

**ARPA Health Care Workforce Supports
Act 2 of 2022 Report
to the Pennsylvania General Assembly**

Josh Shapiro, Governor

**Valerie Arkoosh MD, MPH, Acting Secretary of
Human Services**

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pennsylvania
DEPARTMENT OF HUMAN SERVICES

Purpose/Introduction

This report provides the information required to be reported by Section 102-J(d) of the [Fiscal Code](#) (P. L. 343, No.176) relating to the American Rescue Plan Act of 2021 (ARPA) Health Care Workforce supports.

This report addresses staff recruitment payments. As required by Act 2 of 2022 (P. L. 5, No.2) (Act 2), a separate [report](#) was issued addressing staff retention payments.

Background

Act 2 appropriated a total of \$210 million in Federal funds from the COVID-19 Response Restricted Account to the Department of Human Services (Department) for qualified staff retention and recruitment payments. The funds received under Act 2 are ARPA funds and are specifically for staff recruitment and retention payments.

Per Act 2, the Department is administering the program which consists of two funding streams: \$100 million for eligible acute care hospitals, critical access hospitals, and children's hospitals based on licensed bed capacity; and \$110 million for eligible high-Medical Assistance (MA) hospitals, critical access hospitals, and behavioral health providers based on licensed bed capacity. The Department calculated entity-specific payment amounts in accordance with Section 102-J of Act 2, in consultation with the Department of Health.

As a condition of receiving a payment, an entity receiving a payment must:

- be in operation as of December 30, 2021, and maintain operations until at least December 31, 2022;
- submit a staff retention payment report to the Department by September 30, 2022;
- submit a staff recruitment payment report to the Department by December 31, 2022; and
- submit a completed Federal Funding Accountability and Transparency Act (FFATA) form with each payment report.

As noted in Act 2, the Department may recover payment from an entity that receives payment from the Department if the entity does not comply with the provisions of Act 2 or with federal or state law or guidance.

This report addresses the staff recruitment payment reports made to the Department under Act 2.

Results of Staff Recruitment Reports

The Department released a reporting template and instructions to all entities that received a payment under Act 2. As of March 16, 2023, the Department received a staff recruitment report from 233 entities.

The following summarizes the information in the staff recruitment reports.

- 149 entities provided recruitment payments or bonuses to staff, regardless of funding source, between December 31, 2021, and the submission date of their staff recruitment report. 84 entities submitted a staff recruitment report indicating they did not provide recruitment payments or bonuses to staff.
- 12,565 staff recruitment payments or bonuses totaling \$55.4 million were paid between December 31, 2021, and the submission date of the entities' staff recruitment report. This includes any additional recruitment incentives, regardless of funding source.
- 3,334 staff recruitment payments or bonuses, funded by Act 2, totaling \$11.0 million were paid between December 31, 2021, and the submission date of the entities' staff recruitment report.
- The overall ratio of permanent staff to contracted agency/temporary staff as of December 30, 2021, is 6.14:1.
- The overall ratio of permanent staff to contracted agency/temporary staff as of the submission date of the entities' staff recruitment report is 6.97:1.
- \$3,329 was the average amount of a staff payment or bonus per employee. The average amount of a staff payment or bonus per employee classification is as follows:
 - \$4,981 – Nursing Services (RNs, LPNs, CRNPs, etc.)
 - \$1,978 – Direct Patient Care Services¹
 - \$2,386 – Clinical Care Services²
 - \$1,184 – Environmental Services (housekeeping, janitorial, or other services responsible for the safety and cleanliness of a hospital or other eligible facility)
- Entities used the following criteria when determining a staff recruitment payment or bonus:
 - Job classification – 125 entities
 - New employee – 89 entities
 - Position difficult to fill – 113 entities
 - Length of service agreement – 28 entities
 - Union agreement – 20 entities
 - Other – 22 entities

¹ Direct Patient Care Services as defined by the Act: The direct performance of any the following services to a patient by qualified staff: (1) Assessment. (2) Examination. (3) Treatment. (4) Medication administration. (5) Rehabilitation. (6) Direct care services. (7) Preparation for clinical care services.

² Clinical Care Services as defined by the Act: The diagnostic, treatment or rehabilitative services provided in an entity, including the following services: (1) Radiology and diagnostic imaging, such as magnetic resonance imaging and positron emission tomography. (2) Radiation therapy. (3) Respiratory therapy. (4) Phlebotomy. (5) Electrocardiogram and electroencephalography. (6) Laboratory medical services.

- 105 entities indicated that staff were engaged in the determination of staff recruitment payments or bonuses using the following means of engagement:
 - Staff meetings – 52 entities
 - Staff surveys – 9 entities
 - Staff council/board/etc. – 42 entities
 - Resource accounts – 0 entities
 - Social media – 5 entities
 - Union-related communication – 15 entities
 - Other – 34 entities
- The following activities were identified by entities as being included in the facility’s recruitment plan through December 31, 2023:
 - Establishing and leveraging employer brand – 112 entities
 - Expand use of social media – 84 entities
 - College/High-School recruiting – 119 entities
 - Implementing an employee referral program – 82 entities
 - Scheduled job fairs – 119 entities
 - Walk-in interviews – 50 entities
 - Prioritizing diversity, equity, and inclusion practices – 76 entities
 - Improving the hiring process with data and metrics – 78 entities
 - Other – 32 entities
- Overall, 4,045 employees received a bonus or payment. Of those, 3,668, or 90.7%, were still employed at the facility as of the submission date of each entity’s staff recruitment report. Statistics by employee classification are as follows:
 - Nursing Services – 1,790 received a bonus with 1,545 still employed
 - Direct Payment Care Services – 1,142 received a bonus with 1,094 still employed
 - Clinical Care Services – 809 received a bonus with 788 still employed
 - Environmental Services – 304 received a bonus with 241 still employed

Next Steps

Act 2 spending may be overstated due to some entities reporting spending more funds than they received. The Department will continue to work with entities on any noted reporting discrepancies.

The Department will send a series of recovery letters to entities that received an Act 2 payment but had not submitted the requested staff recruitment report by the due date. Entities that fail to report or return Act 2 funds will be referred to the Office of Attorney General for collection pursuant to 71 P.S. § 204(c).