

# MINUTES

## ULTCS Workforce Subcommittee

Tuesday, April 27<sup>th</sup>, 2010

1:30 p.m. – 3:30 p.m.

Ohio Department of Aging

50 W. Broad Street/9th Floor

Columbus, OH 43215-3363

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### I. Introductions- Member perspectives and interests related to direct service workforce issues

- **Subcommittee Members Bring Multiple Perspectives**
  - Each subcommittee member brings an area of expertise
  - We should avoid duplication- many of us will be connecting projects we are already working on and may be able to use subcommittee resources to their benefit (i.e. University Consortium).
  - Member priorities will vary based upon area of expertise:
    - Quality of Life
    - Quality of Care and Prevention
    - Low skill/Low wage and Issues
    - Others

### II. Addition to Agenda: Ohio's Current Direct Service Related Initiatives

- **Research Resources**
  - University Consortium
    - Sub-grant is broken down into deliverables that mirror subcommittee charter
    - University Consortium will provide needed assistance with workforce subcommittee activities
    - *Recommendation to review University Consortium sub-grant and make modifications if needed.*
    - *Recommendation: The subcommittee should consider the feasibility of adding a consumer 'quality of life' survey.*
      - Consumers should be the judge of our effectiveness
      - Measurement of outcomes- Did strategy meet the goal?
      - Include-
        - Initial expectations of consumers
        - Actual services available
        - What they actually get
        - May get more/less of what they really need
    - SCRIPPS- *No recommendations for SCRIPPS research assistance.*

### III. Review Charter

- *Recommendation to add the work "implementation"-* To clarify that the workforce subcommittee is looking at ways to implement already existing recommendations from ULTCB Report, Money Follows the Person, Futures, and others.

- *Recommendation to discuss our deliverables*- Do we envision one product or multiple as end result?
- *Recommendation to stagger deliverables* (i.e. 6mo. benchmark, 1 yr. benchmark, etc.)
- Data Considerations
  - Do we need to choose geography determine what level- need to define standard geography
  - Geographical alignment of data related to direct service workforce
- Additional considerations:
  - Are we only looking at paid (formal) caregivers or including other (non-formal) caregivers (volunteers, churches, etc.)
  - Healthcare Reform- How does it impact our group? May need an adhoc committee to track reform issues.
  - Ethnic groups being considered? Recommendation to invite Commission on Minority Affairs.

#### **IV: Other Comments**

- **Overall Ohio Workforce Concerns**
  - Match training to actual needs
  - Number of workers commuting is going up
  - There is an interest among RNs to become Nurse Practitioners
  - Ladders may need to be updated to acknowledge specialization among nursing occupations
- **Other Considerations:**
  - The longer an individual goes without services, the more acute their needs become
  - Chronic Disease Prevention- Related to community support worker previously introduced legislation
  - Specialization areas- Ladders come into play as to how to meet needs ASAP

#### **KEY DECISIONS**

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- Need a full day meeting in 2-3 weeks to discuss:
  - University consortium
  - Health and Human Service Lattice work
  - Adhoc committee tasks
  - Potential budget recommendations

#### **ACTION ITEMS**

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- Timeline- Meet more or less?
- Break out into adhoc committees
- Look at charter to see if it is broad enough. Need changes?
- Who's missing- Take a look at roster.