



## Testimony on H.B. 49

### House Finance Health and Human Services Sub-Committee

Than Johnson, CEO-CRSI

Dear Mr. Chairman, Ranking Member Sykes, and Members of the House Finance Health and Human Services Sub-Committee:

My name is Than Johnson, CEO of CRSI, a nonprofit agency serving over 700 individuals with disabilities with a valued workforce exceeding 1400 if all vacant positions were filled.

CRSI is supportive of DODD funding initiatives in H.B. 49.

With that support, I've also offered recommendations to assist in the provision of services for those Ohio citizens and their valued workforce.

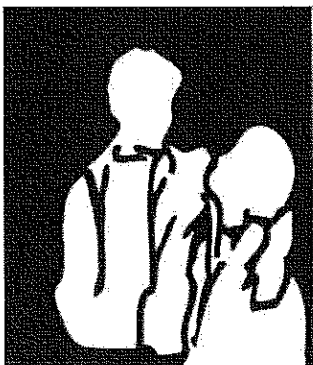
Ohio is experiencing the most severe workforce shortage in my work history with CRSI.

As an example, CRSI has over 150 open positions today in nearly 30 counties. This potentially influences quality of services and causes the largest percentage of overtime ever experienced. Nearly 3 times normal levels. Chronic overtime wears out our valued workforce.

Solutions to this crisis are many.

1. State of Ohio needs to collect data on the severity of the crisis to then set up a game plan to address it.
2. Promotion of Remote Technology to reduce staffing needs is important.
3. Simplifying burdensome documentation requirements so as to allow staff to do their human service is vital.
4. Establish reasonable quality guidelines that are understandable of the workplace stresses and not drivers to force staff to quit.
5. Remove BARRIERS to the employment of citizens with disabilities within our healthcare workforce such requiring HS diploma/GED, driver's license, burdensome and confusing documentation procedures.
6. Study the use of a 'buddy system' to allow for more individuals with disabilities to work in partnership with our current staff in service locations.
7. Evaluate the impact of downsizing, size of settings, and projected expansion of HCB funded Waiver slots in a time of workforce shortage.

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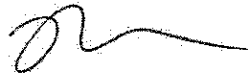
8. Request flexibility to incentivize 'unemployment recipients' to move into the healthcare workforce.

These are a few of solutions to workforce crisis.

It is also important to have as much of the additional funding DODD has requested to start in the first year of the state budget and to reduce requirements that delay funding to our staff.

Finally, that we ensure for the ICFIID system has a reimbursement formula that is not injurious to current stability. One cost area in particular is the 'capital cost' section which has allowed the private ICFIID businesses to attract financing for facility construction and renovation when it was previously difficult to acquire that financing.

Thank you providing me with opportunity to address this important House Sub-committee.



Than Johnson  
Chief Executive Officer