

Direct Care Worker Educational Training Development

Older Adult Services Advisory Committee (OASAC)

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Rush Center for Excellence in Aging

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CURRICULUM RUSH and Consulting Subject Matter Experts Rush Team Lead: Laurin Mack		
KNOWLEDGE	SKILLS	SYSTEM COMMUNICATION LeadingAge
<ul style="list-style-type: none"> Online modules <ul style="list-style-type: none"> Evergreen content IL policy 	<ul style="list-style-type: none"> Videos (Brella) Training manuals for supervisors Train the trainers Active Listening (HMPRG) 	<ul style="list-style-type: none"> Develop communication feedback loops Train DCW and supervisors

CAREER DEVELOPMENT RUSH Team Lead: Bonnie Ewald	
MENTORING Center for Innovative and Lifelong Learning (CILL) at RUSH	CAREER PATHWAY LeadingAge and Center for Health & Social Care Integration at RUSH
<ul style="list-style-type: none"> Training for supervisors on mentoring DCW Create DCW Mentor role Train DCW on mentoring 	<ul style="list-style-type: none"> Develop specialty training microcredential Work with employers to develop career lattice framework Pilot test microcredential with DCWs

EVALUATION Association of Maternal and Child Health Programs (AMCHP) + RUSH RUSH Team Lead: Susan Buehler	
PROCESS	OUTCOMES
<ul style="list-style-type: none"> Employ implementation science processes and tools to support improved and sustained outcomes for the overall project Integrate quality improvement methods/measures across DCW curriculum and career development activities to ensure alignment with desired project goals and outcomes Develop and implement evaluation plans for each project 	<ul style="list-style-type: none"> Evaluate changes in DCWs' knowledge, skills, and attitudes based on content of online modules Assess the overall effectiveness of the DCW mentoring program

Core Curriculum

- Knowledge-Based Content
 - Didactic and case-based
 - Evergreen
- Skills-Based
 - Video demonstrations
 - Training manuals for supervisors
 - Train the Trainer
- System Communication
 - Developing feedback loops





Career Pathways

- Career Development
 - Microcredential
 - Career lattice developed with agencies
 - Pathway to certifications or degrees
- Mentoring
 - Training for supervisors and DCWs on how to be mentors
 - Create DCW Mentor role

Evaluation

Process	Outcome
<ul style="list-style-type: none">Implementation processes and tools to measure sustained alignment with project goals across duration of projectContinuous quality improvementDevelop and implement evaluation plans for each workstream	<ul style="list-style-type: none">Identify big-picture desired outcomes at the beginning of projectEvaluate changes in DCW knowledge, skills, and attitudes based on module contentAssess the overall effectiveness of the DCW mentoring program

Questions?

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