

Training Advisory Committee (TAC) for SB 19-238 Meeting

October 24, 2019

Facilitator: Government Performance Solutions, Inc.

Welcome

Roll call, objectives, and agenda

TAC Membership

Let's begin with an alphabetical roll call.

Committee Members		Department Support
Melissa Benjamin	Cynthia Hardiman	Ginny Brown
David Bolin	Jeanette Hensley	Colin Laughlin
Christina Brown	Kelley Horton	Elaine McManis
Lorin Chevalier	Alexa Lanpher	Pat Teegarden
Pat Cook	James Moore	
Stephanie Felix	Sarah Serrar	
Liz Gerdeman	Karen Spivey	
Jennifer Gilchriest	Stacy Warden	
Facilitation and Coordination		
Greg Bellomo	Kate Newberg	Laura Sigrist
Hayley Gleason	Erin Thatcher	

Meeting Overview

Objectives:

- Recap TAC's purpose, timeline, and communication
- Gather feedback on the current training requirements
- Develop the roadmap for future meetings

Agenda: see handout

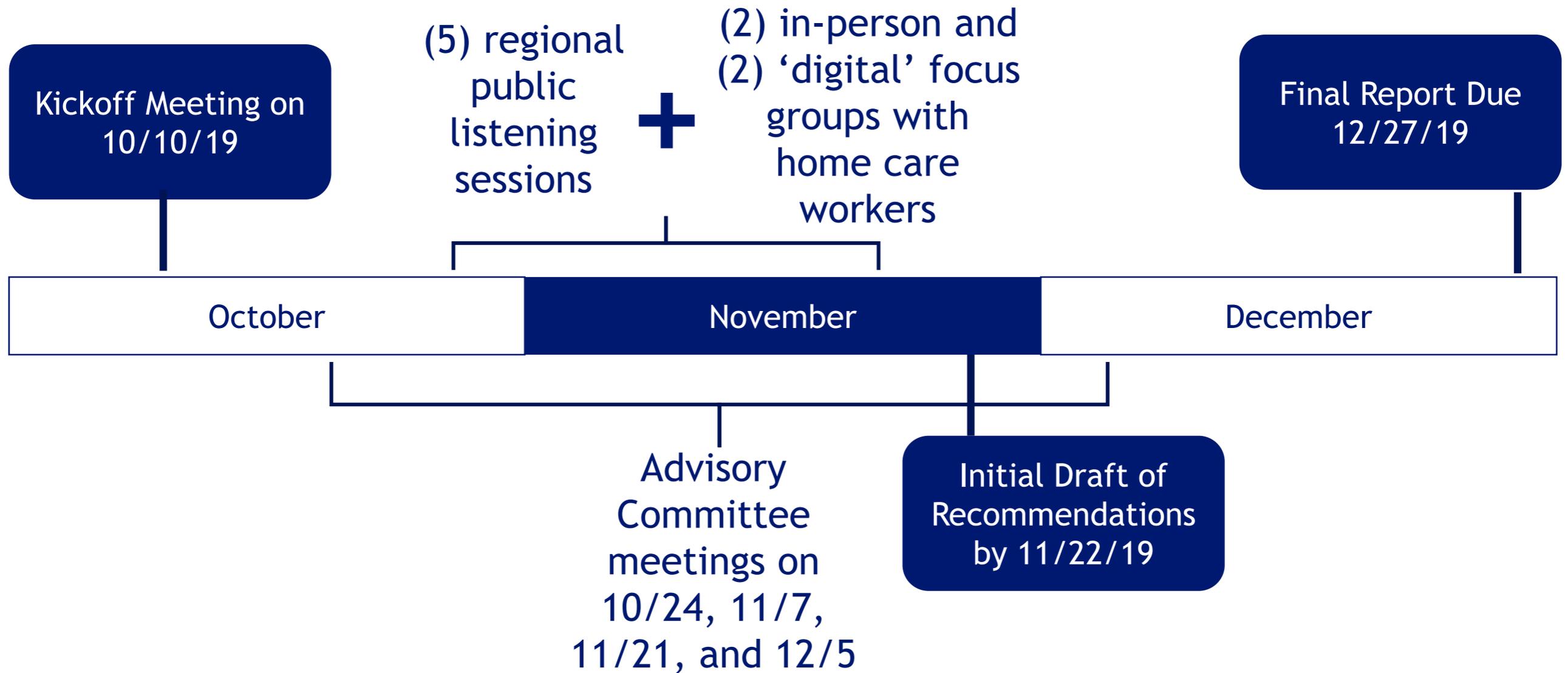
Recap Purpose, Timeline, and Communication

Charge of the TAC

Per the SB 19-238, the TAC shall:

- Review the current state of initial and ongoing training for home care agency employees
- Review the current enforcement practices for initial and ongoing training for home care agency employees
- “Advise the Departments concerning the manner in which non-administrative employees will be notified of the compensation increases and minimum wage.”
- Develop recommendations for state required initial and ongoing training, enforcement of training, and notification of compensation increases to be integrated into final report by January 2020

Timeline and Deliverables



Listening Sessions & Virtual Focus Groups

Who have you shared this information with?

TRAINING REQUIREMENTS FOR HOME CARE WORKERS PUBLIC LISTENING SESSIONS

Alamosa

Tuesday, October 29th
3:30 p.m. to 5:00 p.m.
208 Edgemont Blvd.
Adams State, McDaniels Hall
#MCD 101
Alamosa, CO 81101

Colorado Springs

Wednesday, October 30th
9:00 a.m. to 10:30 a.m.
Pikes Peak Area Agency on Aging
14 S. Chestnut Street
Colorado Springs, CO 80905

Fort Collins

Friday, November 1st
11:00 a.m. to 12:30 p.m.
FRCC Harmony Library
4616 S. Shields Street
Fort Collins, CO 80526

Montrose

Tuesday, November 12th
2:00 p.m. to 3:30 p.m.
Montrose Regional Library
320 S. 2nd Street
Montrose, CO 81401

Frisco

Wednesday, November 13th
12:00 p.m. to 1:30 p.m.
Summit County Senior Center
PO BOX 1845
83 Nancy's Place, CR 1014
Frisco, CO 80443



Do you receive help in your home with personal care and homemaking services? Are you a caregiver or home care agency that provides personal care or homemaker services? If so, please join us to share your perspective on training.

CAREGIVERS - HOME CARE AGENCIES
COMMUNITY MEMBERS - ADVOCATES



CALLING ALL CAREGIVERS

In-Person Meetings

Colorado Springs

Tuesday, October 29th
10:00 a.m. to 11:00 a.m.
Pikes Peak Area Agency on Aging
14 S. Chestnut Street
Colorado Springs, CO 80905

Fort Collins

Friday, November 1st
1:30 p.m. to 2:30 p.m.
FRCC Harmony Library
4616 S. Shields Street
Fort Collins, CO 80526

Phone Meetings

Monday, November 4th or
Monday, November 18th
6:30 p.m. to 7:30 p.m.
Dial-in: 712-451-0695
Access code: 304099#

Employment Survey

Online through November 2019



Are you a caregiver who provides personal care or homemaker services? Join us to share your perspective on job-related training.



Discussion: Current Training Requirements

Current Requirements

HCPF: HCBS Waiver Provider Agencies

- General Certification Standards (8.487.10)
- Certification Standards for Personal Care Services (8.489.40)
- Homemaker Provider Agency Responsibilities (8.490.4)
- IHSS Agency Responsibilities (8.552.6)

Pediatric Personal Care Services
Benefit Coverage Standard (10 CCR
2505-10, SECTION 8.500-8.599,
APPENDIX A)

CDPHE: Health Facilities and Emergency Medical Services Division (6 CCR 1011-1 Chapter 7)

- Personal Care Worker Training
- Assisted Living Staff Training (6 CCR 1011-1 Chapter 7)
- Intellectual and Developmental Disabilities Personnel and Staffing (6 CCR 1011-1 Chapter 8)

Structured Group Discussion

Initial Training

	Delivery	Content	Process	Testing
Topics for Discussion:	-Method (online, in-person, etc.)	-Topics -Curriculum -Hours	-Timeline (pre-contact with client, w/in first 6 months, etc.) -Trainer qualifications -Record keeping	-Type (written vs. observed) -Frequency -Pass/fail requirements

Structured Group Discussion

(topics for later dates)

Ongoing Training

	Delivery	Content	Process	Testing
Topics for Discussion:	-Method (online, in-person, etc.)	-Topics -Curriculum -Hours	-Timeline (pre-contact with client, w/in first 6 months, etc.) -Trainer qualifications -Record keeping	-Type (written vs. observed) -Frequency -Pass/fail requirements

Structured Group Discussion

(topics for later dates)

Enforcement

	Method	Discipline
Topics for Discussion:	<ul style="list-style-type: none"> -Method (in-person, online monitoring system, etc.) +Oral/interview, record review, review of a sample of workers or all, etc. -Frequency of enforcement 	<ul style="list-style-type: none"> -Fines, re-training, requirement of a consultant, closure +Type of discipline for what rules were broken

What We Heard From Older Adult Stakeholders



Listening Session – Older Adult Stakeholder Meeting October 17, 2019

Communication to workers:

- About the wage pass-thru-
 - Send with paychecks
 - Post in agency offices
- About the engagement opportunities-
 - Communication methods should be through the SEP/CCB

Training Requirements:

- Suggest starting with defining the roles of home care workers. Believe they do much more than just providing physical support to individuals with disabilities.
 - Part of this effort should be to raise the stature of these workers (professionalize the work) since they do so much more than most people know
 - Need to train on the social and psychological aspects of the job
- Use models from other professions (ex. Real estate). There should be a standard curriculum and then additional classes that can be taken for continuing education.
- Ethics classes should be regularly required.
- Use models from other states- how are they requiring training, what is included in their training?
- Independent Living Movement history and basis. Focus on empowerment, not on dependency. Philosophy of aging and empowerment.
- Cultural sensitivity is important.
- Need to consider English as a second language. Adult learners.
- Look at it from the viewpoint of the consumer. What would the consumer expect and want of their home care worker? How would they know what they have or have not been trained on?

Future Meeting Roadmap

Let's confirm next steps

Roadmap: What to Expect

October Meetings

- Confirm scope and charge
- Discuss draft roadmap
- Provide initial input on requirements
- Promote and support listening sessions

November Meetings

- Review findings from listening sessions: training requirements and enforcement actions
- Discuss issues and develop recommendations: notification and evaluation
- Develop pro/con for each option

December Meeting

- Review options and pro/con analysis
- Propose edits
- Finalize recommendations
- Embody edits and finalize report by ~Dec 15

Next Steps



Next Steps

- Publish the roadmap of future meetings (topics, milestones)
- Hold listening sessions:
 - Each of the TAC members to attend one of the listening session (in person is best; phone is okay)
 - Summarize the initial themes

Questions?



Public Comment

We will allow 2 minutes per person. The public is also welcome to submit comments and questions to HCPF_DCWorkforce@state.co.us





Thank You!



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