



Forum on Aging in Rural Oregon

The Homecare Workforce: How Can You Get Involved?

April 20, 2017

1:00 PM – 2:00 PM



Oregon Home Care Commission

A semi-independent state agency

Aging and People with Disabilities



History of the Oregon Home Care Commission

- In 2000, the citizens of Oregon voted to amend the State Constitution to create the Home Care Commission.
- The Commission is responsible for ensuring the quality of homecare services that are funded by the Department of Human Services for seniors and people with disabilities.

Responsibilities of the Oregon Home Care Commission

The Commission has four major responsibilities:

- To define the qualifications of homecare workers;
- To create a statewide registry of homecare workers;
- To provide training opportunities for homecare workers and consumers; and
- To serve as the “employer of record” for purposes of collective bargaining for homecare workers whose pay comes from public funds.

Oregon Home Care Commission Members

Consumers

The Commission is made up of nine commissioners appointed by the Governor for three-year terms. Five are consumers of homecare services.

Stakeholders

The other four represent the Department of Human Services, the Governor's Commission on Senior Services, the Oregon Disabilities Commission, and the Oregon Association of Area Agencies on Aging and Disabilities.



Oregon Home Care Commission Stakeholder Commissioners

Ruth McEwen
Chair

Governor's Commission on
Senior Services (GCSS)

Laurie Schwartz-VanZandt
Vice Chair

Oregon Disabilities
Commission (ODC)

Lee Girard*

Oregon Area Agencies
On Aging and Disabilities
(O4AD)

Mat Rapoza

Aging and People with
Disabilities (APD)

* Going through the appointment process.



Oregon Home Care Commission Consumer Commissioners

Marsha Wentzel, HCW Training Committee, Chair

Roxie Mayfield, Registry Chair

Kylie Milne, Consumer

Vacant, Consumer

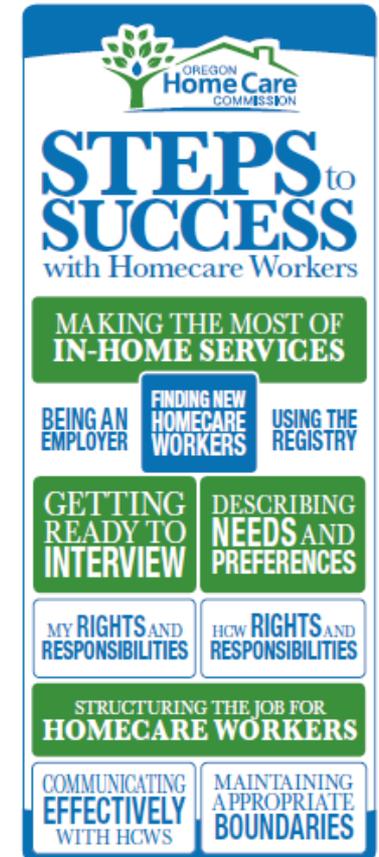
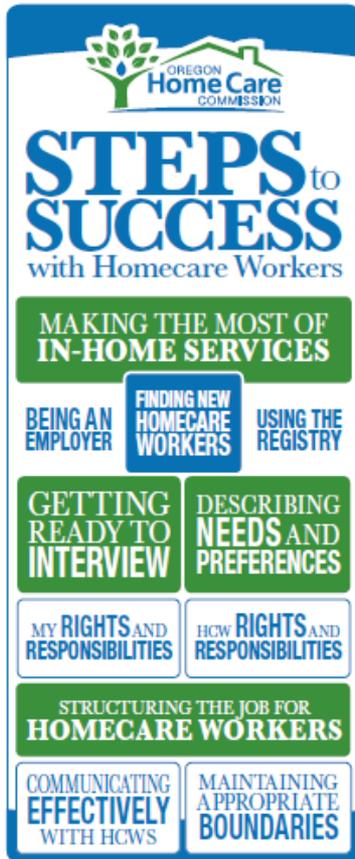
Oregon Home Care Commission Drug-Free Workplace Policy

The Oregon Home Care Commission is committed to protecting the safety, health, and well-being of consumers of in-home services and homecare and personal support workers through establishing a drug-free workplace policy.

This policy recognizes that worker involvement with alcohol and other drugs in the employer's home can be very disruptive, adversely affect the quality of in-home services, and pose serious health risks to users and others.

Oregon Home Care Commission STEPS to Success

STEPS to Success allows recipients of care services to learn how to be an effective and successful employer.



Oregon Home Care Commission Workforce Development

Worker Classification - Workforce Development Committee - Vision

Individuals will have access to supports and services from a qualified, trained and diverse workforce through the Oregon Home Care Commission Registry.

Workforce Development Draft Goals

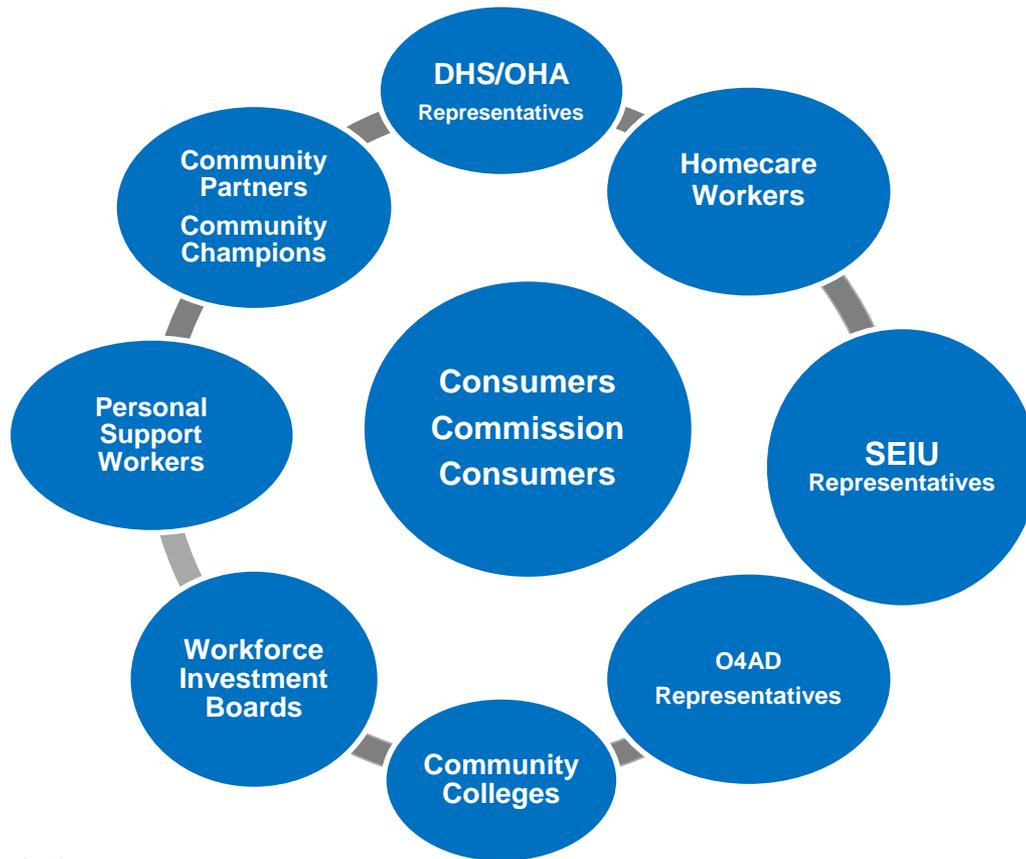
1. Career development and professionalizing the workforce.

2. Attract and retain workers.

3. Improve connections among consumer-employers and workers.

Partner with public and community organizations.

Strategy to attract and retain workers.



Worker Definitions

A **homecare worker** is someone who helps seniors and adults with physical disabilities to live in their home as independently as possible.

A **personal support worker** is someone who helps individuals in the home and the community who have an intellectual or developmental disability or who are experiencing mental illness.

Looking for a rewarding career helping others?

Become a homecare or personal support worker



Benefits of joining our professional workforce include:

-  Competitive wages
-  Health insurance*
-  Flexible hours
-  Opportunity for advancement
-  Paid time off*
-  Training opportunities

Contact us to learn more
Workforce.Development@state.or.us
877-624-6080 #2



DHS 9759 (3/2017)

*Certain benefits have eligibility requirements



Why choose this career path?

The primary reasons for choosing this line of work are:

- Personal fulfillment
- Wages and benefits
- Flexibility
- Training

Oregon Home Care Commission Career Lattice and Worker Classifications



Homecare and Personal Support Worker Recruitment Events

- The Oregon Home Care Commission holds recruitment events throughout the state for people who are interested in becoming homecare and personal support workers.
- During the event:
 - Participants learn about being a homecare and personal support worker by attending an orientation. Includes a Union presentation.
 - Participants submit enrollment applications to work with one or both provider types.
 - Background checks are initiated for each participant.

Registry and Referral System



Seniors and Adults with Physical Disabilities

Are you a senior or a person with a physical disability or someone who is assisting a senior or person with a physical disability in finding and hiring a homecare worker to provide in-home/personal care services? If so please [click here](#).



People with Developmental or Intellectual Disabilities

Are you a parent, family member, self-advocate or consumer, representative, case manager or personal agent seeking or assisting a child or adult with developmental/intellectual disabilities with finding and hiring a personal support worker to provide their needed services in and outside of the home? If so please [click here](#).



Addictions and Mental Health

Are you a consumer of services for addictions and/or mental health? Are you a support provider for consumers of services for addictions and/or mental health? If so please [click here](#).

The State of Oregon, the Oregon Home Care Commission (OHCC), the Department of Human Services (DHS), and the Oregon Health Authority (OHA) and organizations within the DHS/OHA service delivery systems do not guarantee or warrant that HCWs/PSWs have the experience or skills listed in this registry. The registry is intended to provide employers with a list of HCWs/PSWs who meet certain basic qualifications established by the OHCC. The fact that a HCW/PSW satisfies the basic qualification requirements does not mean that the HCW/PSW has the skills or experience to provide a certain service to a particular employer.



Oregon Home Care Commission Online Matching Registry Workforce



**Homecare
Workers**



**SEIU
Local
503**



**Personal
Support
Workers**

Oregon Home Care Commission Online Matching Registry

Accessible

- **24/7**
- **Online**
- **Respite workers**
- **Full-time, part-time, emergency workers**

Oregon Home Care Commission Online Matching Registry

Approved
Medicaid
Providers

- **Criminal Background checks**
- **Rechecks every 2 years**
- **Office of Inspector General checks**
- **Social Security number verification**

Oregon Home Care Commission

Finding a Worker



How can Community Champions help with our efforts?

- Share what you have learned about the Oregon Home Care Commission.
- Connect us with individuals interested in joining the homecare workforce.
- Connect us with individuals interested in joining our team as a regional trainer.
- Connect us with organizations to partner with in your community.
- Team up with us to host a recruitment event in your community.

Are you willing to be a Community Champion?



Community Champions

**Sign Up
Today**

Questions and Answers



Contact Information

Cheryl M. Miller
Executive
Director

- cheryl.m.miller@state.or.us
- 503.378.2733

Registry
Toll-free number

- 1-877-867-0077

Registry website

- www.or-hcc.org