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## Older Adult Services Advisory Committee

# Workforce and Caregiver Work Group

Date: October 6, 2008, 11 a.m. – 12 p.m. conference call  
Attending: Susan Real (Co-Chair), Melanie Chavin, Elizabeth Essex, Becca Finer (for Martha Holstein), Sharon Hamilton, Naoko Muramatsu, and Sarah Stein.  
**IDO Staff in attendance:** Janice Cichowlas, Nicole Seyller (student intern), and James Miner (student intern).

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Meeting called to order by Susan Real at 11:00 a.m.

### **Review of goals and objectives from FY 2008:**

#### **Workforce Priority Objectives for 2009**

*Objective 1:* Determine the highest wages offered during the prior fiscal year.

Jeremy Schroeder was to do some research on this. Susan Real will call Jeremy for his findings.

Sarah Stein received a report about improving home health research. Sarah will resend an email to circulate about a lattice program.

*Objective 2:* Continue to support legislation and budget increases targeted at increasing health insurance for all long-term care and community-based workers.

*Objective 3:* Research career ladder/lattice programs as well as identifying new opportunities for developing programs for frontline workers; Support introduction of a pilot career program based on a review of the research.

**ACTION STEP:** Jan will check with Robin Morgan, prior staff to the workgroup, as to whether David Lindeman had completed research in the past for the committee regarding career ladder/lattice programs.

*Objective 4:* Recommend the development of a Training Certificate/Accreditation Program for all long-term care and community-based workers.

**ACTION STEP:** Naoko will update the workgroup in January on focus group research related to health and safety issues of homemakers.

*Objective 5:* Monitor the progress of private duty nursing licensing under the *Home Health, Home Services, Home Nursing Licensing Act*.

Objective 6 is a new objective. Although IDPH has this responsibility, there is a backlog. The Workgroup would monitor and offer oversight.

*Objective 6:* Continue to develop a compendium of information regarding training programs for Illinois home care workers.

It was suggested that the Workforce Workgroup continue to consider caregiver/workforce issues brought up by other workgroups.

At the full and executive level, a Benchmark was considered for Caregivers but was not included at this time. The initial benchmarks are more elementary to the nursing home client at this time. Having a caregiver, however, would affect the Determination of Need (DON) score. In East Central Illinois, for example, it is targeted to frail elderly, although they look at the DON score for Respite and do not consider the influence of unmet need for care if the caregiver were not there.

MOTION: The committee recommended that these above priorities be recommended to the OASAC committee, pending the input from Jeremy on Priority 1, and with some edits to be submitted by Martha Holstein. There was a unanimous voice agreement.

### **Family Caregiver Priority Objectives for 2009**

*Objective 1:* Support an increase in the general revenue funds for services that would benefit family caregivers with specific emphasis on respite care, in the FY 2009-FY 2010 IDoA budget.

*Objective 2:* Analyze results from the December Working Caregiver event (“Supporting Caregiver Employees While Increasing Profitability”) and make policy recommendations. Implement a similar event in downstate Illinois.

*Objective 3:* Compile and review results of current Caregiver Training Programs in Illinois and other states. Replicate evidence-based caregiver programs in underserved areas of Illinois.

MOTION: The committee recommended the above three objectives by a unanimous voice agreement.

### **December 2008 Working Caregiver Event Progress Report:**

*Reported by Susan Real and Sara Stein*

Letters of invitation will be sent to about 250 employers next week. Melissa Isaacson from the Chicago Tribune is the keynote speaker. There will be a panel discussion and break out focus groups in the afternoon. The U.S. Department of Labor Women’s Bureau is going to sponsor us at \$1000. AARP will sponsor us at the level of about \$2000-3000. The conference will be on December 10, 2008, at the Marriott in Chicago. The registration fee will be \$45 which includes lunch and materials. The registration is for employers. Workgroup members will not be charged and can drop in as appropriate. We have capacity for only 50 people. We are waiting to hear about the speaker fee from Melissa Isaacson.

### **Next Meeting**

The next meeting will be November 12, 2008.