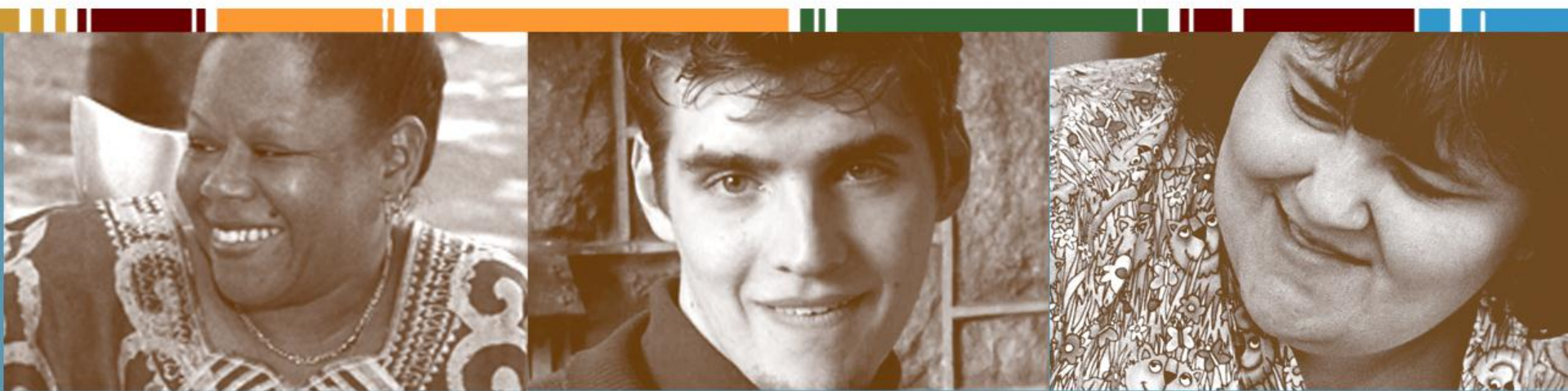




Equipping Workers & Empowering Consumers for Quality Home Care

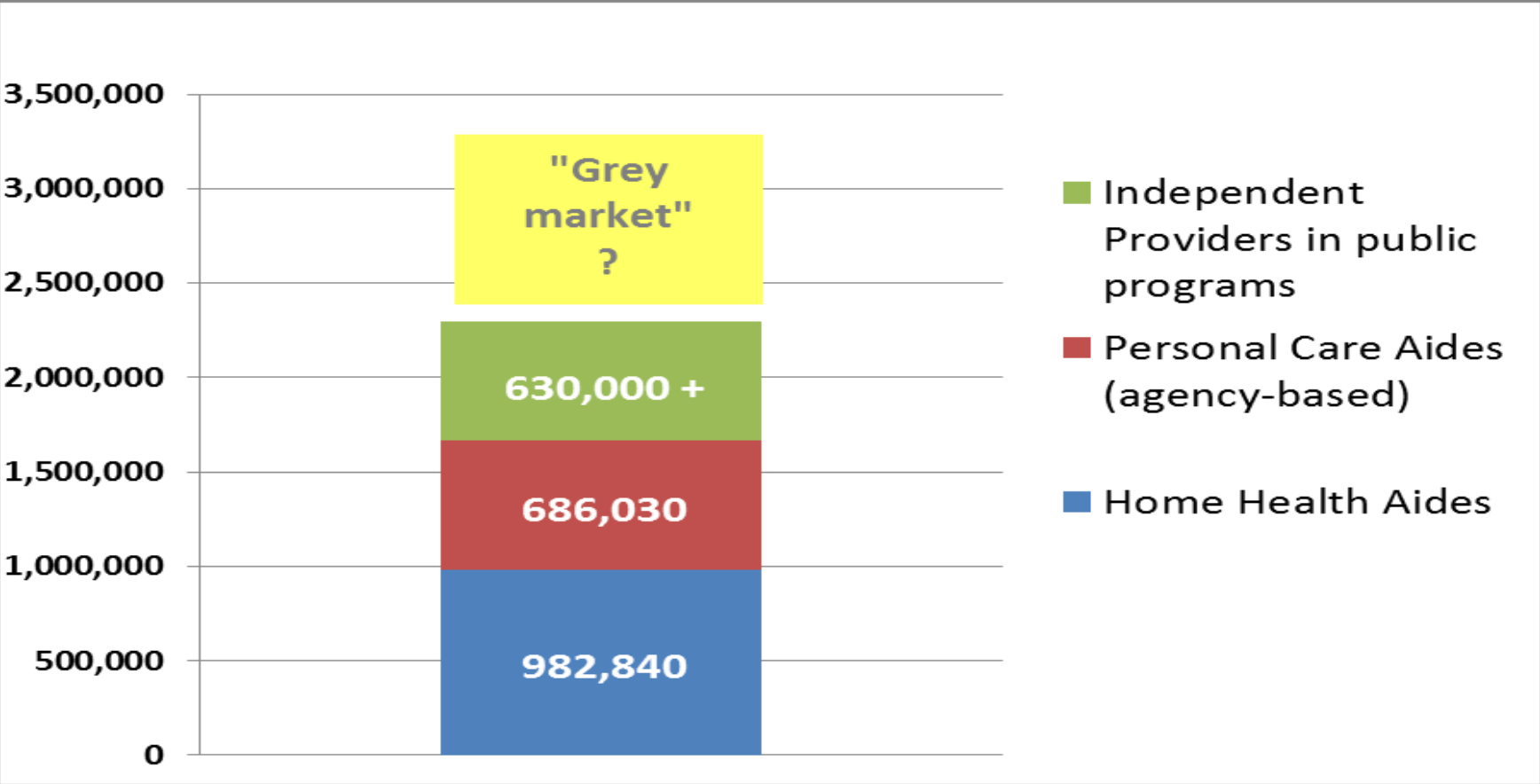
National Consumer Voice for Quality Long-Term Care
2011 Annual Conference
Grand Rapids, MI October 26, 2011



Quality Care THROUGH Quality Jobs



More than 2.5 million home care workers



Source: BLS/OES & PHI count of IPs in 18 states

Among the fastest growing jobs in the country, 2008-2018

	Occupation	Growth rate
1	Biomedical engineers	72.0%
2	Network systems & data communications analysts	53.4%
3	Home health aides	50.0%
4	Personal & home care aides	46.0%
5	Financial examiners	41.2%
6	Medical scientists, except epidemiologists	40.4%
7	Physicians assistants	39.0%
8	Skin care specialists	37.9%
9	Biochemists and biophysicists	37.4%
10	Athletic trainers	37.0%

Main “home care” employers

- Agencies— certified home health care, private duty, franchise chains
- Consumers and families
- Hospice
- Assisted living, group homes
- Adult Day Services

Performing tasks in four realms



- Self-care assistance—ADLs
- Everyday tasks—IADLs
- Social supports—having a life
- Health care tasks

Basic direct care worker facts

- ✓ among the country's **lowest paying jobs**
- ✓ inadequate **health care** coverage
- ✓ inconsistent **training** requirements **poorly aligned with wages**
- ✓ **unpredictable** hours, often **part time**
- ✓ heavy reliance on **public benefits**
- ✓ **high turnover**

Direct Care Worker Training context

Federal minimum DCW training standards

- CNA—75 hours; defined topics; testing for almost all; state creation and oversight of training programs, trainers, testing, and registry
- Home Health Aide—75 hours; defined topics; test for most (“challenging the test”); state oversight not required; no registry
- Hospice Aide—75 hours; defined topics; test for many; state oversight not required; no registry

No federal standards for DCWs, settings

- Private duty home care
- Medicaid waiver services, personal care services
- Medicaid funded home care, assisted living, community mental health, hospice, adult day
- Aging/disability funded home care, assisted living, adult day, hospice
- Self-determination, self-direction options
- State training requirements may be or maybe not in licensing laws (business or individual), “provider standards,” procurement standards

Arizona model

“Principles of Caregiving” model curriculum developed by public-private workgroup

Competencies then developed, as well as standardized test

New hires comply 1/1/11; everyone 7/1/12

http://www.azdirectcare.org/Home_Page.html

<http://www.azahcccs.gov/commercial/dcw/>

Louisiana approach

HB 642 adopted June, 2011

Standards to be set for training DCWs across all HCBS

Added to state's Direct Service Worker Registry

Part of licensing of HCBS agencies changes

Pennsylvania model

Gov. Rendell's Office of Health Reform

Set of core competencies for all DCWs

PHI developed 77 hour curriculum for personal care services; trainers trained; PCAs trained

HHA/CNA additions to come

<http://phinational.org/training/resources/pcsc/>

PHCAST Demonstration~cont'd

Personal and Home Care Aide State Training
Demonstration (PHCAST) ~ ACA

“Gold standard” for training PCAs

Research ~ control groups

Six states ~ CA, IA, ME, MA, MI, and NC

PHI's PCS curriculum being adapted in CA,
MA, MI, and NC states

Self-direction resources

Your are an employer, supervisor and trainer

Resources on “Successfully Employing Your Own Personal Assistants”

<http://phinational.org/training/resources/sepya/>

Morning workshop ~ “Living the Life You Want”

For more information, contact:

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Visit PHI PolicyWorks at: www.phinational.org/policy

The image shows a screenshot of the PHI State Data Center website. On the left, a dark red banner contains the text "new!" in white, followed by "PHI State Data Center" in large white font, and "enter" with a white right-pointing arrow icon. The main content area features a map of the United States with North Carolina highlighted in red. A white menu box is overlaid on the map, listing the following categories: "NORTH CAROLINA", "WORKFORCE SIZE", "EMPLOYMENT PROJECTIONS", "WAGES" (with a hand cursor icon over it), "HEALTH COVERAGE", "PUBLIC ASSISTANCE", "NOTABLE INITIATIVES", and "RESOURCES".

