

Senate Bill 1534 Training Workgroup
Meeting Notes – December 14, 2018

Present:

Name	Representing
Philip Bentley	OHCA
Jenny Cokeley	OHCC
Sarah Edwards	SEIU
Kris Eisenman	OHCC
Chrissy Fuchs	ODDS Policy
Rachel Hansen	SEIU
Anna Keenan-Mudrick	Community Access Services
Traci Lerner	APD Policy
Roberta Lilly	OHCC
Ruth McEwen	OHCC and GCSS
Cheryl Miller	OHCC
Judi Richards	Advocate/NWSDS Advisory
Zoe Richerson	Community Pathways
Brian Rudiger	SEIU
Rebecca Sandoval	SEIU
Deb Satterfield	APD – Provider Relations
Becky Smallwood	ODDS
Scott Spencer	APD Policy
Tammy Tate	SEIU
David Scott Vining	OHCC
Mike Volpe	Consumer Advocate
Joy'e Willman	SEIU

Workgroup recommendations were reviewed for a final time.

Discussion:

Combined orientation for HCW/PSW: This topic was revisited because it was mentioned by members of SEIU during the SB 1534 steering committee meeting there may not have been consensus on this issue. Becky Smallwood mentioned that it is a good idea to have a combined orientation for consistency, adding that it makes good business sense and would be more efficient. She commented there could be break-out sessions for topics that are program specific. Roberta Lilly commented that individuals who want to be both homecare and personal support workers must take two orientations currently. She added that OHCC trainings are not separated by worker type. Roberta commented that more and more people want to be both types of workers. She stated that it would be advantageous to combine the orientations, and differences can be managed. Tammy Tate commented that it would be too confusing for homecare workers to learn about progress notes.

Chrissy Fuchs stated she was not for or against combining the orientations but wants to make sure it doesn't limit policy decisions. Mike Volpe asked what the differences are between the two orientations. Roberta responded that PSW orientation is currently provided by OHCC via classroom and online. HCW orientation is provided by the local office. She added that a lot of materials are alike, such as when to report abuse, being a mandatory reporter, and universal precautions. She stated that the documents the providers use are different and are program specific. Brian Rudiger commented that these are all important points. He stated that integrating ideas needs to be driven by the content, adding that it can't be determined how similar they are. He stated he cannot recommend combining them at this time.

Jenny Cokeley commented that the workgroup suggested orientation topics that would apply to homecare and personal support workers, adding that there are program specific differences that can be addressed in other ways, such as handouts. Ruth McEwen commented that it is a conflict to separate orientations. Jenny will amend the recommendations report to read that the majority opinion is that orientation should be combined.

Review of testing-out comments: Judi Richards commented that there are always exceptions for testing out for other professions. Zoe Richerson commented that parent providers are experts at being a parent, but being a PSW is a completely different role. Tammy Tate commented that workers should always come in as learners, even if they have been working with the same person for twenty years. She added that everyone needs classes and it should be a basic requirement for everyone. Jenny Cokeley will amend the recommendations report to include these comments.

New Topic – Review of SEIU proposal: Brian Rudiger introduced an alternative to testing-out for incumbent workers: *For current workers, rather than allowing testing-out, develop a special 12-hour continuing education course for them that is based on the Core 12 competencies. In this way, we ensure that all workers receive the*

same core content while also recognizing the experience that current workers bring to the table. Workers with current OHCC certification could still be exempted.

Discussion: Brian Rudiger stated that this suggestion is being made because the workgroup was unable to reach consensus on testing out. He wants to make sure everyone in the program receives core training, but has heard from others the need to recognize those who have been providers for a long time. He commented that the proposal is a good compromise for parent providers, adding that it is a dignity issue. Roberta Lilly commented that it would be chaotic to have different program standards and would be difficult to pull off. She added that she did not think it would be disrespectful to hold everyone to the same requirements. She further added that that job is so important that everyone needs the core information. The comment was made that there should be equality for all workers regarding the new requirements. Brian commented that this ignores experience and it feels disrespectful. Roberta stated that the one can't make the assumption that a new person is inexperienced, adding that it is not accurate to say someone new is not experienced, but an incumbent is. Rebecca Sandoval stated that it is a huge transition for 30 thousand workers. The goal is to prevent creating a crisis by being strategic and honoring workers. She stated that we need to make the transition as easy as possible. Judi Richards asked if there was any division in the proposal between workers who work with adults versus children. Brian commented that they are not putting that forward and would not want to have different standards. Jenny Cokeley commented that SEIU's alternative proposes a total of 24 hours of orientation/training in a two-year period for new workers whereas incumbent workers would only be required to complete 12 hours during the two-year period. Judi commented that when incumbent workers go through training, their attitudes will change, adding that there is always resistance at first. It's an opportunity to learn from each other. Brian commented that everyone will go through training that gives them the same core competencies. He stated that it is a worthwhile thing to try and does not see any harm in it (referring to the proposal). Traci Lerner commented that every time she moved to a different state, she was required to receive training on the same core competencies for her profession. She stated that she learned so much from each state, as well as from others who participated in the trainings. The comment was made that the proposal does not seem fair that the requirements are different. Roberta stated that things need to be equitable for everyone. Sarah Edwards responded that it feels like this is something more fair to incumbent workers, while still covering the topics this group finds important. Roberta commented that the assumption is being made that new workers and incumbent workers have different skills. Roberta asked if the proposal for incumbent workers sunsets after hitting the next credentialing period. Sarah responded that once all incumbent workers receive training, this particular training would no longer be needed.

New Topic: Allow new workers 120 days to complete core training versus 90 days. The group had no objection to changing this timeline.