




Submission Requirement 7

Offeror	Rank*
Centene	4
UHC	1
University Family Care	2
Mercy Care Group	3

*If Offeror omits a submission, the requirement rank for that offeror for that submission will be an "X"

Evaluation Team Member	Signature	Date
DARA Johnson		2/9/17
William A. Kennard		2/9/17
Jay Dankleberg		2/9/17

Facilitator	Signature	Date
Scott Wittman		2-9-17

COMPONENT: ACCESS TO CARE/NETWORK

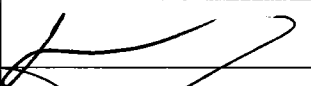


OFFEROR'S NAME: UHC


SUBMISSION REQUIREMENT No. 7	Total Ranking
<p>It is estimated one in four Arizonans will be over the age of 60 by 2020. It is reported that this increase in the aging population will result in exponential job growth in the long term care paraprofessional workforce over the next eight years. Present the Offeror's perspective on Arizona's current paraprofessional labor market and describe the Offeror's anticipated labor needs to adequately serve its membership through the term of the Contract. Describe innovative strategies the Offeror will implement to ensure recruitment, hiring and retention of a paraprofessional workforce by providers sufficient to meet the needs of, and provide quality care, to members in any and all awarded GSAs throughout the term of the Contract.</p>	<p>1</p>




Rationale:
<p><u>Major Observations:</u></p> <p>Offeror identified demographic changes related to the aging of the population as well as the increasing needs of members and the potential impact on workforce demand and skill sets</p> <p>Offeror provided statistical information related to the changing workforce need by several provider levels</p> <p>Offeror described challenges to expanding the paraprofessional workforce</p> <p>Offeror described collaboration efforts with community agencies and well as providers to expand recruitment in rural areas</p> <p>Offeror described multiple strategies to promote training and advancement, including the use of scholarships to promote CNAs/caregivers for SNFs and ALFs</p> <p>Offeror described approaches to engage workers in member care outcomes as a tool to promote worker satisfaction</p> <p>Offeror described a strategy to collaborate with providers in order to expand agencies' provision of attendant care</p> <p>Offeror provided a detailed approach to recruit individuals from non-traditional labor pools for the paraprofessional workforce</p> <p>Offeror identified use of financial incentives, including the sharing of incentive payments with caregivers</p>


Offeror identified opportunity to address workers' transportation issues

Offeror described tools it would use to monitor the service needs of its members

Evaluation Team Member	Signature	Date
Jay Donkheiser		2/9/17
William A. Kennard		2/9/17
DARA Johnson		2/9/17

Facilitator	Signature	Date
Scott Wittman		2-9-17

Jay Dunkleberger		2/9/17
William A. Kenward		2/9/17
NARA Johnson		2/9/17

Facilitator	Signature	Date
Scott Witten		2-9-17

COMPONENT: ACCESS TO CARE/NETWORK

OFFEROR'S NAME: Mercy Care Group

SUBMISSION REQUIREMENT No. 7	Total Ranking
<p>It is estimated one in four Arizonans will be over the age of 60 by 2020. It is reported that this increase in the aging population will result in exponential job growth in the long term care paraprofessional workforce over the next eight years. Present the Offeror's perspective on Arizona's current paraprofessional labor market and describe the Offeror's anticipated labor needs to adequately serve its membership through the term of the Contract. Describe innovative strategies the Offeror will implement to ensure recruitment, hiring and retention of a paraprofessional workforce by providers sufficient to meet the needs of, and provide quality care, to members in any and all awarded GSAs throughout the term of the Contract.</p>	<p>3</p>

Rationale:

Major Observations:

Offeror described changes in members' needs for home and community based services, by region

Offeror provided statistical information regarding the demand for allied health professionals, including personal care aides and home care providers


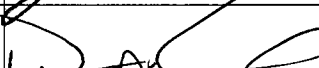

Offeror described collaboration efforts with community agencies


Offeror presented a workforce recruitment plan with defined hiring targets and timelines

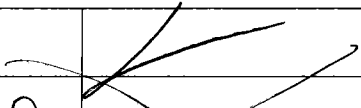


Offeror provided an approach to recruit individuals from non-traditional labor pools for the paraprofessional workforce


Offeror described the development of a plan to create financial incentives to enhance recruitment and retention

Offeror did not adequately describe how it would monitor the effectiveness of its strategies

Evaluation Team Member	Signature	Date
Jay Douthett		2/9/17
William A. Kenward		2/9/17
DARA Johnson		2/9/17

Facilitator	Signature	Date
Scott W. Hitt		2-9-17

Jay Dunkelbeiser		2/9/17
William A. Kenward		2/9/17
NARA Johnson		2/9/17

Facilitator	Signature	Date
Scott Wittum		2-9-17