

Meeting Notes
Thursday, September 8, 2011
10:00 a.m. – 3:00 p.m.



Johnston Public Library
6700 Merle Hay Road
Johnston, IA 50131

Council Members

Ann Aulwes
Greg DeMoss
Erin Drinnin
Marcia Driscoll
Meredith Field
Di Findley
Diane Frerichs
Terry Hornbuckle
Julie McMahon
Susan Odell
Ann Peters
Ann Riley
Lin Salasberry

Marilyn Stille
Anita Stineman
Pat Thieben
Mike Van Sickle
Amy Walden Madden
Anthony Wells

Guests

Anthony Carroll
John Hale
Bill Nutty

Staff

Jennifer Furler
Michelle Rich

Updates on Outreach/Information Sharing (All Council Members)

Frerichs shared an update about the Iowa CareGivers Association Conference. Wells and Frerichs presented on the Council's work. The reception was mostly positive, but one woman voiced concern about the CEUs and the ability to pay for them. Being a CNA is a passion of hers and she wanted to be able to continue her work. Furler explained that the woman came to her later stating she was interested in being an Ambassador. She decided she wanted to be involved after she had time to process the information from the presentation.

Frerichs noted that in a questionnaire given to conference participants asking them what they believed was the most important thing about the Council's work. The highest two things identified were access to education and being able to control their own credentials. Furler thanked Wells, Frerichs, and Connie Brennan for doing that presentation and being available to answer other DCPs' questions.

Stineman updated the Council on a presentation she gave at the Hartford Center on Geriatrics and Nursing. One of the fellows had a booth at the ICA conference and had many positive things to say about it. Stineman had 10 minutes and presented the pathways.

Stineman also wrote a piece for the ICA newsletter about the DCP Education Review Committee.

Stille gives recognition to CNAs each year at their regional training. Drinnin presented to them and there were a lot of good questions.

Wells twice has tried to set up an in-service to speak about the pathways. Wells invited several people from surrounding nursing homes but was not successful. Wells is now on the membership committee at the National Hospice and Palliative Care Organization. He was asked about his work on the Council by his new leaders. They are very interested in supporting the effort. They recognize that this is a larger

movement in the Midwest and they want to be in alignment with that. For most people in the area, the movement hasn't hit them yet. It's an older population of DCPs in that area, too. Wells also has helped Drinnin present.

Stille is putting together a new advisory committee that she wants to educate about the DCP pathways.

Furler explained that if anyone wants help presenting they can ask SPPG and IDPH.

Riley presented on the credentialing system at a recent Mental Health and Disabilities Commission meeting. One mental health redesign committee will be looking at workforce issues. They will be talking about workforce capacity. They are concerned about the level of expectations on local boards in areas like support services and others. Some of those workers are not licensed. That group is interested in how all the work aligns.

Riley also has been following Iowa Medicaid in the legislature. Web-based training was given additional funds to improve access to the College of Direct Support. They are going to make sure that the pilots have access to the training.

Field noted that the Centers for Disability and Development started the facilitation of an ongoing initiative on co-occurring disorders and their complex needs. A team called Zia Partners has been providing quarterly trainings and technical assistance to a variety of providers, largely in co-occurring disorders and substance abuse. CDD is facilitating because they are expanding to Brain Injury and Developmental Disability providers as well. Zia Partners is also working to build a regional network and will align with the mental health redesign work. CDD, in facilitation, is focusing on making the connections between all the different Initiatives.

Review of Charge for the Year and Key Activities (SPPG and IDPH)

Furler provided a reminder of HF 2526, the Advisory Council charge, passed in 2010. The Council was required to submit an interim report in 2010 and will submit a final report in 2012. Responsibilities outlined in HF 2526 are as follows:

- Estimate of size of workforce. Good job doing this last year. IME has included questions on HCBS self-assessment that was submitted last year. Drinnin noted that a provider was confused about the categories of workers. The categories are determined by DOL.
- Development of an information management system.
- Reporting on the results of the pilot.
- Outreach and education. Furler discussed the Ambassador program. It will include DCPs and employers beyond the pilots. Stipends will be given and Ambassadors will be expected to serve as "go-tos" for information in their areas. Thirty names were already collected from ICA conference.
- Governance.
 - Functions and composition of board.
 - Definitions of and categories of credentialing.
 - Deeming experience level of current workforce and equivalency (grandfathering).
 - Form of credential to be given.
 - Timeframe and cost.

The missing piece is the intent language for the board by 2014 as vetoed by the Governor. The veto doesn't change the work of the Council or DCWI, but it illustrates the need for messages to communicate the importance of this work.

McMahon provided comments on behalf of IDPH. She expressed excitement with the work that continues to move forward. The policy environment continues to be an ever-changing environment within state government.

McMahon noted that IDPH recognizes that many individuals have been part of the Council and the issue for many years. Currently, the future cannot be assured, but there is power in the Council to reduce the questions regarding the future.

Although a lot has been done to this point, there is still a lot of work to do. Much of this has to do with governance. The intent of the veto is not known. A concern is that there is not a lot of time for outreach. Outreach needs to be a focus. How do stakeholders in the work of the Council reach DCPs across the state? This has to be done between now and the legislative session to educate leadership. The outreach needs to be targeted to those most directly impacted by the system. The Council must reach out to both DCPs and employers.

McMahon expressed excitement over new numbers developed by IDPH regarding board costs. Right now the numbers don't appear significantly onerous. This needs to be shared with leadership. This initiative hasn't been targeted, but rather it's an issue across government.

Riley noted that a question at each redesign workgroup has been about the government's role in assuring quality. Leaders need to hear that government can't just set outcomes without the support to meet them.

Findley noted that pass-through to the nursing profession needs to be re-defined from "good" turnover.

Field explained that successful initiatives need to be presented in terms of outcomes – the good things that have come out of the work. Something needs to be on-hand to back up the asks. Right now there isn't a lot to show for the work because it's only the second year of a pilot.

McMahon explained that boards must be given appropriation to sustain it for a year. That is a legislative mandate.

Wells expressed concern about rural outreach – how do we reach those professionals?

Drinnin noted surprise in who has contacted her from some of these areas based on a single individual's outreach. These individuals, though, need to take the next step to educate legislators. Stille noted that she gets calls about the new system and is the person who these locals are waiting on for information.

Furler called on the Council members to speak up and voice support for their work. This is the Council's work and the partners around the table need to be known.

Thieben noted that she is starting a committee to look at secondary programs and making sure they align with a post-secondary nursing program. Thieben suggested that she would look at the Core for that curriculum. Stineman noted that that curriculum should probably look beyond the Core. The Core is only 5-6 hours.

ICA has been asked by individual employers for presentations. Furler said that if people ask, SPPG can help coordinate presenters.

Stineman noted that a webinar may be a good way to reach numerous employers. Furler said that SPPG and IDPH are considering re-recording the orientation webinar so people can watch it on their own time. Drinnin reiterated the need to reach out to individuals, alongside this general outreach.

Board language will be going forward this year. It needs to be introduced but a lot of support needs to be generated for it.

Handout – draft legislative language. Drinnin explained that a lot of the discussions of the Council are items that a board would push through the rules process. The first step in implementing the Council recommendations is to create a board in code, or law. A board needs the authority to make rules first. The Governance Committee will look at DCP definitions and exclusions today.

A question for the committee regarding exclusions: will there be any exceptions if someone is providing direct care (in the case of otherwise licensed professionals)?

Findley asked if it is being called a license. Drinnin explained that, legally, credentials are all treated the same. Findley noted that there is confusion about terms.

Drinnin explained that next steps are up to the Council. Drinnin will also develop a budget for the board that is intended to support the Council in its work and education. Drinnin noted that the Council has recommended submitting board language for passage in May 2012. Board appointments would then be completed by December 2012. Rule making could then begin in spring. The rules process usually takes a year and that brings new system implemented in 2014.

The timeline shows that passing legislation this year is critical to making the Council's benchmarks. DeMoss noted that there may be some issues, especially the reciprocity. That will not be easy. Every state has their own rules. Drinnin noted that at the last Council meeting the group suggested utilizing the grandfathering process also for determining reciprocity.

IDPH is meeting with the Attorney General next week to look over the language. The question is who will introduce the bill. If IDPH puts forward any legislation, the Department also has to submit a budget. Funding needs to be included in the Department's budget proposal to support the board. In this current environment, that funding will have to come from something currently funded. There will likely be no new funding. That strategy will be difficult, especially given the deadline for budgets.

The legislature could introduce this legislation, as well. In the current environment, this is probably the best strategy, primarily because of the budget requirement.

The Council broke for lunch.

Continuation of Board Components

Nutty asked about including CDAC and family caregivers in exemptions. Furler explained that the Council had made the recommendation that people who provide services to a single individual would be excluded. This would likely be included in the scope section under exceptions. Compensation for services is also a part of the DCP definition.

Furler noted that DCPs were asked for their support for the legislation at the ICA conference. Many signed on in support. Furler asked the Council to talk about what should be done regarding the legislation. Peters asked if there is a petition to use at presentations. A sign-on letter will be developed. Findley also suggested doing an online petition. Carroll reiterated that that is a good idea and suggested adding a box to indicate they would be willing to talk to a legislator.

Nutty asked if outreach was being done with DCPs in the pilot regions. In November a more intensive orientation will be conducted with DCPs and providers.

Furler asked Council members what should be done with the legislation if IDPH will not forward it. Findley asked that the Council members make a commitment to this legislation. Some have limitations on lobbying in their positions.

Peters offered to be an employer supporter. Riley explained that targeted champions need to be cultivated. Findley noted that some leadership needs to be educated, as well. They may not be very knowledgeable of the Council's work. Carroll explained that each individual can reach out to their own lawmaker. It's almost an advantage not being a familiar face.

Hale reiterated Carroll's suggestion. Individuals need to be contacting legislators. That's most effective.

Drinnin asked if the Council is willing to forward the legislation. Drinnin noted that there is not time to wait for IDPH. It's time to take advantage of the expanded networks developed by the Council already. Stineman suggested writing up a letter for people to sign on to and putting it in the e-update.

Furler asked that each Council member ask at least one person to support the legislation. Wells explained that DCPs need to be on board first. They should be the target. Stineman also stated that employers are just as important. Furler stated that in a lot of outreach, employers have been really positive. Thieben noted that her professional organization sends out legislative alerts. Doing something like that may increase the outreach.

The group agreed that a sign-on support letter be drafted. Furler stated that SPPG would that are distribute via email for review.

Drinnin noted that the Council's recommendations are major change. Even if the change is good, people are going to be reluctant to be supportive. Many people she's talked to have been positive. Some people are just waiting for it to happen. The Council needs to think about how it can reinforce its recommendations.

Board Budget

Handout – draft budget. Drinnin explained that she looked at current boards for initial figures.

- Projected revenues – Year One indicates the first year of the board. Year One is the grandfathering year and is based on estimates of a workforce of 55,000. An early grandfathering fee structure has been recommended. Year Two would see an increase in grandfathered workers. Year Three would be a regular, on-going budget. DeMoss noted that about 20 percent of CNAs currently come through reciprocity. Drinnin noted that those workers would be considered "new DCPs". Drinnin assumed that many of the workers grandfathered would be advanced credentials. Advanced credentials are going to be voluntary, so harder to predict.

Drinnin asked the Council to react to the 15,000 new DCPs number. CNAs may be a place to start on that number. Stineman stated that around 15,000 people test for CNA each year. Riley and Field suggested that turnover in college students may be around 15,000. Stineman noted that the CNA testing also covers people re-testing. Furler explained that it seems this number sounds minimally reasonable. It will be easier to adjust the revenue numbers.

DeMoss stated that about 25 percent of the CNA registry moves to inactive each year. Registry inactivity due to the long-term care work requirement is an issue. It has always been an intention

of the Council that eventually the Health Support Professional and CNA would be the same credential.

- Fee Structure – Drinnin explained that there would be one single fee for specialties, regardless of number. Wells stated that he paid a fee to the trainer of his current specialty. Would he have to pay the state for this, as well? The Governance committee will look into this issue.

The group provided feedback on the draft budget. Suggestions included a greater difference between DCP and instructor fees, greater difference between associate and advanced application fees, and generally to see if fees could be further reduced.

Findley asked if fees are the only source of revenue. Furler stated that a plan for a self-sustaining board must be developed. Wells asked that other states be researched for what they charge.

Drinnin noted that the Board of Nursing fee also includes covering the cost of criminal background checks. This was included in the board cost calculation rather than an additional fee to DCPs. It is factored into the fee structure.

Drinnin asked if there should be a criminal history check at the time of credentialing. Peters asked about making it optional for the DCP to pay for it at credentialing or an employer submitting the check. Aulwes stated that there needs to be consistency in checks. Members agreed that the individuals must complete a background check.

Drinnin reminded the Council that the primary purpose of a Board is the protection of the public. Findley noted that before CNA training organizations did checks before starting the education, people went through all the training only to find out they cannot work in the field due to a criminal background. It may be that employers end up seeing fewer applicants with criminal backgrounds. Stineman noted that sharing of that information needs to be considered.

Stineman asked that the new DCPs fee be lowered. Drinnin agreed that that would be lowered. Riley asked if part-time DCPs working only 10 hours pay the same fee as those that intend to work 40 hours.

Stineman asked for clarification on the trainer fees. Aulwes noted that in some areas of the state it is difficult to find trainers. Furler noted that the qualifications are most likely the barrier, as opposed to the fees.

- Costs – Drinnin will bring this back to the Council. Hornbuckle suggested comparing these draft numbers to the Board of Nursing. Aulwes cautioned that the Board of Nursing gets a significant number of complaints. Many more than the other boards. Drinnin clarified that the investigators budgeted would be investigating individuals, not facilities. Additional positions were included for outreach and educating DCPs on the system.

Aulwes noted that the Board of Nursing has to rent space for its staff. That is a question for the budget – where the staff of the board will be housed.

Pilot Update

Drinnin provided an overview of the Healthy Iowans initiative. The Council forwarded recommendations to the planning group. Topic areas and critical needs have been identified. A plan will be built around those. The next step is identifying measurable objectives that are achievable in five years. Drinnin asked for volunteers for this committee. Hornbuckle, Wells, and Field volunteered.

Stineman updated the group on curriculum. The work group is made up of individuals with expertise in the content areas. The group is reviewing curriculum as well as identifying supplemental resources. By the end of the pilot, there should be a completed, comprehensive curriculum available.

Drinnin provided an overview of the IT application process.

Walden Madden noted that if there is a hit at all on the background check they still need DHS approval even if the offense occurred years before. Drinnin stated that the public would not see that they have that "hit" if they are approved.

The Council spent remaining time in workgroups.

Public Comment Period – no comments were made.

Upcoming Meetings: Second Thursday of the month. All meetings will be scheduled from 10am to 3pm, unless otherwise noted.

- Thursday, October 13, 2011
- Thursday, December 8, 2011
- Thursday, March 8, 2012
- Thursday, June 14, 2012