

OHBI Workforce Development Workgroup

September 14, 2021

Zoom Meeting

Attendance:

Keith Kleszynski, Morgan Fitzgerald, Terry Taylor, Sarah Coats, Lee Jennings, Belinda Rogers, Jana Castleberry, Lindsey Diel, Yanet Trejo, Germaine Odenheimer, Sara Paape

Welcome & Introductions:

Keith Kleszynski, chair, opened the meeting by welcoming all and briefed all attendee's on the Geriatric Workforce Enhancement Program Grant and the Oklahoma Dementia Care Network as well as the topics that would be covered today. Each member introduced themselves.

Workgroup Goals:

To focus on the Healthy Brain Workforce Action Models to build a competent workforce. Discussed the need to have W-5: strengthen the competencies of professionals who deliver healthcare and other care services to people with dementia through inter-professional training and other strategies. We started the group discussion looking at W-5.

Group Discussion:

- What is missing for those serving this population(biggest deficiencies)?
 - Education/practice gaps
 - Cognitive medications being served that may not be necessary
 - Given medications that cause cognitive impairment
 - Inadequately trained
 - Lack of financial incentive for training
 - Enormous need at all levels
 - Training is not enough without measures of competency
 - Behavioral management for direct care workers
 - Need increased access to providers with knowledge about dementia- which area of workforce do we target? Use Project Echo model?
 - Targeted interventions in:
 - Primary Care: rural PCPs are seeing patients w/dementia
 - Frontline providers (CNAs, HHA) working with dementia patients
 - NPs/PAs- target for training? (GAPNA has modules)
 - Certified dementia experts?- neurologists

- Memory Care units/assisted living/nursing homes- no certification is required right now- requirement for dementia training to be called Memory Care? Financial incentive?
- Providers need support/referral to CHW or Nurse Aid for more help/need to help reinforce the physicians who do not have enough time to spend with them
 - Payment system to support this model
- Things we may want to focus on as Workgroup:
 - Focus on Policy change-
 - work with OHBI policy workgroup-financial incentive to be dementia-friendly?
 - # of hours required for dementia training?
 - Memory Care certification?
 - CNA/CMA training- add certification to licensure, get support for pay increase
 - How to get votech to add dementia training to programs?
 - Support cost of training?
 - OHAI had longer CNA training- facilities loved the graduates, but when choosing a program being undercut due to price
 - Use Alzheimer's Association Dementia Care Practice Recommendations to approve the training for certification?
 - Can we do a dementia-friendly designation with levels?
 - Build off of Dementia Friendly America and Age-Friendly designations?
 - Similar to Certified Healthy
 - Tiered approach to certification?
 - Work closely with Policy Workgroup- set up meeting with both workgroups?

Action Items for Next Meeting:

Be on the look out for the list of items we want to focus and move forward in preparation for November's meeting.

Close:

Next Meeting Date – , 2021 from 11-12. Keith will send out the link for that meeting and a joint meeting with the Policy Workgroup will be set up as well.

Next Coalition Meeting Date- September 21, 2021 from 1-3pm.

Meeting Adjourned

