

Wisconsin Long Term Care Advisory Council

Meeting of January 12, 2016

Crowne Plaza Hotel Madison

Members present: Cindy Bentley, Teri Buros, Carol Eschner, Ken Grode, Tom Hlavacek, Dan Idzikowski, Bob Kellerman, Barb LeDuc, Tom Moore, Jessica Nell, Audrey Nelson, Barb Peterson, Maureen Ryan, Beth Swedeen, Sam Wilson, and Christine Witt

Members absent: Beth Anderson, Jonette Arms, Heather Bruemmer, Mary Krueger, Lauri Malnory, Denise Pommer, Ginger Reimer, John Sauer, and John Vander Meer

Others present: Patti Becker, Janet Estervig, Bill Jensen, Steph Mabrey, Helen Marks Dicks, Katelyn Marschall, Carrie Molke, Charles Morgan, Cindy Ofstead, Gerriane Prom, Deb Rathermel, Dana Raue, Sue Rosa, Faith Russell, and Brian Shoup

Call to Order and Welcome

Tom Hlavacek called the meeting to order at 9:30am and welcomed members and guests. Minutes of the November meeting were unanimously approved on a motion from Ken Grode, seconded by Beth Swedeen.

Recognition of Council Member: Tom Moore

Brian Shoup, Administrator of the Division of Long Term Care, recognized Tom Moore for his service to the council and to the Department with the presentation of a certificate. Tom has provided 32 years of service as the Executive Director of the Wisconsin Health Care Association.

Workforce Innovation and Opportunity Act (WIOA) and Home and Community Based Services (HCHS)

Janet Estervig, Employment Initiatives Section Chief, introduced the guest speaker, JoAnna Richard from the Division of Vocational Rehabilitation (DVR), to give a presentation on new Federal regulation, Workforce Innovation and Opportunity Act (PowerPoint attached).

Coordinating with Partners to Provide Customized and Supported Employment

- *Partnership with Department of Public Instruction (DPI).* DVR has developed a partnership with DPI in order to conduct strategic outreach for schools and areas that are not currently placing students in competitive integrated employment. DVR is not allowed to be in the schools except once per year for writing Individualized Education Program (IEP) plans but DVR still needs to meet specific performance measures in the schools. Indicators 13 and 14 provide guidelines to DPI to facilitate partnership with DVR so that performance measures are met.

- *Creating Partnerships for Data Collection.*
 - Council member asked if data from the Long Term Care system and Vocational Rehabilitation (VR) can be “cross walked” because many who are part of Long Term Care (LTC) have never been in VR.
 - It was suggested that a data warehouse be built that includes data from multiple departments.

Barriers to Employment for People with Disabilities

- Council members observed that there is a low supply of job coaches and quality is mixed.
- It was expressed that there seems to be low expectations for employment of people with disabilities. Many people with disabilities don’t believe that they can work. Many employers share that view and do not know enough about employing people with disabilities to be comfortable doing so.
- The Council has identified the lack of access to personal care in the workplace as a major barrier to employment for people with physical disabilities. Currently, the Medicaid (MA) card cannot pay for personal care anywhere outside the recipient’s home.

Capacity Building Master Plan

- A council member asked if it is a tangible idea for LTC and VR to provide a capacity building master plan including an asset mapping of needs.
- Current providers will have opportunities to work with youth with the biggest crossover in long term care. There is a need for providers to provide more integrated services and to be creative with service models.
- Council members brainstormed strategies to build service systems and innovations including:
 - Working with the Chambers of Commerce.
 - Creating one-stop-shops at a physical place so that individuals with disabilities and employers have a place to go to get information.
 - Involving the agricultural sector when promoting job development.
 - Partnering with the Boy Scouts of America and other service organizations to provide employment for individuals with a disability.
 - Consider a grassroots approach when developing innovative solutions to employment.

Dissemination of information of WIOA and HCBS

- DHS staff asked Council members to provide best practice approaches to educating the business sector, schools, and the general public on the new federal regulations.
- Council members discussed the following strategies:
 - Do not focus on educating about the particular laws; we need to focus on employment first.
 - Create consistent messaging across all three departments (Department of Workforce Development, Department of Health Services, and Department of Public Instruction).
 - Set employment expectations early by training parents when children are young.
 - Parents could receive education through the Regional Centers.
 - Need to collect data to present to teachers and provide CEUs for teachers to attend.
 - Educate transition coordinators, vocational counselors, Long Term Services and Supports (LTSS) staff, and guardians.
 - Council member expressed concern that DVR is focused on unemployed youth but needs to include unemployed adults.
 - Business community does not know that DVR is trying to find employers for people with disabilities.
 - Consider developing a toolkit like the YIPPE folder for students, teachers, and parents.

Deb Rathemmel, Interim Director of the Bureau of Children's Services, indicated that the WIOA regulation is still in the process of being written and should be released in the Spring of 2016. The state plan is due in March.

Creating a Statewide Caregiver Strategy

Cindy Ofstead, Director of the Office on Aging, provided an overview of the discussion from the Council's November meeting and reviewed the need for developing a Wisconsin strategy for caregiving. The list of current programs and services was reviewed. Gaps and strategies were identified during the November meeting and were grouped into the following categories:

- *Programs and Services to Support Caregivers*
- *Access to Resources and Information*
- *Community Awareness and Outreach*
- *Workforce Improvements and Capacity*
- *Evaluation and Analysis*

The next step was to identify partners to engage to implement strategic approaches in a joint effort to promote and support family caregiving.

The Council came up with the following partners and programs to engage during discussion: Alzheimer's Association, ADRCs, churches, chaplain's association, parish nurses, pharmacists, doctor's offices, librarians, UW Elder Tree Project (UW Department of Engineering), T-Care (Tailored Caregiver Assessment and Referral), and Memory Care Connections (Mary Mittelman).

Programs and Services to Support Caregivers

- More training should be developed for self-directed cares.
 - Independence First has drafted an FAQ for self-directed cares.
- Alzheimer's Association is a partner that can develop free information, skill-related education, and emotional support.
- The statewide coalition could provide activities around support and training.
- Web-based training is common, but we need to provide personalized training in rural areas.
- We should consider a screening tool instead of assessment tools because assessment tools are too long and involved.
- ADRCs should conduct a formalized caregiver assessment as part of the functional screen.
 - Contacts include Rhonda Montgomery at the University of Wisconsin Milwaukee and Mary Brintnall-Peterson at the University of Wisconsin Extension.
- Pharmacists could be the front line because many caregivers have to manage medications.
- Marty Schreiber, former governor of Wisconsin, hosts male support groups in Milwaukee through the Alzheimer's Association.

Access to Resources and Information

- The community wants one single point of entry; however, many doors are fine but we should have consistent places to send people.
- A Council member suggested a centralized ADRC phone system and a marketing strategy for ADRCs.
- Research shows that online resources work so we should increase online training and resources.
- A Council member observed that the 211 number does not work very well.
- Outreach and marketing in Brown County has been a successful ADRC model.

Community Awareness and Outreach

- Cultural considerations should be made for African American and Hmong populations. Many individuals are not willing to seek help outside of the family.

The Council discussed the idea of prioritizing strategies before identifying partners as a more effective process for developing a statewide caregiver strategy.

The Council was asked to review the “Gaps and Strategies Grid” and continue to fill in partners to engage. Completed grids were instructed to be sent to Katelyn Marschall at KatelynM.Marschall@wisconsin.gov.

Comments from the Public

Tom Hlavacek asked for any comments from the public. There were none.

Council Business

There was no council business discussed.

The meeting adjourned at 3:30PM, motioned by Barb Peterson and seconded by Carol Eschner.

Handouts

WIOA PowerPoint Presentation

Current Caregiver Resources

Gaps and Strategies Grid