

COMMITTEE RECOMMENDATION WORKSHEET

I. List the Learning(s) that this recommendation is addressing

Addresses Learning #1: Caregivers for elders and people living with disabilities need support with emergency care, respite care, and transportation.

- **WRITE THE COMMITTEE RECOMMENDATION** (limit focus to one subject or action item, more than one recommendation may be needed to address a particular learning):**

In order to meet the growing needs of caregivers for elderly and persons with developmental disabilities, the dependent care committee recommends that an outreach and education program be implemented to train individuals living in Athens Clarke County with an income of no more than 150% of the federal poverty line to become Certified Nurse Assistants (CNAs).

This recommendation seeks to address the needs of the ACC community as well as helps break the cycle of poverty in three ways:

1. This program provides a marketable skill for people living at or near poverty.
2. This program provides increased availability of skilled caregivers who can provide respite for persons providing dependent care to elders or disabled adults.
3. This program decreases the likelihood that the dependent caregiver will need to reduce her or his own work hours (a pattern that can place the caregiver at increased risk for impoverishment).

This recommendation will allow dependent caregivers to receive emergency care and regularly scheduled respite care because it provides training specifically for elders and adults with disabilities.

- **Identify any research, or other kinds of information that was used to craft this recommendation.** (add additional sheets as necessary)
 1. Community conversations and committee meetings.
 2. Interviewing community members.
 3. Investigating training programs
 4. Review of current literature.
- **Identify additional research or information that could help clarify this committee recommendation. List potential sources if possible.**
 1. how do we follow-up on those trained (to keep them in Athens)?

2. What funding opportunities are available for training program?
 3. Age distribution for Latino Population in Athens (are there elders?)
(asked Catholic Social Services--very few elderly Latino's in ACC)
- **Indicate people or groups that we have talked to help clarify this committee recommendation.**

Those who offers Certified Nurse Assistant (CNA) training in Athens:

- 1- Athens Tech (called Patient Care Assisting)

Length of program: Usually completed within 6 months or two quarters. Occasionally, it is possible to complete the program in 3 months, but due to course scheduling, this is not always an option.

Costs: \$15 nonrefundable application fee

Approximately \$500 to complete program in two quarters (\$31 per credit hour)

Approximately \$350 to complete program in one quarter

Availability of Hope Grants (Most certificate students are eligible and this covers all but a \$35 technology fee)

Admission Requirements: Completed and signed application for admission and a \$ 15 application fee; Official high school or GED transcripts and/or official college transcripts; Valid ASSET, COMPASS, SAT , ACT test scores; A signed drug testing and/or background check

- 2- Family Life Enrichment Center (CNA certification)

Length of program: 6-8 weeks

Costs: none. Must be paid employee of the Family Life Enrichment Center entire time; classes are only offered on a need basis

Admission Requirements: Completed application on site providing drivers license and social security card; References required; Background check required

- 3- Even Start Family Literacy Program (in collaboration with Athens Tech)

Length of program: takes 5-6 months, 3hrs 2 days a week. (90hrs training, 40 hrs clinical)

Costs: none. Must be Even Start students.

Admission Requirements: students need to be at the 7th/8th grade level for testing purposes. After courses are complete they take the state

exam, then the course instructor registers them to Certified Nurse Assistant (CNA) state board.

-Committee member also talked with St. Mary's Hospital, Athens Regional, several nursing homes, and the Council on Aging.

- **Indicate people or groups that we need to talk to help clarify this committee recommendation. List any recommended locations.**
 - 1 Foundations that might be willing to offer scholarships or funding
 - 2 Are their existing programs that require background checks but are able to obtain them for a reduced rate?

- **What kind of action or resources would be necessary to implement the recommendation?**
 1. Way to ensure the CNAs will stay in Athens once they are trained (ex: provide a voucher (suggested \$250) at the end of 12 months of employment as CNA in ACC area.
 2. Identifying and encourage people to enroll in the program; along with major promotional/awareness campaign
 3. Require a background check that clears (this needs to be built into the budget)
 4. Waiver of the ACT/SAT requirements for entrance into program (Kiesha Ryals is investigating)
 5. Further develop the CNA curriculum to meet the needs of ACC elders to include: a career track that would allow for personal care assistant training in both medical and social needs; tracks within the program to address needs of elders, needs of adults with disabilities, needs of children with disabilities; provide a certificate in Respite Care; continue to enhance/develop CNA training program.
 6. A CNA training voucher (suggested \$250) could be provided for people at or below 150% of poverty who qualify for Hope Grant—for books, uniforms, supplies, etc...Need a funding source
 7. Provide CNA training voucher and tuition for people at or below 150% of poverty who do not qualify for Hope Grant (obtain funding)
 8. Need for a supervisor.

- **Indicate what forces and influences are likely to occur that will support or oppose implementation.**

Forces that support (please list):

Existing agencies, PPA committees, health care community/industries,

Force	Support/Resources provided
Healthcare community/industries: hospitals, homemaker program, Aging	Job opportunities, supervision, mentors, clients, training.

services, hospice...	
Other agencies: Goodwill, Athens Tech, St Mary's, Family Life Enrichment center, "A Place for Mom"	Training, funding, referrals
Prescreening	Assures safety of caregivers and recipients

Forces that oppose (please list):

Force	Contingency
not having childcare	Providing it? (UGA students in Ed or in CHFD)
Transportation	Timeframe-if day, public transportation (free for UGA students, is it free for Athens Tech?) Volunteer Bank Carpooling
Time of classes: Childcare? Could they have other jobs?	Solution would be to vary class times. Provide training at different sites.
Background check	Build cost into the budget. Investigate existing programs to perform.
Literacy/illiteracy	High school diploma, GED—partner with Education committee.