

ULTCS WORKFORCE SUBCOMMITTEE: INITIAL RECOMMENDATIONS

Recommendation 1: Direct Service Workforce Consortium

Establish and support a consortium of public and private organizations and stakeholders charged with leading Ohio's strategic plan for the direct service workforce.

The mission of the consortium will be to "Promote access to a quality direct service workforce."

Sub-recommendations:

- Entity should ensure ongoing research and strategic planning for long-term care services and supports
- Consortium should report to the Governor's Workforce Policy Advisory Board and be represented on any state health care workforce work groups
- The consortium should provide a coordinated strategic plan and focused leadership to address current and future workforce demands
- Plan should:
 - Identify the assets among providers of direct, long-term care services and supports
 - Align available resources
 - Identify direct service workforce needs and/or gaps
 - Key workforce and training efforts associated with critical service needs, be developed through "bottom up" dialogue and be data driven. ^(5, SN#1)

Immediate Actions

- Develop a charter for the consortium that will define the leadership, rules membership and structure
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Short-Term Actions

- Seek the support of Ohio's foundations concerned with long-term care, poverty and recruitment into health care pathways. ^(3, WW4)
- Establish a state direct service workforce research agenda (University Consortium)

Long-Term Actions

- Create a plan for conducting ongoing research and evaluation of the direct service workforce
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- (1) Ohio Health Care Workforce Advisory Council, 2004
- (2) Jobs Cabinet Healthcare Workforce Shortage Committee, 2006
- (3) Money Follows the Person Demonstration Grant
- (4) Unified Long-Term Care System Report
- (5) Futures Report
- (6) ODMH, Strategic Plan
- (7) ODADAS Strategic Plan Update

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Recommendation 3:

Develop stackable long-term care certificates within Ohio's Health and Human Service Lattice

The ULTCS Work Group should create and execute the development of a statewide strategy to develop the long-term service and support component of Ohio's Health and Human Service Career Lattice for home care workers through a subgrant of the Money Follows the Person Demonstration Grant (CFDA 93.791).

Ohio's Health and Human Service Lattice is a tool to help direct service workers become aware of the opportunities that exist within Ohio's health and human service shortage areas. ^{(6, Goal #II A)(7, W#1)(5, SN#7)}

Sub-recommendations

- May want to be more specific about the link to CT 2 , stackable certificates and Skills Bank
- Stackable certificates should include a competency-based curriculum for all providers/staff having direct contact with individuals receiving services. ^{(5, QS#15)(5, QS#7)}
- Stackable certificates should include medical and non-medical modules that promote cultural and other targeted competencies, specialized training based upon system needs, quality care and life; and professional growth within and beyond direct service. ^{(4, #3)(5, SN#1)(5, SN#2)(5, SN#5)}
- Stackable certificates should include training for informal and formal family caregivers- look at JFS family caregiver rules. ^{(5, QS#8)(4, #87)}
- The stackable certificates should be portable across work environments and service recipient populations as a foundation on which to build career pathways ^{(1)(4, #60.4)(3, W#1)}
- Provider credentialing requirements should be linked to system wide stackable certificates ^(4, #60.2)
- Provider reimbursement rates should be linked to system wide stackable certificates; providing increased reimbursement to providers with highly qualified direct service staff.
- The stackable certificates should provide credit within Ohio's University System ^{(1) (5, SN#1E)}
- ULTCS should develop a communication strategy to inform Ohio's foundations of the opportunity to link local high school students to health and human service career pathways through stackable certificates in long-term services and supports
- ULTCS should develop a communication strategy to inform Ohio's workforce development system of the opportunity to link adults to health and human service career pathways through stackable certificates in long-term services and supports ⁽²⁾
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Immediate Actions

- ULTCS Workforce Subcommittee should act as a guiding body to the MFP University Consortium of Experts in developing the initial two certificates in the long-term service and support component of the Health and Human Service Lattice.
- ULTCS should reach out to their networks to ensure all stakeholder groups are well represented during the University Consortium's roundtable process

Short-Term Actions

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Long-Term Actions

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