



**Detroit Long Term Care System Change Task Force  
Training Subcommittee  
Meeting Minutes**

**Date:** Wednesday, November 12, 2008  
**Time:** 1:30 p.m.  
**Place:** Detroit Area Agency on Aging  
Rose Aguilar Conference Room  
1333 Brewery Park Boulevard, Suite 200  
Detroit, MI 48207-4544

**MEMBERS PRESENT**

Anita Caref, Chair  
Urseal Ward  
Peter Lichtenberg  
Jennifer Mendez

**MEMBERS EXCUSED**

Alex Shulman  
Lorraine Lewis  
Fay Flowers  
Debraha Watson  
Hollis Turnham

**STAFF**

Karen Watson, Facilitator  
Rachel McLaury, Recorder

**CALL TO ORDER**

Anita Caref called the meeting to order at 1:45 p.m.

**Material Distributed**

- List of Meeting Date, Time and Location (Leadership and Steering Committee Meetings and Task Force Meetings and Events)
- Side by Side Comparison of Federal CNA and Hospice Aide Requirement
- Charge to the Workforce Development Workgroup of the LTCSS Advisory Commission
- CNA Training Enhancement Project Notes
- Executive Summary CNA Curriculum and administrative Recommendations Completed June 2007
- A Short Summary of CNA Training Recommendations from Experts in the Field
- CNA Training Enhancement Project Distribution List
- Letter Seeking Support from LTC Stakeholders
- Federal Nursing Home Reform Act from the Omnibus Budget Reconciliation Act of 1987

## **WELCOME & INTRODUCTIONS**

Ms. Caref asked all subcommittee members to introduce themselves and describe what they do within their organization.

## **OLD BUSINESS**

Karen Watson discussed all upcoming meeting dates, time and location including leadership and steering committee, full task force and special events (Policy Forum with Legislators, Long Term Care Conference and Congressional Hearing). All subcommittee members reviewed and updated their contact information. Ms. Watson explained that this subcommittee will meet once a month. All members expressed their availability and a schedule of future meeting dates, times and locations will be distributed to all subcommittee members by the mid December. Subcommittee members decided not to meet in December and decided the next meeting will be in January.

## **NEW BUSINESS**

Ms. Caref explained to enter the Cassie Stern Healthcare Workers Education and Training Center Certified Nursing Assistant (CNA) training program; applicants will have to meet the following criteria:

- Must be at least 18 years old
- Pass a drug test
- Pass a written literacy test written at a 6th grade reading level
- Attend 75 hours of training (although many other states require more than 75 hours for example New York requires 150 hours)

Ms. Caref explained that many adults that want to become a CNA can not pass the written literacy test. Dr. Peter Lichtenberg stated that 47% of adults in the City of Detroit can not read at a 6<sup>th</sup> grade reading level.

Ms. Caref explained CNAs traditionally were trained to care for the frail elderly and do not know how to deal with the complex case mix especially residents who are ex convents, mentally ill or disabled (wound or tract care). CNA's have expressed being poorly treated by their supervisors (no respect and lack of communication) and friction with other CNAs within the same facility. The Cassie Stern Healthcare Workers Education and Training Center has added an enhancement training program for CNA's. The curriculum includes How to Improve Your Communication Skills, Dealing with Dementia, Mental Illness and Physical Disabilities.

The subcommittee members discussed the variation of CNA training programs in Detroit. Wayne County Community College has strict requirements to enter the program and require 120 hours of training. NexCare Healthcare Training Institute program is based around the Michigan Model and Hospice has developed it own curriculum.

As the discussion progressed Dr. Lichtenberg shared three articles with subcommittee members "What Do Direct Care Workers Say Would Improve Their Jobs? Differences Across Settings", "Nurse Aide Empowerment Strategies and Staff Stability: Effects on Nursing Home Resident Outcomes", and "Implementation of the Better Jobs Better Care Demonstration: Lessons for Long-Term Care Workforce Initiatives". A point was expressed that each year certified nursing assistants are required to complete 12 hours of continuing education hours. In many facilities the CNAs are being trained on the same topics each year and do not receive new information on topics that are meaningfully and beneficial to their job.

The subcommittee members agreed to look at the literacy problem in the City of Detroit and make recommendations in revamping continuing education credits for CNAs. If it is mandated for nursing home owners and administrators to complete meaningfully and beneficial continuing education credits and the subcommittee feels CNA should have the same opportunity.

### **Assignments and Action Steps before Next Meeting**

Read the following three articles:

- What Do Direct Care Workers Say Would Improve Their Jobs? Differences Across Settings
- Nurse Aide Empowerment Strategies and Staff Stability: Effects on Nursing Home Resident Outcomes
- Implementation of the Better Jobs Better Care Demonstration: Lessons for Long-Term Care Workforce Initiatives

Read and review all material distributed at meeting

Review the mission statement and scope of work

### **ADJOURNMENT**

Meeting was adjourned at 2:45 p.m.

Respectfully submitted by:

Rachel McLaury

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