



Center for Excellence in Aging

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 project• Continuous quality improvement• Develop and implement evaluation plans for each workstream	<ul style="list-style-type: none">• Identify big-picture desired outcomes at the beginning of project• Evaluate changes in DCW knowledge, skills, and attitudes based on module content• Assess the overall effectiveness of the DCW mentoring program

Questions?

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