PA DEPARTMENT OF AGING'S
FY 2007-08 DIRECT CARE WORKER REPORT

The Pennsylvania Department of Aging (PDA) allocated $3,400,000 in Direct Care Worker (DCW) funds to the AAAs in FY 2007-08. AAAs expended $3,384,022 or 99.5% of the funds.

Attachment 1 contains a list of each AAA's DCW expenditures by activity. The majority of DCW funds were spent on longevity/retention bonuses (41%). The remaining funds were spent as follows: 18% - training, 14% - gas cards, 7% - recognition incentives, 7% - transportation/mileage incentives, 4% - performance incentives, 3% - newspaper advertisements, 2% - Uniform Allowance, and 4% - a combination of job fairs, medical benefits, mentoring, sign-on bonuses, pension benefit package, child care, radio advertisement, and other activities.

Attachment 2 lists the recruitment activities that the AAAs provided. Newspaper advertisements were used by the majority of AAAs (60%) to facilitate recruitment of DCWs. Training (29%) and job fairs (21%) were the second and third most used recruitment activities by the AAAs. It is important to note that 29% of the AAAs did not use DCW funds for recruitment activities. These AAAs focused all of their efforts on retaining current DCWs.

Attachment 3 lists the retention activities that the AAAs provided. Providing DCWs with gas cards was the most used retention activity by the AAAs (81%). Retention through longevity/retention bonuses was the second most used retention activity by the AAAs (77%). Recognition incentives (67%) and training (52%) were the 3rd and 4th most used retention activities.

Home Health Aide, Certified Nurse Aide or Basic Personal Care training was provided to 136 individuals who were not direct care workers prior to receiving the training. Over 600 incumbent direct care workers received the following training: Mental Health, First Aid, CPR, Dementia, Alzheimer's, Coping with Death, How to Deal with Difficult Behaviors, Wheelchair Safety, Fire and Safety, and Personal Care.

Attachment 1

FY 07-08 DIRECT CARE WORKER EXPENDITURES BY ACTIVITY

AAA	NEWSPAPER ADVERTISEMENTS	RADIO ADVERTISEMENTS	JOB FAIRS	MONETARY SIGN-ON BONUSES	MEDICAL BENEFIT PACKAGE	PENSION BENEFIT PACKAGE	RECRUITMENT TRAINING	LONGEVITY/ RETENTION BONUSES	PERFORMANCE INCENTIVES	RECOGNITION INCENTIVES	MENTORING	TRANS./ MILEAGE INCENTIVES	GAS CARDS	CHILD CARE INCENTIVE	RETENTION TRAINING	UNIFORM ALLOWANCE	INCREASED MEDICAL BENEFITS	OTHER	TOTAL	OTHER DESCRIPTION
ADAMS	$ 1,080	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ 909	$ 4,781	$ 2,550	$ -	$ 5,500	$ -	$ -	$ 1,200	$ -	$ -	$ 16,020	
ALLEGHENY	10,011	1,760	2,193	1,800	3,412	[illegible]	3,948	68,449	68,758	58,407	10,679	46,871	16,468	750	46,287	5,348	1,250		312,870	
ARMSTRONG	228						984	12,360		6,385	8,000		1,760						29,717	
BEAVER								37,360	3,336	908		13,200	2,200			300			36,034	
BERKS								5,000	4,648	4,438	9,650		8,900		6,459				39,095	
BLAIR	4,756							2,884	388	387		17,898	10,636	1,000	1,275	580	830		43,017	
BRADFORD/S/S/TIOGA								7,347	4,511	10,624	369	4,910	15,832		757	9,314			53,664	
BUCKS	9,480				1,008	2,000	6,845	3,386	5,248	9,746	1,983	6,012	9,229	1,500	7,491	1,190			62,778	
BUTLER								12,840		3,538			2,910						19,288	
CAMBRIA	731							2,753	1,330			32,790	1,225		5,870				46,209	
CAMERON-ELK-MCKEAN	3,267						13,845		6,876	2,630		5,570	765		911	8,402	170		42,436	
CARBON	1,397	300	350				280	4,427	100	530	1,500		5,762		55	58			14,559	
CENTRE													22,460						22,460	
CHESTER													11,297						11,297	
CLARION	2,853		256					867	135	2,348	270	2,325	7,350			667	132	80	17,283	Referral bonus
CLEARFIELD										979	34,400				8,120	11,050			55,549	
COLUMBIA-MONTOUR	2,583							5,250					2,500		2,107				12,440	
CRAWFORD	969							14,492	3,884	4,380									23,124	
CUMBERLAND	2,517							8,241	3,475	500			12,060				1,667		28,460	
DAUPHIN	487							15,000	2,621	858		1,823	3,160		91	300			26,382	
DELAWARE	10,435	135	1,470	1,670	920			20,280	8,311	13,867	200	3,675	17,180		16,800	2,560	6,180		103,683	
ERIE	748						42,200												42,948	
FRANKLIN	4,997							1,168	2,315	1,556	1,927	2,131			700				14,794	
HUNTINGDON-BEDFORD-FULTON	912							12,878	10,202	2,563		4,128	1,209		2,375				33,290	
INDIANA	2,005		248	900			1,624	4,700			350		2,160		232		5,550		17,769	
JEFFERSON								6,247	1,220	1,843	200	1,883	8,219		940	2,012			21,194	
LACKAWANNA								15,438	1,410				46,118		2,413	5,235			70,612	
LANCASTER	1,119	250	50				595	3,850	700	2,700			41,050			1,660			51,914	
LAWRENCE								15,278											15,278	
LEBANON	309		900	1,562				5,480	100	153			7,597						16,615	
LEHIGH	4,974	207		25	969		100,000	20,593	1,021			83	14,775		1,821	920			145,388	
LUZERNE-WYOMING	2,793		225	1,100				73,778		4,245			37,491			15,262			134,852	
LYCOMING-CLINTON		661						14,158	5,736	4,011		12,292	846		6,440	2,423			46,567	
MERCER							27,296												27,296	
MIFFLIN-JUNIATA		750						13,470	8,667	14,001			3,600			479			40,967	
MONROE								4,380		4,216			6,000		784				15,380	
MONTGOMERY	8,700	450	250	1,500			1,000	10,500	4,000	8,000	200	31,259	30,000		7,100	150			103,109	
NORTHAMPTON	2,328							38,080					10,809			1,104			52,473	
NORTHUMBERLAND	969				239			10,546	1,540	5,278		2,769	3,626		2,343				27,310	
PERRY								5,731											5,731	
PHILADELPHIA								741,455		35,590	5,493				108,234				890,772	
PIKE													4,084		85				4,169	
POTTER	239							3,069	1,726	728		1,420							7,182	
SCHUYLKILL	7,777	2,898	1,410		1,008			41,162	4,800	1,175	500	484	16,288	1,840					81,276	
SOMERSET	3,572		200	600			4,762	1,525		716	300	5,152	2,550		1,436	316	1,794		22,923	
UNION-SNYDER													7,963						7,963	
VENANGO							6,894	8,373	607	690			607			1,063			18,234	
WARREN/FOREST							6,808	10,197											19,612	
WASHINGTON-FAYETTE-GREENE	11,205							31,192	2,250	7,827		8,767	15,118		8,019	406			84,784	
WAYNE									350	3,404			11,131		249				15,134	
WESTMORELAND	9,811							110,295											120,106	
YORK	750						162,200		2,500	22,309		5,400	20,877						212,036	
TOTAL	$ 113,651.00	$7,401	$7,252	$8,357	$7,540	$2,000	$364,588	$1,399,036	$153,684	$233,277	$45,337	$244,404	$461,903	$4,850	$240,783	$72,306	$17,573	$80	$3,384,022	
PERCENT	3.36%	0.22%	0.21%	0.25%	0.22%	0.06%	10.77%	41.34%	4.54%	6.89%	1.34%	7.22%	13.65%	0.14%	7.12%	2.14%	0.52%	0.00%		

Attachment 2

	RECRUITMENT ACTIVITIES							
AAA	NEWSPAPER ADVERTISE-MENTS	RADIO ADVERTISE-MENTS	JOB FAIRS	MONETARY SIGN-ON BONUSES	MEDICAL BENEFIT PACKAGE	PENSION BENEFIT PACKAGE	TRAINING	FUNDS NOT USED FOR RE-CRUITMENT
ADAMS	x							
ALLEGHENY	x	x	x	x	x		x	
ARMSTRONG	x						x	
BEAVER								x
BERKS								
BLAIR	x							
BRADFORD/S/S/TIOGA								x
BUCKS	x				x	x	x	
BUTLER								x
CAMBRIA	x							
CAMERON-ELK-MCKEAN	x						x	
CARBON	x	x	x				x	
CENTRE								x
CHESTER								x
CLARION	x		x					
CLEARFIELD								x
COLUMBIA-MONTOUR	x							
CRAWFORD	x							
CUMBERLAND	x							
DAUPHIN	x							
DELAWARE	x	x	x	x	x			
ERIE	x						x	
FRANKLIN	x			x			x	
HUNTINGDON-BEDFORD-FULTON	x							
INDIANA	x		x	x			x	
JEFFERSON								x
LACKAWANNA								x
LANCASTER	x	x	x				x	
LAWRENCE								x
LEBANON	x		x	x				
LEHIGH	x	x		x	x			
LUZERNE-WYOMING	x		x	x				
LYCOMING-CLINTON		x						
MERCER							x	
MIFFLIN-JUNIATA		x						
MONROE								x
MONTGOMERY	x	x	x	x			x	
NORTHAMPTON	x							
NORTHUMBERLAND	x				x			
PERRY								x
PHILADELPHIA								x
PIKE								x
POTTER	x							
SCHUYLKILL	x	x	x		x			
SOMERSET	x		x	x			x	
UNION-SNYDER								x
VENANGO							x	
WARREN/FOREST							x	
WASHINGTON-FAYETTE-GREENE	x							
WAYNE								x
WESTMORELAND	x							
YORK	x						x	
TOTAL	31	9	11	9	6	1	15	15
PERCENT	59.62%	17.31%	21.15%	17.31%	11.54%	1.92%	28.85%	28.85%

	RETENTION ACTIVITIES											
AAA	LONGEVITY/ RETENTION BONUSES	PERFORM-ANCE INCENTIVES	RECOG-NITION INCENTIVES	MENTORING	TRANS./ MILEAGE INCENTIVES	GAS CARDS	CHILD CARE INCENTIVE	TRAINING	UNIFORM ALLOW-ANCE	INCREASED MEDICAL BENEFITS	OTHER	FUNDS NOT USED FOR RE-TENTION
ADAMS		x	x	x		x			x			
ALLEGHENY	x	x	x	x	x	x	x	x	x	x		
ARMSTRONG	x		x	x		x						
BEAVER	x	x	x		x	x			x			
BERKS			x	x		x		x				
BLAIR	x	x	x	x	x	x	x	x	x	x		
BRADFORD/S/S/TIOGA	x	x	x	x	x	x		x	x			
BUCKS	x	x	x	x	x	x	x	x	x			
BUTLER	x	x	x			x						
CAMBRIA	x	x	x		x	x		x				
CAMERON-ELK-MCKEAN		x	x		x	x		x	x	x		
CARBON	x	x	x	x		x		x	x			
CENTRE						x						
CHESTER						x						
CLARION	x	x	x	x	x	x			x	x		
CLEARFIELD				x		x		x	x			
COLUMBIA-MONTOUR	x					x		x				
CRAWFORD	x	x	x									
CUMBERLAND	x	x	x			x				x		
DAUPHIN	x	x	x		x	x		x	x			
DELAWARE	x	x	x	x	x	x		x	x	x		
ERIE												x
FRANKLIN	x	x	x	x	x			x				x
HUNTINGDON-BEDFORD-FULTON	x	x	x		x	x		x				
INDIANA	x			x		x		x		x		
JEFFERSON	x	x	x	x	x	x		x	x			
LACKAWANNA	x	x				x		x	x			
LANCASTER	x	x	x	x		x		x	x			
LAWRENCE	x											
LEBANON	x	x	x			x						
LEHIGH	x	x			x	x		x	x			
LUZERNE-WYOMING	x		x			x			x			
LYCOMING-CLINTON	x	x	x		x	x		x	x			
MERCER												x
MIFFLIN-JUNIATA	x	x	x			x			x			
MONROE	x		x			x		x				
MONTGOMERY	x	x	x	x	x	x		x	x			
NORTHAMPTON	x					x			x			
NORTHUMBERLAND	x	x	x		x	x		x				
PERRY	x											
PHILADELPHIA	x			x				x				
PIKE						x		x				
POTTER	x	x	x		x							
SCHUYLKILL	x	x	x	x	x	x			x			
SOMERSET	x		x	x	x	x			x	x		
UNION-SNYDER						x						
VENANGO	x	x	x			x			x			
WARREN/FOREST	x											
WASHINGTON-FAYETTE-GREENE	x	x	x		x	x		x	x			
WAYNE		x	x			x		x				
WESTMORELAND	x											
YORK		x	x		x	x						
TOTAL	40	32	35	19	22	42	3	27	25	8	0	3
AVERAGE	76.92%	61.54%	67.31%	36.54%	42.31%	80.77%	5.77%	51.92%	48.08%	15.38%	0.00%	5.77%

Attachment 3