



Ohio's Health and Human Service Lattice

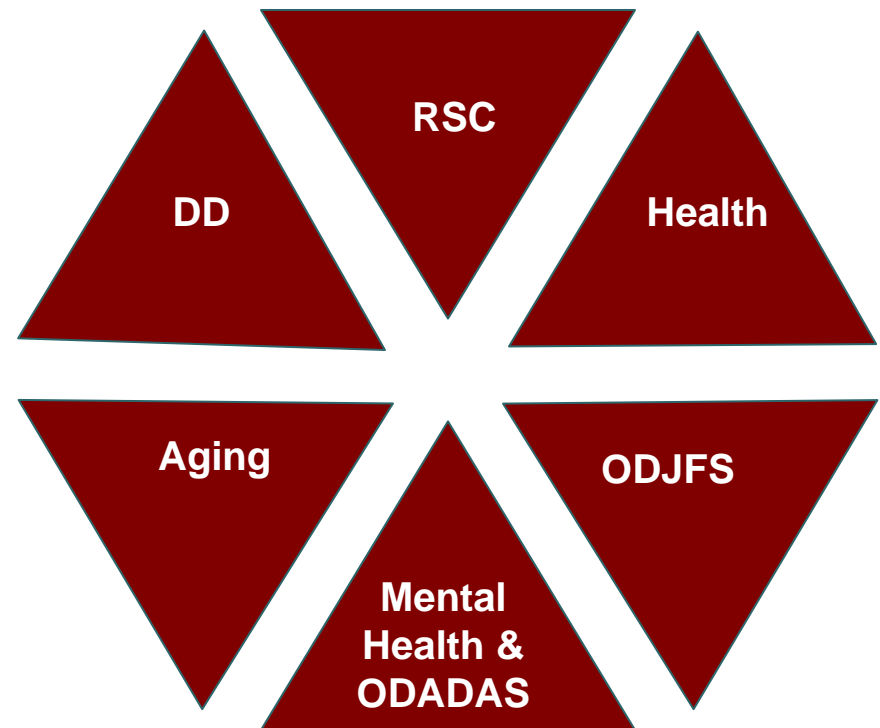
Direct Service Workforce

Primary providers of paid hands-on assistance to consumers of all ages with a chronic or recurring need for long-term services and supports.



Direct Service Fragmentation

- Each sector has its own funding, policy, service and advocacy systems
- Employers, occupational titles and training requirements vary both within and across sectors



Ohio's Direct Service Workforce Related Initiatives

- ULTCB Workgroup
- MFP Workforce Group
- DODD Futures Committee
- EMMA Provider and Services Standards Workgroup
- Transformation State Incentive Grant (TSIG)
- USO- Ohio Skills Bank
- OBR Career Tech-Credit Transfer Advisory Committee
- Others...



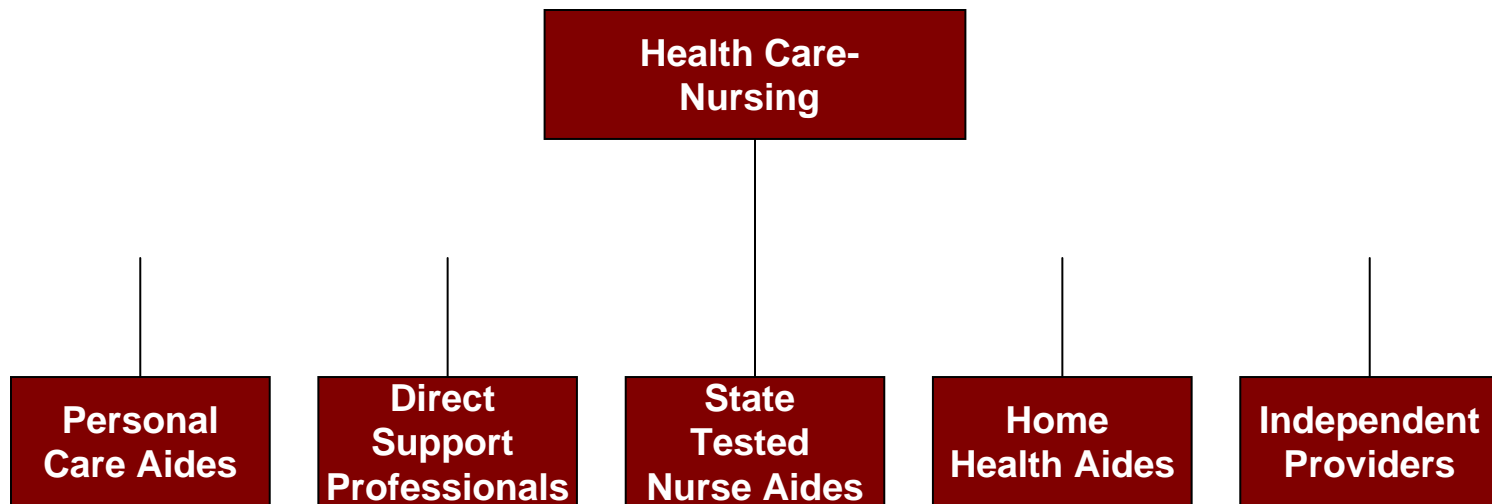
Goal

Working together, as a unified state government, to lead the implementation of a comprehensive and portable education and training system for direct-service workers across all settings.

What is a lattice?



Ohio's Current System

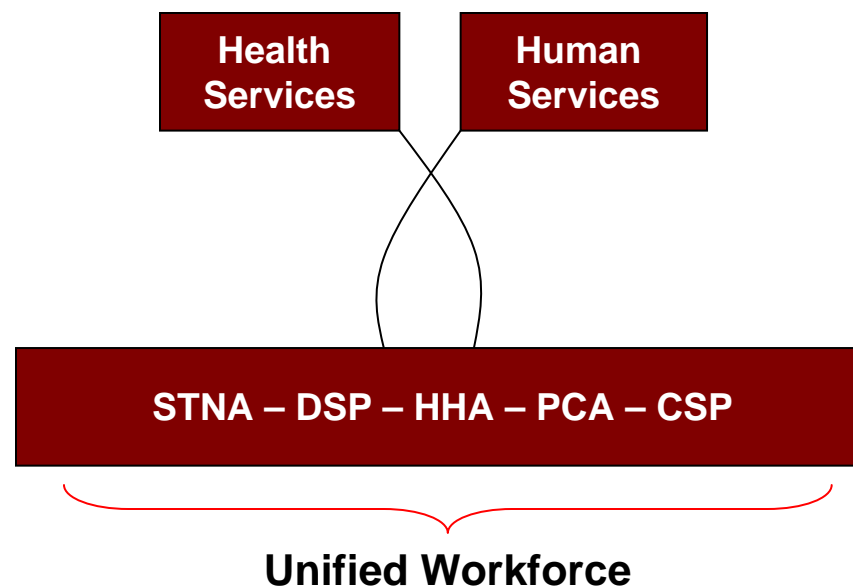


- STNA and HCB training do not include more advanced preparation
- “One-Way Street” connected to the only state-wide certificated sector
- Home and community based workers “start from scratch” if they want the STNA credential to work in a nursing home

Q) How do we know what they know?

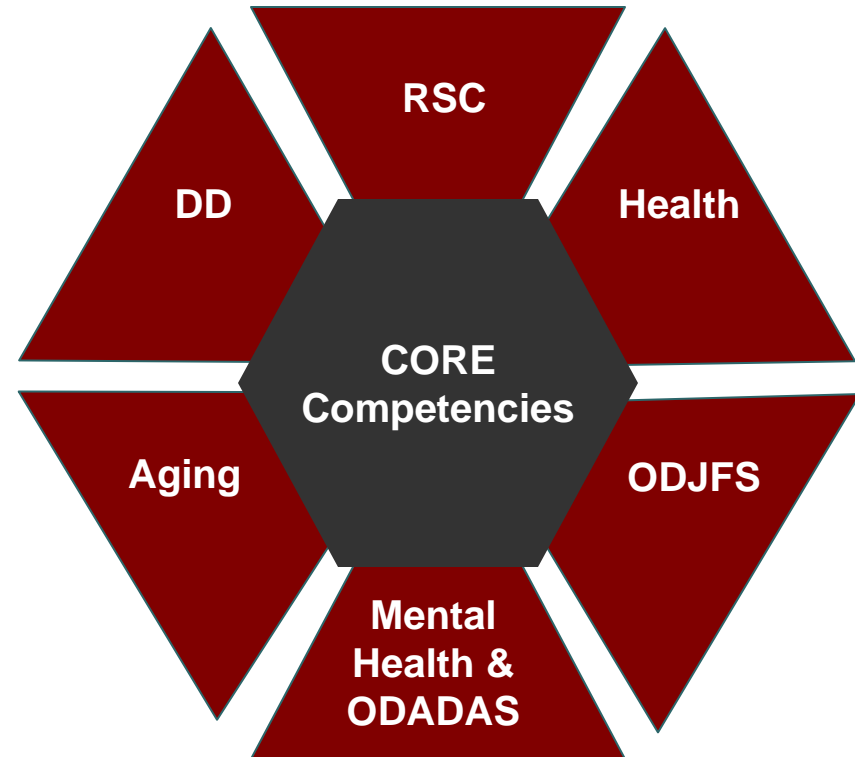
Health and Human Service Lattice

- Expanding and increasing skill and flexibility of the workforce
- Connecting all direct service workers to career pathway opportunities



Uniting the Workforce

- Core Competencies- required without regard to setting or sector
- Provides a unifying thread through system silos
- Differences are acknowledged through “specialization”

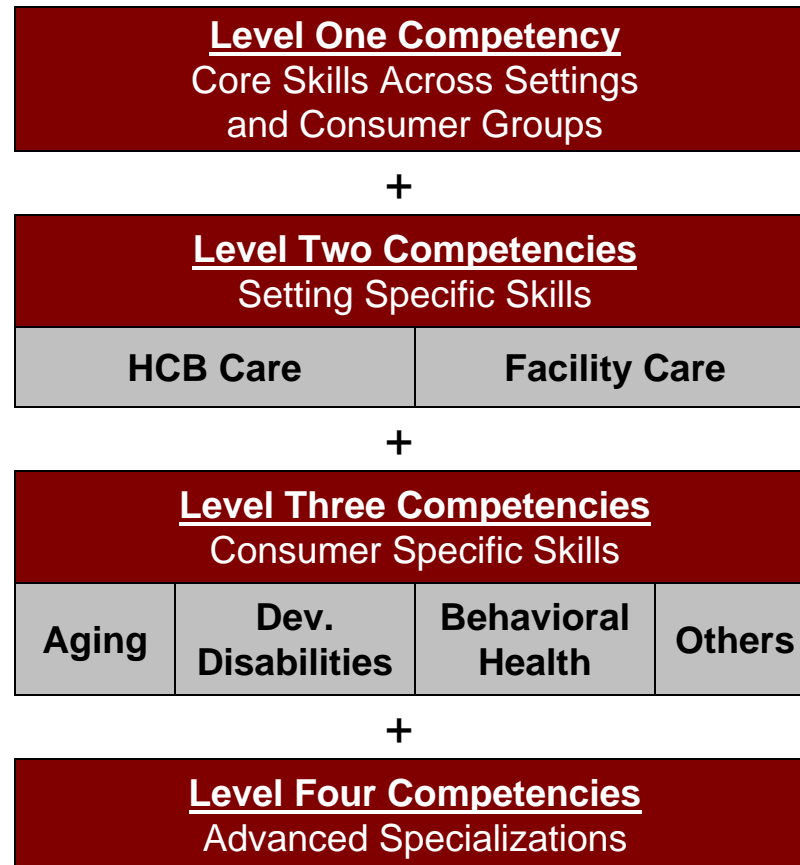


Stackable “Core + Specialization” Certificates

- **Don't Start Over --**
Build on existing training programs and acknowledge training that is already occurring



Modular Competency and Assessment System



Lattice Impacts

Consumers

- Increase quality of care and life in all settings
- Increase consumer choice

Informal Caregivers

- Provide a resource for respite/relief services
- Provide training that links to career pathways

Lattice Impacts

Employer/Agency

- Expand and increase flexibility of workforce
- Decrease operational expenses
- Potential link to Workforce Investment Act training funds

Formal Caregivers

- Increase responsibility and recognition
- Connect to career pathway programs in university system

Lattice Impacts

Long-Term Care Policy Makers/Stakeholders

- Balance the system
- Plan/forecast system needs
- Ensure efficiency and quality in our long-term care system

Lattice Impacts

Health & Human Service Policy Makers/Stakeholders

- Expose pre-professional students to individuals with physical, cognitive and psychiatric disabilities of all ages
- Increase diversity and cultural competency among health and human service professionals
- Disseminate and coordinate evidence based prevention practices in all settings

Status

- ✓ ODA
- ✓ ODJFS- OHP
- ✓ ODJFS- WD
- ✓ DODD
- ✓ ODMH
- ✓ ODADAS
- ✓ USO- Ohio Skills Bank
- ✓ ODE
- ✓ EMMA
- ✓ Interagency Health Care Workforce Council

