



WORKFORCE COMMITTEE

WORKFORCE PRIORITIES IDENTIFIED BY MOHR MEMBERS



The workforce committee has been actively working to identify how MOHR can support our members in addressing the workforce crisis.



Following state and federal legislation focused on workforce development.



Our group met with external groups focused on workforce development and talent pipeline development efforts currently underway in Minnesota to learn more.

TODAY'S OBJECTIVES

Share Information

Opportunities the committee has identified through exploration.

- Apprenticeship MN
- Minnesota Dual-Training Pipeline
- PCA Certificate Program

Identify Next Steps

Gauge member interest to explore, engage and participate in the talent pipeline opportunities presented.

Volunteers

Find volunteers to support workforce development efforts of interest to MOHR Members.

APPRENTICESHIP MN

Background

- Department of Labor & Industry
- Customizable Program
- Master Work-Related Skills Alongside a Mentor
- Earn-While-You-Learn Model
- Nationally-Recognized Credential

Program Structure

- Must follow Standards of Apprenticeship
- 2,000 Work Hours of On-the-Job Training
- 144 hours Related Technical Instruction
- 50 hours Safety Training



APPRENTICESHIP MN

Funding/Other

- **DLI** provides free services to assist employers with the development, registration and launch of their apprenticeship strategy and program.
- **Labor Education Advancement Program (LEAP) Grant:** Funding to organizations to facilitate the participation of people of color, Indigenous people and women in registered apprenticeship programs.

APPRENTICESHIP MN

Provider Requirements & Responsibilities

- Submit a completed application as a “Sponsor”
 - **DSP is already a registered occupation in MN with sample Job Process Schedules developed**
- Offer Graduated Schedule of Wages
- Maintain Records
- Optional: Cover Cost of Related Technical Instruction

MOHR Support needed to pursue:

- Legislation to build graduated schedule of wages into DWRS Framework
- Volunteer team to develop job process schedule for Day Support Services DSPs

MINNESOTA DUAL-TRAINING PIPELINE

Background

“On The Job” training paired with Formal Education leading to an Industry-Recognized Credential
Similar to an Apprenticeship Model

- Dual-Training Pipeline employers may qualify for a Department of Higher Education grant that helps employees pay for the costs of the formal education.
- DSP is not a recognized profession in the Health Care category. Positive Support Specialist is on the list.
- The goal is to provide a career ladder that leads to a sustainable “livable” wage; currently set at \$19.46.

Program Structure

- New or current employees could qualify for the 6-12 month program.

MINNESOTA DUAL-TRAINING PIPELINE

Funding/Other

- Possible grant from the Department of Higher Education to assist enrolled employees with tuition and materials.

Provider Requirements & Responsibilities

- Provider manages the program with DOL support.
- Reporting is required.

MOHR Support Needed to Pursue:

- Get DSP added to the eligibility list. This may require statutory language changes.
- Get the DSP job title credentialed.
- Work with higher education to include DSP in actual course work/certification/diploma options.



PCA CERTIFICATE PROGRAM

Background

- Olmstead Subcabinet Direct Care Workforce recommended expansion and diversification of this beyond PCS to improve Minnesota's Direct Care and Support Workforce.

Major Areas in Development

- Creation of curriculum leading to a next level of voluntary career lattice for Personal Care Assistants (PCAs) and Direct Support Professionals (DSPs)
- PCA College Service Corps Pilot
- PCA Apprenticeship within Minnesota and the US Department of Labor
- Work with DHS and DEED on promoting workforce development (recruitment) for the PCA and DSP direct care segment of the homecare sector

PCA CERTIFICATE PROGRAM

Scope of Curriculum

- Aligns with the 12 competency areas by the Federal Government Centers for Medicare and Medicaid Services (CMS)
- Reviewed the PCA/DSP curriculum as a work group for all 50 states
- Took input from their workgroup essential skill areas

MCIL Curriculum Includes

- Communication
- Person-Centered Practice
- Evaluation & Observation
- Health and Wellness
- Professionalism and Ethics

The curriculum for the PCA/DSP certificate program recognizes that the homecare sector has an emphasis on person-centered care and independent living.

PCA CERTIFICATE PROGRAM

Funding/Other

- The Olmstead Subcabinet Direct Care Workforce was directly funded by the State of MN this past legislative session to expand the PCA College Service Corps Pilot.

Provider Requirements & Responsibilities

- Unsure.

MOHR Support Needed

- Conversations with the Olmstead Subcabinet to determine how this could be expanded to include other direct care providers. Additional support to be determined after further exploration.

NEXT STEPS



Conduct a Member Survey to determine provider interest in any of the workforce options. We may need grants or other financial support.

Secure volunteers to help the Workforce Committee pursue preferred options.

Mine MOHR Membership for people connected to the key influencers we want to work with: people in the MN Dept. of Ed., people in higher ed. institutions that run human services-related programs, etc.

Determine if there are other options we should explore.

Other Workforce Related Items

Federal

- Monitoring the efforts for the development of a DSP SOC Code that is making headway at the federal level.
- Following ANCOR Forum begun on 8/4/23 where states share their efforts for DSP Certification

Following items related to workforce passed during the 2023 MN session:

- Long-Term Services and Supports Workforce Incentive Grants. These funds are intended to be used for retention and recruitment payments, postsecondary loan and tuition payments, childcare costs, and more.
- Direct Care Service Corps pilot project for financial incentives to attract postsecondary students to work as PCA or DSPs.

Other Potential Pursuits

MOHR Provided Training

Tax Credits for Education/Tuition Reimbursement

245D Training – can we simplify/shorten it?



ADDITIONAL RESOURCES



Follow Your Heart
to a Caring Career



- Follow your Heart to a [CARING CAREER](#) Campaign. Includes online employer tools, job fairs across the state, social media, radio and TV marketing, employer, and candidate direct email outreach. Campaign funded until early 2024.
- Workforce Strategy Consultants share what works for Minnesota employers. [Workforce Wednesday](#) is monthly online discussion on workforce challenges and solutions. You can find recordings from previous months discussions. Post openings, find best practices and [online tools](#) or meet your [Regional Team](#) of Workforce Strategy Consultants.

Work-Force Sub-Committee Members

- ❖ Nancy Betts, Wacosa
- ❖ Judie Foster-Lupkin, ProAct
- ❖ Jennifer Freeburg, Northeast Contemporary Services
- ❖ Suzette Frith, TSE
- ❖ Julie Johnson, MSS
- ❖ Barbara Wilson, Douglas County DAC

Contact Suzette for more information at sfrith@tse-inc.org