



State of Illinois
Rod R. Blagojevich, Governor

Illinois Department on Aging
Charles D. Johnson, Director

Older Adult Services Advisory Committee

Workforce and Caregiver Work Group

Date: May 12, 2008, 11 a.m. – 12 p.m. conference call

Attending: Darby Anderson, Frank Daigh, Betsy Essex, Donna Copeland Hill, Benita Johnson, Naoko Marmatsu, Evelyn Nabors, Susan Real (Chair), and Sarah Stein.

IDoA Staff in attendance: Janice Cichowlas, Betsy Creamer, Barb Schwartz

Guest: Lois Kramer, Illinois Respite Coalition, Lifespan Respite Act.

Working Caregiver Conference

Note: *Susan Real* reviewed the progress on the Working Caregiver Conference. She reviewed the minutes of the last conference planning meeting.

IDoA agreed to play a key role in organizing the conference, and assisting Wilma Schmitz in her role as Chairman. The following designation and assignments were made:

1. *Jewell Williams* — Jewell will contact potential speakers as to their availability December 9 or 10 (depending on Marriott conference availability). First she will contact Melissa Isaacson (misaacson@tribune.com), sports writer for the Chicago Tribune and a family caregiver. She will also inquire about a speaker from the Chicago Tribune who might present the employer's viewpoint. Jewell will work with IDoA staff (Gidget Freeberg) about possible conference sponsorship from the Chicago Tribune. Other speaker options included Suzanne Mentz.
2. *Rose Lober-Hamilton* — Rose (IDoA Office of Training, Home and Community Services Division) will secure space at the Chicago Marriott, prepare a budget, provide IDoA staff support for approaching businesses for sponsorship (Gidget Freeberg to take this lead), and work with staff to prepare fliers, invitations, promotion (as coordinated with Cathy Houghtby) and all printed materials, mailings, and conference center arrangements including meals.
3. *Gidget Freeberg* — Gidget (IDoA Office of Training, Home and Community Services Division) will coordinate outreach efforts to private businesses for sponsorship opportunities. Members of the planning committee will work through IDoA with contacts that should be made.
4. *Cathy Houghtby* — Cathy (IDoA Community Relations and Outreach Division) will prepare the invitation list, and help with conference promotion.
5. *Barb Schwartz* — Barb (IDoA Grandparents Raising Grandchildren Program) will involve the State Caregivers Advisory Committee as appropriate. Her intern, Marilou Pearson, will research best practices and the Family Leave Act.
6. *Wilma Schmitz* — Wilma (Working Caregiver Conference Coordinator) will have the main responsibility for reporting to the Workforce and Caregiver Workgroup as to the status of the Conference Planning. She will work closely with the National Family Caregivers Association and coordinate their involvement in the Conference. She will e-mail Gary Bard regarding famous caregivers. She will draft the outline of the day long conference which can be presented to

potential donors. She will have key responsibilities for the details of the conference. She will work with her committee and IDoA staff member, Jan Cichowlas, who will coordinate with IDoA conference and public relations staff.

7. *Janice Cichowlas* — Jan (IDoA Planning, Research and Development Division) will assist Wilma Schmitz with all e-mails and findings from the conference planning group. She will forward the information to the group members, and workgroup as appropriate. She will be the IDoA contact and coordinate with other key IDoA staff, who will work on conference planning and public relations details. Jan will contact Robyn Golden to lead a discussion on the employer's role when an employee is slipping due to possible dementia. Jan will also ask her about assistance with sponsorship from Rush and Robyn's assistance with writing the White Paper. Jan will help to coordinate the White Paper with others.
8. *Susan Real* — (Workforce and Caregiver Workgroup Chair) will prepare the conference roundtable discussions and work closely with Wilma Schmitz to keep tasks and deadlines met.
9. *Sarah Stein* — (Age Options) has forwarded information from their 2006 conference on a similar topic in cooperation with ATT. Mailing lists have been provided.
10. Other Tasks — By April 25, members of the committee offered to make the following contacts:
 - Jan Cichowlas will contact Robyn Golden (Rush). Robyn has a contact with Walgreens.
 - Cathy Houghtby will contact Pfiser.
 - Barb Schwartz will contact Deborah Russell at AARP.
 - Wilma Schmitz will contact Gary Bend regarding famous caregivers. She will determine if Suzanne Mentz is available to be a backup keynote and check on contact with Boeing.
 - Susan Real will prepare roundtable discussion questions and format.

All initial efforts should be completed by April 25. By May 9, Susan Real and Rose Lober-Hamilton will have finalized information to present to potential sponsors. Wilma Schmitz will report conference progress to the workgroup at their next meeting on May 11.

Last Wednesday, the Caregivers Advisory Committee met and also discussed the Working Caregiver Conference.

Barb Schwartz — The Lifespan Respite Act is hoping for funding in FY 2010. In the meantime, they are feeling that Illinois needs to be in the forefront in terms of the established Respite Program, which is required to apply for these federal funds. They are hoping this group will help to respond to this cooperative effort in presenting an application. Who do we need at the table to show statewide support for this initiative.

Betsy Creamer clarified that the feds are asking for a state plan. Lois Kramer is in charge of this coalition (Illinois Respite Care Coalition, Vice Present). Barb and Betsy spoke at a recent summit. There is a July 23 respite coalition meeting at Susan Real's area agency on aging. This workgroup could help to get companies represented at this meeting. Respite funds will cover a wide range of needs for many diverse populations. Susan is thinking of using the time/space/momentum to bring people together to work on the plan for a later larger, caregiver conference. We would use December 2008's Governor's Conference on Aging as a planning forum for this Illinois Respite Care Plan.

There is a training component to the Respite Plan. Lifespan Respite has a wide scope. The bill was passed.

Susan Real— Employers may be interested in this and a product would be involved.

Barb Schwartz — The 50 attendees would be individuals interested in caregiving with a mix of e....

Shelly Ebbert — A 150-person conference is ambitious. Management supports working caregivers. Need for an internal discussion about how to do a conference when there is already a big conference going on. The Working Caregiver Conference was getting bigger than we were able to accommodate with space for only 50 people.

PL 109-442, signed 12/21/2006, Lifespan Respite Care Act of 2006. Hope for funding in Federal FY 2010. Money will only go to states who already have Lifespan Respite in place. (FY2010, \$71 million). Application on page 3 and page 4.

Shelly Ebbert — Has there been conversations with DHS?
Yes, conversations have been had particularly with the disabled population.

The money would go through IDOA, to be administered through the AAA's and the Respite Coalition. There is no income eligibility for Medicaid. This will require that we all get united.

Frank Daigh — What business organizations are we working with?
Association of Human Resources (HR Directors)
Greater Chicagoland Area
Senior Employment Program
Chicagoland Chamber

Sarah Stein — Contacted the Executive Director of the Chamber, and it didn't jive with their current priorities. They were willing to share fliers and promote a little.

Susan Real — Chambers are usually with smaller businesses.

Donna Copeland Hill — Society of Human Resource Managers (SHRM) — group out of Oakbrook
Don't use Society of Human Resource Professionals

Sarah Stein — Caregivers Ad Com spoke more about now having a different focus.

Donna Copeland Hill — does it make sense to merge the two conference ideas? 1) Employers with employees that have caregiving responsibilities, and 2) Respite

Do we want to proceed with a 50 member working group meeting at Gov Con on Aging?
We will reconvene this planning group to discuss an update.

Shelly Ebbert — IDoA, Division of Planning, Research and Development, works with recommendations of OASAC. Promote adequate wages for Home Care Aides and health insurance for them.

Two bills combined into one bill, HB4144: \$1.70 added for wages. \$1.33 for health insurance has now become law. HB4144 was an appropriations bill and it is in the budget for July 09 and goes into effect July 08. It will be for workers scheduled for 20 hours or more/week. Coverage for individual and their dependents. Union setting up special fund which will provide insurance. Any that have union agreements will be able to purchase insurance from SEIU.

Frank Daigh — The union didn't answer how many workers would or would not be included in the health insurance coverage. Shelly did not have a number that would be covered.

Original thought of this committee was that everyone that works with seniors should be covered by health insurance. Frank would like Shelly to find out how many will be covered. When vendors respond, we should know how many this will cover.

Naoku Maramatsu introduced Dianna, Leslie and Jennifer: –

Leslie Nichols, Director of Training and Education — Interested in Homecare workers. Grant from CDC for a conference in 1998 with 100 participants. It was primarily an Illinois focus although there was some national representation. It is a workbook for employers to help them assess where they have strengths and gaps in their program. The info is on a website.

In 2004, in partnership with U-Maryland re: blood-born pathogen exposure. Addus developed and implemented training programs with UIC.

Assessment and evaluation of meeting training requirements. This was reported to CDC. Access to training materials was found to be a challenge. Currently ending first year of 3 year grant with CDC.

Dianna — identified most common hazards of homecare workers and created an assessment tool, and evaluation tool for selected criteria. Categories of hazards: biological, chemical, physical, psycho-social, OSHA hazards (i.e., blood born pathogens). Searched through Health Med for training curricula from labor unions, state universities, on-line colleges, state governments, private retail, paraprofessional health institute (on line library). Requested courtesy copy of curriculum and made an inventory. Evaluation tool to evaluate and describe curriculum: Assess curriculum with focus on hazard assessment (how, where, hazard control, communication with family to remove exposure).

Gathered 10 curriculum and narrowed to: labor union curriculum, university, health care training company. Labor Union Curriculum was strongest. Infectious control covered adequately. Pest control, violence, and ??? not adequately discussed.

They put this into a matrix and they want to work with employers in Illinois. They will be working with IDOA to identify employers.

GOAL: Find curricula that employers can use and administer themselves; What resources should they access to get these already existing materials? Some curricula is in the common domain and some curricula must be purchased.

Public domain curricula are more comprehensive than what is available in the private domain.

Dianna reported that they would happy to share their findings.

There are some states that programs established. *Jennifer McGallon* will be taking over for Dianna. Leslie will send slides etc to Jan for distribution to the group.

The IOWA Respite Care Coalition has a huge training component on line.

Next meeting

Monday, July 14, 11 a.m. – 12 p.m. There will be an update on the limited-English speaking issue discussed a few meetings back.