

# **Overview and Background**

Healthcare Workforce Recruitment and Retention Meeting

December 1, 2010

## **History**

- 2005 Legislation, HF 781 established the DCW Task Force to
  - Review the education and training requirements for direct care workers and make recommendations
- 2008 Legislation, HF 2539 directs IDPH to establish an Advisory Council to:
  - Advise the Director regarding regulation and certification of direct care workers, based on the work of the direct care workers task force



#### **Advisory Council Charge**

- House File 2526, 2010
  - July 1, 2014 deadline for creating a Board of DCPs
  - Develop an estimate of the size of the direct care workforce.
  - Identify the information management system needs required to facilitate credentialing and estimate the cost for development and maintenance.
  - Report on the results of a pilot.
  - Report on activities for outreach and education.
  - Recommend composition of the board of direct care workers and the elements of its work and credentials it will oversee.



#### **Definition of DCP**

- An individual who provides supportive services and care to people experiencing illnesses or disabilities
- Health, support, and long-term care workforce
- Not nurses, case managers, or social workers



#### Council Recommendations – Overview

- Core Training = Certification
  - Required for all DCPs except individuals providing services only to family or one individual.
  - Standard curriculum
- Advanced Training = Advanced Certification
  - Requirements to obtain Advanced Training and Certification based on existing provider/facility regulations.
  - Optional for all other workers in provider settings/facilities where training regulations do not exist.
- Specialty Training = Endorsements
- Board will issue credentials
- Current DCPs grandfathered



## **Core Training**

- Who Completes
  - Required for all direct care professionals
  - Except individuals providing services only to family or one individual
- Requirements
  - Minimum age for employment
  - Awareness of requirement for background checks for employment
- Credential Received
  - Certification; must be renewed every two years
- Continuing Education
  - 6 hours every two years
- Title
  - Certified Direct Care Worker



#### **Advanced Training Career Pathways**

- Available Advanced Training Modules:
  - Home and Community Living
  - Instrumental Activities of Daily Living
  - Personal Activities of Daily Living
  - Personal Support
  - Health Monitoring and Maintenance
- Advanced Training Credentials
  - Community Living Professional (CLP)
  - Personal Support Professional (PSP)
  - Health Support Professional (HSP)



#### **Advanced Training**

- Standard and Competency Based Modules
  - Standard Modules (one curriculum): Health Monitoring and Maintenance; Personal Activities of Daily Living
  - Competency Based Modules (multiple approved curriculum): Instrumental Activities of Daily Living; Personal Support; Home and Community Living
- Instructor Training and Requirements



# **Community Living**

- Who Completes
  - Optional education open to all Certified Direct Care Workers.
- Requirements
  - Successful completion of Core, Home And Community Living Module, Instrumental Activities of Daily Living Module, Personal Support Module, and active Certification status.
- Credential Received
  - Advanced Certification; must be renewed every two years
- Continuing Education
  - 20 hours every two years
- Title
  - Advanced Certified Community Living Professional (CLP)



## **Personal Support**

- Who Completes
  - Optional education open to all Certified Direct Care Workers.
- Requirements
  - Successful completion of Core, Personal Activities of Daily Living Module, Personal Support Module, and active Certification status.
- Credential Received
  - Advanced Certification; must be renewed every two years
- Continuing Education
  - 20 hours every two years
- Title
  - Advanced Certified Personal Support Professional (PSP)



# **Health Support**

- Who Completes
  - Optional education open to all Certified Direct Care Workers.
  - Certification is required for individuals performing health support functions in nursing facilities and home health/care agencies. (Regulated by DIA, IDPH, DHS)
- Requirements
  - Successful completion of Core, Personal Activities of Daily Living Module, Health Monitoring And Maintenance Module, and active Certification status.
- Credential Received
  - Advanced Certification; must be renewed every two years
- Continuing Education
  - 20 hours every two years.
- Title
  - Advanced Certified Health Support Professional (HSP)



## **Pilot Project**

- Pilot of training and credentialing recommendations of the Council
- Two regions rural and urban
- Train incumbent and new direct care professionals
- Variety of settings, including homes, intermediate care facilities, residential care facilities, supported employment, assisted living programs, adult day programs



## **Key Activities**

- Curriculum Development (competencies/modules associated with Community Living and Personal Support credentials)
- Identification and Support of Pilot Regions
  - RFI and RFP
  - Local Leadership Teams
  - Free Training
  - DCP activities/support
  - Participate in planning and evaluation



## **Key Activities (cont.)**

- Training of DCPs
  - 'Packaged' modules for new credentials
  - Continuing education for incumbent DCPs
  - Specialty endorsement training offered
  - Target 800 DCPs trained over 3 years
  - Target 10 instructors in each region
- Retention and Mentoring Support of DCPs
  - Early Retention Intervention
  - Leadership training, mentor training



# **Key Activities (cont.)**

- Infrastructure Planning and Implementation
  - Develop credentialing system
  - Build information management system
- Pilot Credentialing
  - Issue interim credentials
  - Test grandfathering recommendations
- Evaluation
  - State and national evaluator
  - Comparison group



#### **Timeline**

- 3/11: Identify pilot sites
- 10/11: Begin training IADL, HCL, PS modules
- 4/12: Begin training PADL



#### For More Information or to Get Involved

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