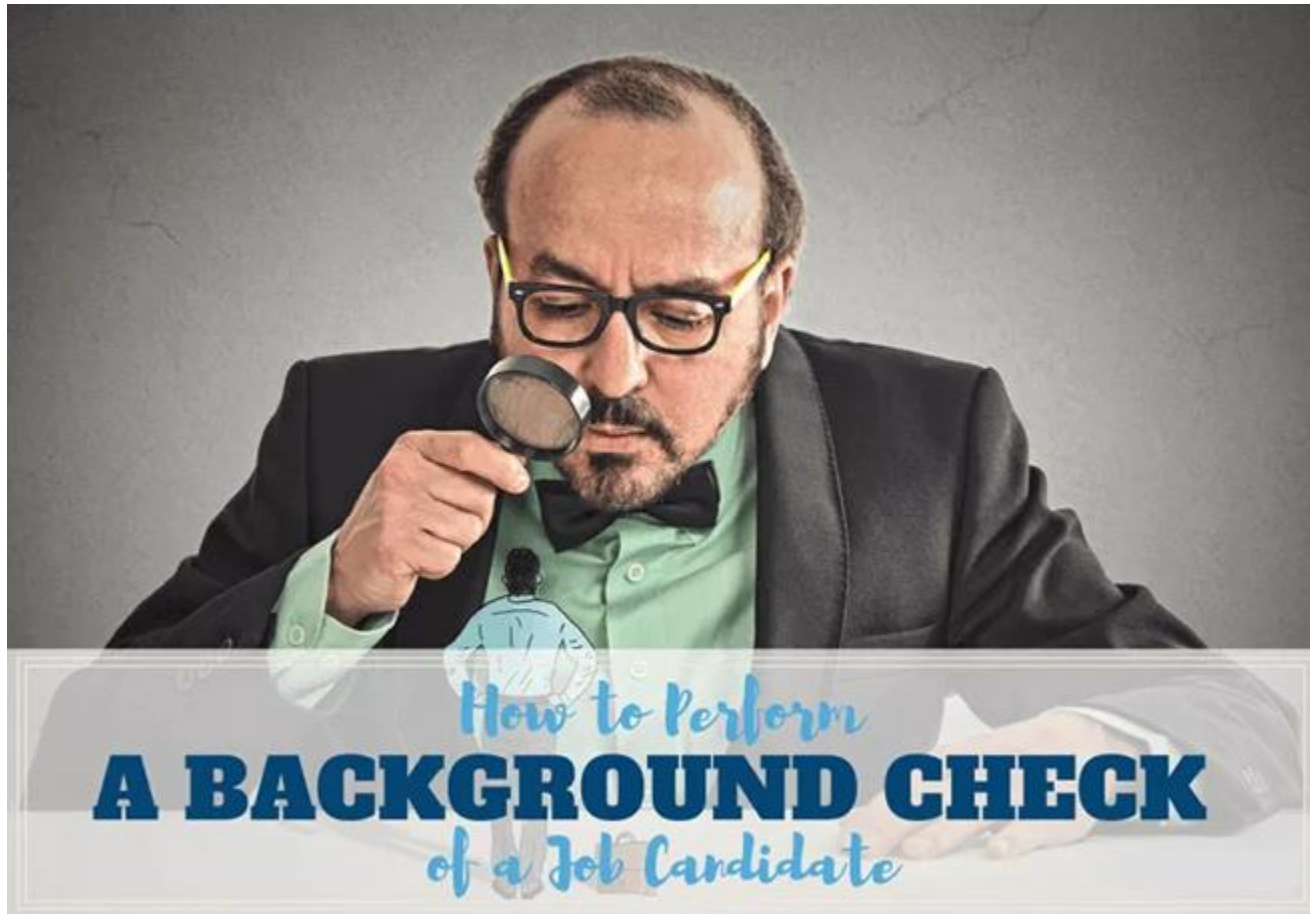




Medicaid Match

- ▶ The fees paid by non-Medicaid providers or applicants are State generated revenues and can be used to obtain matching Medicaid revenues.
- ▶ State survey and certification (S&C) agencies generally have a contract with the State Medicaid Agency or are the SMA.
- ▶ These contracts provide Medicaid dollars to the S&C agency at a 50% administrative match for services to Medicaid providers.
- ▶ Oklahoma prepared a justification showing:
 - ▶ Program Costs
 - ▶ Medicaid proportion of applicants screened
- ▶ The contract amendment language defines the services provided by OK-SCREEN and the Cost Methodology Formula:
 - ▶ [Medicaid proportion of applicants screened x program costs x .50 Medicaid match rate]
- ▶ Email james@health.ok.gov for the analysis and contract language

Questions from States?



How to Perform
A BACKGROUND CHECK
of a Job Candidate