



Training Action Group

Kickoff & Terminology



Welcome and Agenda

- Introductions
- Review related initiatives: Indiana Direct Service Workforce Plan and Pathways
- Overview of Training Action Group
- Action item: Umbrella terminology and definition
 - Discuss background and scope
 - Review other state approaches
 - Discuss initial draft of title and definition for consideration
- Next steps

Training Action Group Members: Brief Introductions





Training Action Group: Background

Drivers for Training Action Group Establishment





House Enrolled Act 1342-2023: Key Provisions

- Direct support professional registry/registration with DDRS to provide direct support services.
- Consultation with stakeholders to establish a tiered training certification program for direct support professionals.
 - Request for proposals before January 1, 2024
 - Contract with a vendor for the training program by January 1, 2025.
 - Requires a selected vendor to begin operating the training program before July 1, 2025.

Indiana Direct Service Workforce Plan

Goal

- To improve workforce retention, ensure quality of LTSS services and support the well-being of the workforce and the individuals they serve.

Three Action Areas

- Wages and benefits
- Promotion and planning
- Training and pathways



DSW Plan: Wages & Benefits

- HCBS grant opportunities
- Staff Stability Survey
- HCBS Rate Methodology
- Wages and Benefits Action Group
- Self-Directed Options
- Addressing Benefits Cliffs



DSW Plan: Promotion & Planning

- Data collection efforts (for state licensed/certified DSWs)
- Data action group to advise data activities
- Marketing action group
- DSW Hub/Website



DSW Plan: Training & Pathways

- **Short-term**
 - Standard definition
- **Mid-term**
 - Develop pathways for career advancement (micro- and macro-credentials)
 - Training registry
- **Long-term**
 - Minimum curriculum



Intersection: Indiana PathWays for Aging





Training & Pathways Action Group: Overview

Training and Pathways: Charter

Vision Statement

To meet Hoosiers' home and community-based services needs, Indiana's direct service workforce will be proficient in core competencies with options to pursue professional development opportunities, including specialized on-the-job training and academic study. Direct service workers' training credentials will be portable across HCBS settings and employment arrangements to ensure high quality and reliable supports and services, as well as administrative efficiency.



Action Group Timeline

Anticipated Meeting Frequency

- Monthly meetings (as needed) from June 2023–June 2024 (may extend if needed)

Meeting Materials

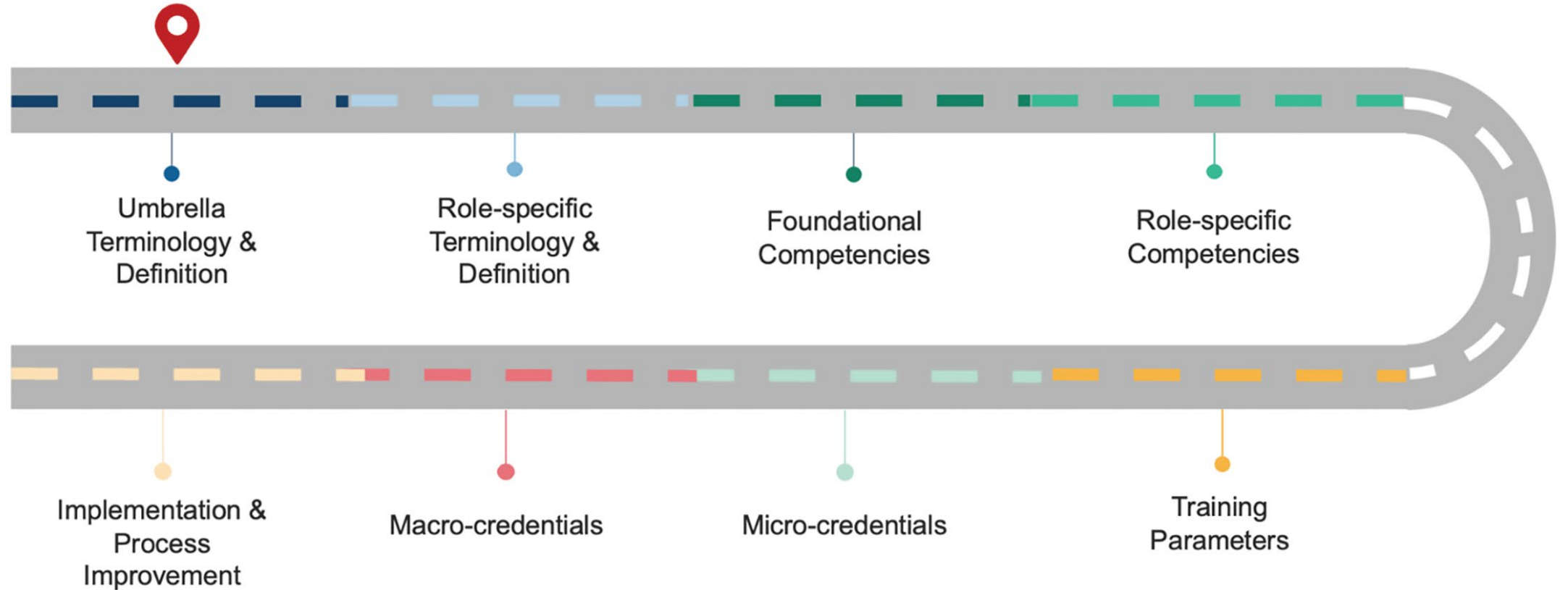
- Available before each meeting

Action Group Meeting Agendas

- Review materials in advance, action-centered discussion



Training and Pathways: Road Map



Scope:

Direct Service Workforce

Populations Served

Aging, chronic health conditions, intellectual and developmental disability

Settings

Home and community-based settings, including group homes, private residence, adult day centers, workplace, assisted living





Our Goal for Today's Meeting

- Obtain Action Group members' feedback and thoughts on a term that can be used to describe HCBS workers for future Training & Pathways activities



Action Item: Umbrella Terminology & Definition

Umbrella Terminology and Definition

Objective

To develop standardized terminology and concise definitions for all unlicensed direct service worker roles across HCBS settings.

Background

Unlicensed direct service workers in Indiana do not have a standard title or a clear definition that outlines who is and who is not included in the workforce. Instead, this workforce is referred to by many names including direct support professionals, direct care workers, care attendants, homemakers, personal care aides and others.





Research on State Titles and Definitions

Definition Parameters

Services: Other states include language outlining specific services that an unlicensed direct service worker provides.

Settings: Incorporating settings may be important if the scope of the definition will include or exclude any traditional HCBS settings.

Population Served: For clarity, specifying all populations may be important, i.e., aging population, those with physical disabilities and those with intellectual or developmental disabilities.

Inclusion/Exclusion of Specific Roles: Some sources chose to state which roles were excluded, such as certified nursing assistants, or included in order to encompass all existing roles and titles.

Compensation: Indicating if the definition applies only to paid caregivers may clear up any ambiguity around volunteer and family caregivers who may be out of scope for standardized training





Terminology & Definition: Considerations

Terminology

What needs to be considered in the development of a title?

Home and community-based services professional (HCBS professional)?

Initial thoughts? Other ideas for consideration?

Questions for Consideration:

- **Accurate:** How might we create a title that accurately represents the workforce?
- **Concise:** In considering a title, is it sufficiently narrow that it only applies to the targeted workforce? What additional parameters, if any, should be included?
Alternative words?
- **Comprehensive/Applicable:** Does the title apply to all facets of the workforce? Are there any workers that may be unintentionally excluded or would not be supportive of this title?



Definition

How could we create a “Definition” for these workers?

A paid caregiver who provides person-centered HCBS to an older adult or to a person with a physical, intellectual or developmental disability across a range of qualified settings. Services and supports provided by an HCBS professional may include but are not limited to: Assistance with activities of daily living, assistance with instrumental activities of daily living, accompaniment and queueing/coaching to achieve the individual’s identified goal for maximum, optimal independence, productivity and community integration. This term shall exclude certified nurse aides and qualified medication aides.



Definition Considerations

The following questions are proposed for consideration:

Accurate: Does the definition accurately represent the workforce?

Concise: Is the umbrella workforce definition sufficiently narrow that it only applies to the targeted workforce? What additional parameters, if any, should be included in a definition?

Comprehensive: Are the title and definition applicable to all facets of the workforce? If this language were to be implemented, are there any workers that would be unintentionally excluded?

Applicable: Is the umbrella definition sufficient to move forward with the goals of standardized training development and career pathways buildout (micro- and macro-credentials)?



Next Steps

