

Work-Based Learning & Career Pathways in Long Term Care ~ A Viable Option for Older Workers?

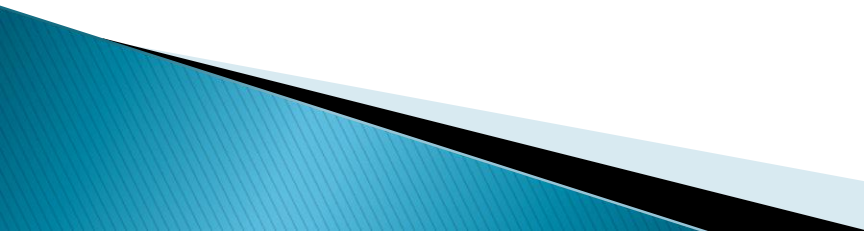
~Jan Abushakrah, PhD, Gerontology Department Chair
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**Training Low-Income Seniors for the HCBS Workforce:
Best Practices and Future Opportunities**

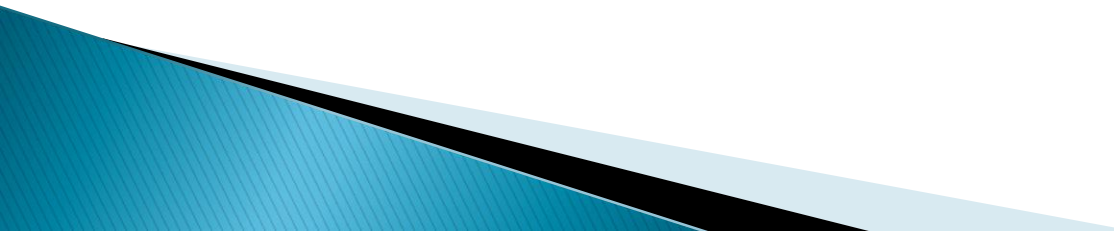
NASUA Home & Community Based Care Conference - Sept 26 2010



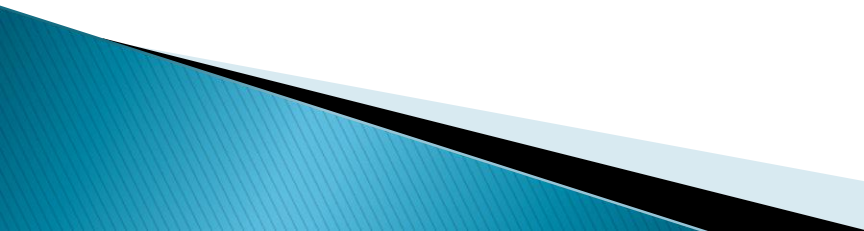
Key Program Components

- ▶ Credit for Work–Based Learning
 - ▶ Bridge to College from work to certificates to degrees
 - ▶ Curriculum & certificates developed with employers, meeting state/local standards, linked to national certifications
 - ▶ Wrap–around and career management supports to promote completion & job placement or advancement
 - ▶ Leverage of funding – public programs, employer, federal financial aid, college support programs
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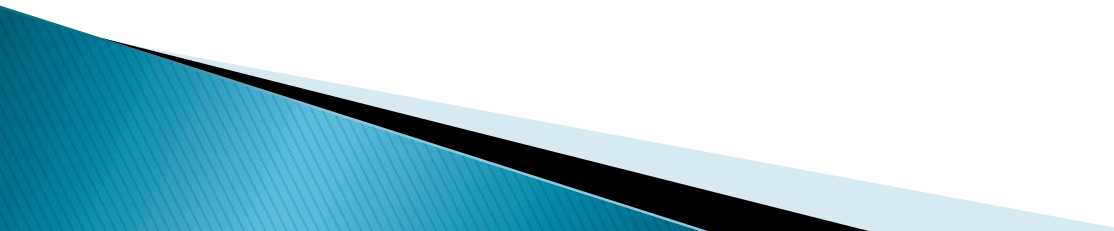
Credit for Work-Based Learning

- ▶ 2 courses for Resident Assistant I & II (3 credits total) for 27 modules completed as work-based training & certified by employers, professional associations, and PCC
 - ▶ Comparable to other states' "personal care assistant" curriculum
 - ▶ Curriculum cross-walks with CNA curriculum – can be step in transition to CNA.
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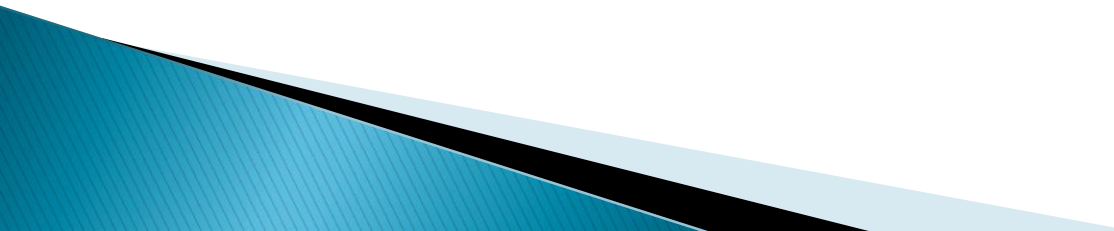
Resident Assistant I & II Courses

- ▶ Builds on ALFTC (Assisted Living Facility Training Curriculum), developed & tested in 6 facilities [public domain]
 - ▶ Training of Trainers to deliver the work-based curriculum at LTC Facilities by facility staff
 - ▶ Adaptable to in-home and other residential care settings
 - ▶ Conforms to Oregon Administrative Rules for ALFs
 - ▶ Linked to Occupational Profiles for Direct Care (& Advanced Direct Care) Workers Across Aging Services (WorkKeys)
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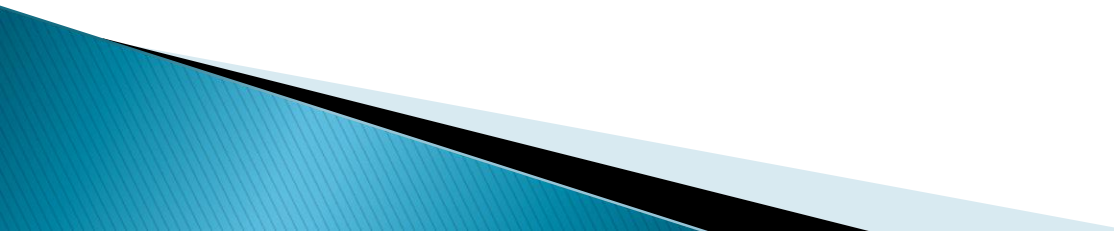
Adult Care Home Training

- ▶ Provides career development option for direct care workers
 - ▶ 2 credits, based on State of Oregon *Ensuring Quality Care* Curriculum
 - ▶ Test/certification preparation for Adult Care Home Operators, Resident Managers & Shift Care Workers
 - ▶ Partners: State Seniors & People with Disabilities, county ACH training coordinators
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Career Pathways Certificates

- ▶ Short-term, job-focused certificates, wholly contained within the Associate's Degree
 - ▶ Developed in consultation with employers, workers, professionals & state agencies
 - ▶ Certificates issued by State Board of Education.
 - ▶ Gerontology Program recognized as Eligible Training Provider (for unemployment, displaced workers, vocational rehabilitation)
 - ▶ Some credit for prior experience, work-based training, other non-traditional credit
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Certificates

- ▶ Activity Professional (3 levels)
 - ▶ Advanced Behavioral & Cognitive Care
 - ▶ Horticultural Therapy
 - ▶ End of Life Care & Support
 - ▶ Healthy Older Adult Fitness [with Fit Tech]
 - ▶ Design for Accessibility & Aging in Place [with Interior Design]
 - ▶ Age Specialist (43 credits)
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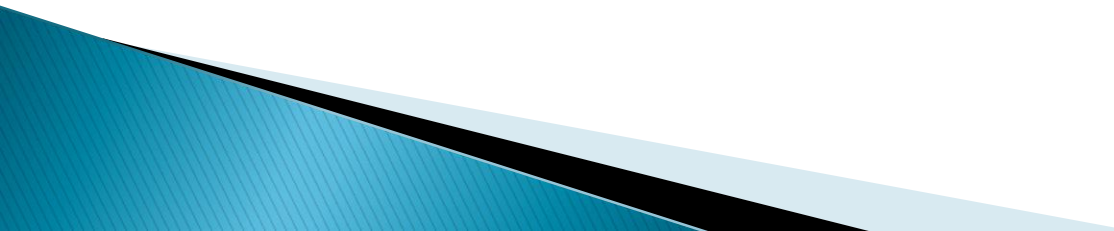
Activity Assistant Certificate

- ▶ **Curriculum linked to National Certification Council of Activity Professionals (NCCAP)**
- ▶ **24 term credits including:**
 - 5 credits activity professional curriculum
 - 4 credits aging and life course
 - 3 credits health, fitness, and aging
 - 4 credits gerontology career development
 - 4 credits internship (120 hours minimum)
 - 4 credits English Composition

Advanced Behavioral & Cognitive Care Certificate

- ▶ Linked to National Certification Board for Alzheimer Care (NCBAC)
- ▶ Exceeds State Memory Care Unit Training Requirements
- ▶ 30 term credits including:
 - 15 credits gerontology: life course, health and aging, aging and addiction, death and dying
 - 4 credits Advanced Care Issues and Practice
 - 3 credits Care and Service Coordination
 - 4 credits gerontology career development courses
 - 4 credits internship (120 hours)

Career Management & Wrap-Around Support

- ▶ Career Development Courses
 - ▶ Internships – over 100 employer partners
 - ▶ Job Skills Workshops – job search – employer research, portfolios, resumes, interview, follow-up
 - ▶ Networks – program-based group, connections with professional networks & mentors, membership scholarships
 - ▶ Peer Mentors – older students as teaching assistants and guides in navigating college
 - ▶ Advisors – in the program and college academic advisors
 - ▶ “Warm” connections with college student services
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Funding the Pathway

- ▶ Leverage funds from multiple sources
 - College workforce development & basic skills programs
 - Public Funds: *unemployment & training funds, displaced worker, vocational rehabilitation, worker compensation*
 - Employers & Professional Associations
 - FAFSA: *many older students eligible for grants*
 - College Transition Programs – *displaced homemaker, first generation college*
 - College Foundation Scholarships
 - Program Funds

More Information~

- ▶ PCC Gerontology website: <http://www.pcc.edu/ger>
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