



## Older Adult Services Advisory Committee

# Workforce and Caregiver Work Group Meeting Minutes

Date: April 13, 2009

Attending: Susan Real (Co-Chair), Kim Cox, Frank Daigh, Sharon Hamilton, Naoko Muramatsu, Greg Heck, Joe Zaroni, Evelyn Neighbors, Sarah Stein, Ann Posner, Peter Creticos, Darby Anderson, Melanie Chavin. **Staff:** Jan Cichowlas, James Miner (Intern).

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

### **Review of ideas from the planning call in March:**

The take-away message from the meeting was a new expectation or additional focus for the OASAC committee for the 2009 calendar year. A renewed focus on OASAC in light of recent legislation, a renewed attention to focused spending, and more specific recommendations for improving the mission of OASAC. The Workforce and Caregiver Workgroup (WFCG) needs to do more to meet objectives.

There are six objectives listed in the 2009 OASAC report for WFCG. In August, new recommendations will be due. Objectives have been merged into groups of two.

*Objectives 1 and 2 merged:* Wages and benefits for long-term care (LTC) employees. Improve institutional services and community-based long-term care. Research has begun to help the LTC setting workers.

**ACTION STEP:** Finalize the identity of these contacts and connect with them to start this work. Find out how minimum wage sensitive they are and how much beyond the minimum wage we need to meet a living wage for these people. This ties in with how high reimbursement needs to be in order to meet these living wage requirements. The same is true for paying health insurance and how much the reimbursements need to be.

*Objectives 3 and 5 merged:* MS-based career lattice program and private duty licensure objective. This last one is relatively easy and can be done by the Department of Public Health. Without the license, community home protection cannot be insured.

**ACTION STEP:** Employ the research groups from universities in this work.

Naoko expressed interest in Objective 5 (private duty licensure issues).

*(Continued on next page.)*

*Objectives 4 and 6 merged:* Training of LTC workers and establishing a certification or accreditation for LTC workforce. This work will be coordinated with the Department on Aging (IDoA) to establish a set of standards or benchmarks used in the training and post training testing for core competency.

ACTION STEP: Develop a template for the certified training programs. Commitment is needed from committee members for developing these measurables.

ACTION STEP: Distribute due dates out to the group for people to sign up and commit to these objectives. Assign group leaders to give leadership in each of the 3 areas. Ideally individuals in leadership roles would have expertise in the areas (or at least interest). One week, the 29th is the deadline.

ACTION STEP: Jan will try to have a document from Tom Prohaska sent over to the committee.

ACTION STEP: Darby will send out career lattice work from past efforts.

### **Naoko Muramatsu's presentation:**

Naoko and her research team at the University of Illinois at Chicago conducted focus groups with home care aides to understand health promotion and falls prevention needs among home care aides. She highlighted some results relevant to the WFCG, including issues related to stress among home care aides, the importance of falls prevention for home care aides and their clients, and the critical roles that home care aides play in their clients' health promotion and falls prevention. Based on this research, she made the following recommendations:

1. Involve Home Care Aides in health promotion and falls.
2. Offer proper training. Lack of training is too common and causes stress in the aide. Supervisors need training as well.
3. Provide sufficient info on clients and their home environments to the aides.

At the conclusion of the presentation, Kim Cox added comments regarding the new administrative rules that will be affecting training requirements.

Frank Daigh requested a copy of the rules and regulations.

Jan directed the group to the IDoA Web site to view the rules and regulations.

Review of February Minutes:  
Minutes approved.