

The Chronic Disease Self-Management Program (CDSMP) and the Senior Community Service Employment Program (SCSEP): Integrating Self-Management Education into Workforce Development and Support Efforts for Low Income Mature Workers in Massachusetts

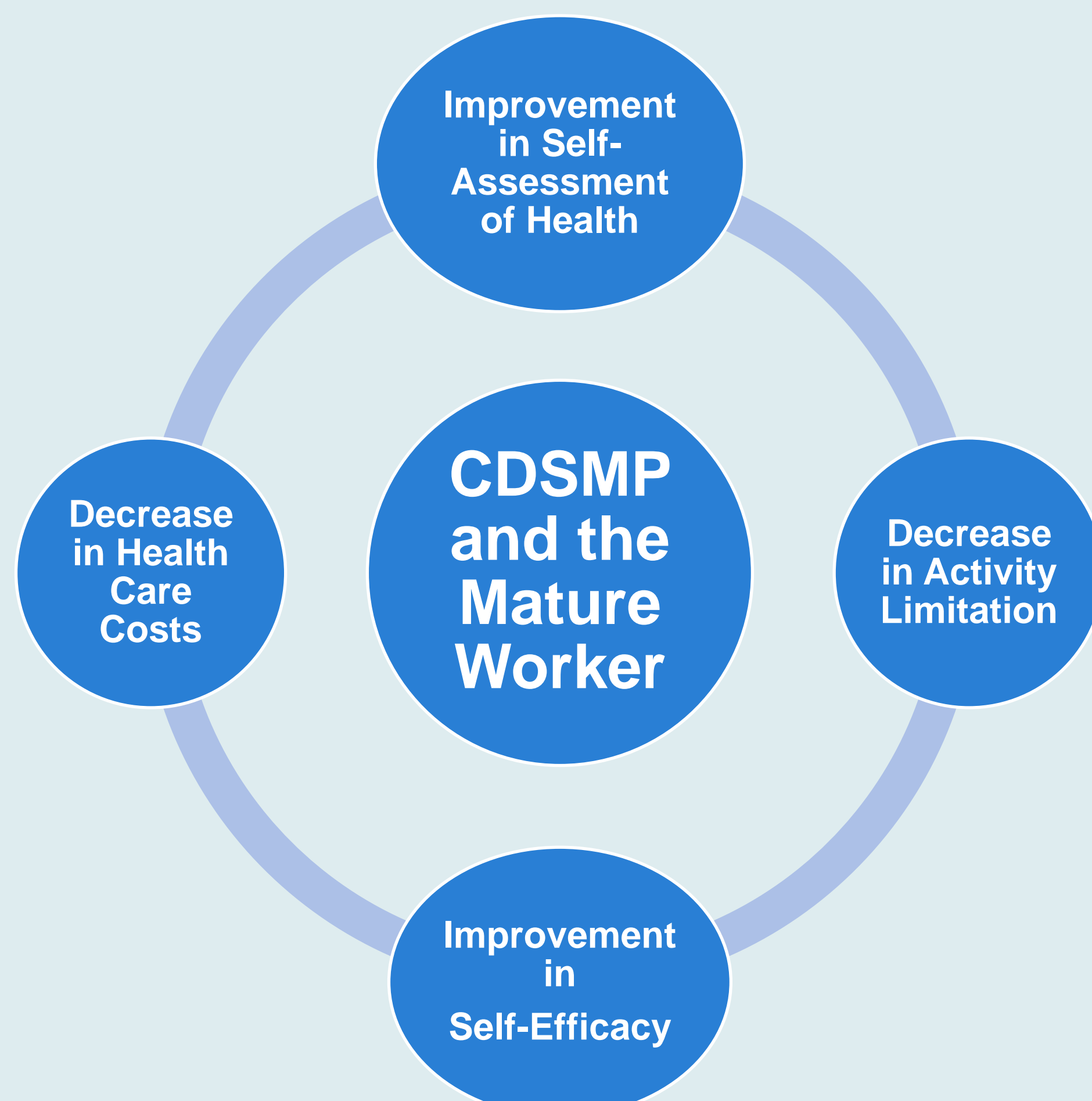
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Background

The Department of Labor's "The Nine Best Practices of Highly Effective SCSEP Projects," has identified long term barriers to employment, among them lack of confidence and the need to manage chronic illnesses or care for relatives with chronic illnesses.

Since 2011, the Administration on Aging has encouraged states receiving grants to promote CDSMP to integrate this program into SCSEP's efforts to help participants overcome the above mentioned barriers to employment.

Mature Workers' Keys to Success at the Workplace	CDSMP Can Help!
Development of personal goals through planning.	CDSMP Toolbox includes action planning, problem solving and decision-making.
Success in the workplace tied to building self-esteem and providing opportunities for success.	The six-week workshop helps participants build self-esteem and self-efficacy.
Almost 3 in 4 individuals aged 65 years and older have multiple chronic conditions, as do 1 in 4 adults younger than 65 years who receive health care.	CDSMP teaches adults how to take a more active role in the management of their chronic illnesses.



Four Integration Pilots



- In Holyoke, a Home Care Aide training was offered to SCSEP eligible participants. CDSMP was a required part of the training. Six adults completed the CDSMP workshop hosted by WestMass Elder Care.**
- Two CDSMP workshops were held at the Urban League of Eastern Massachusetts. Twenty-seven adults completed the program.**
- A CDSMP workshop hosted by Somerville/Cambridge Elder Services was held at CareerSource (a One Stop Career Center) in Cambridge. Ten adults completed the workshop.**
- SCSEP participants were referred to workshops held close to their work or home. Thirty SCSEP participants completed workshops at various locations such as the Plymouth COA, Framingham YMCA, and the Worcester Senior Center.**



Urban League of Eastern Massachusetts

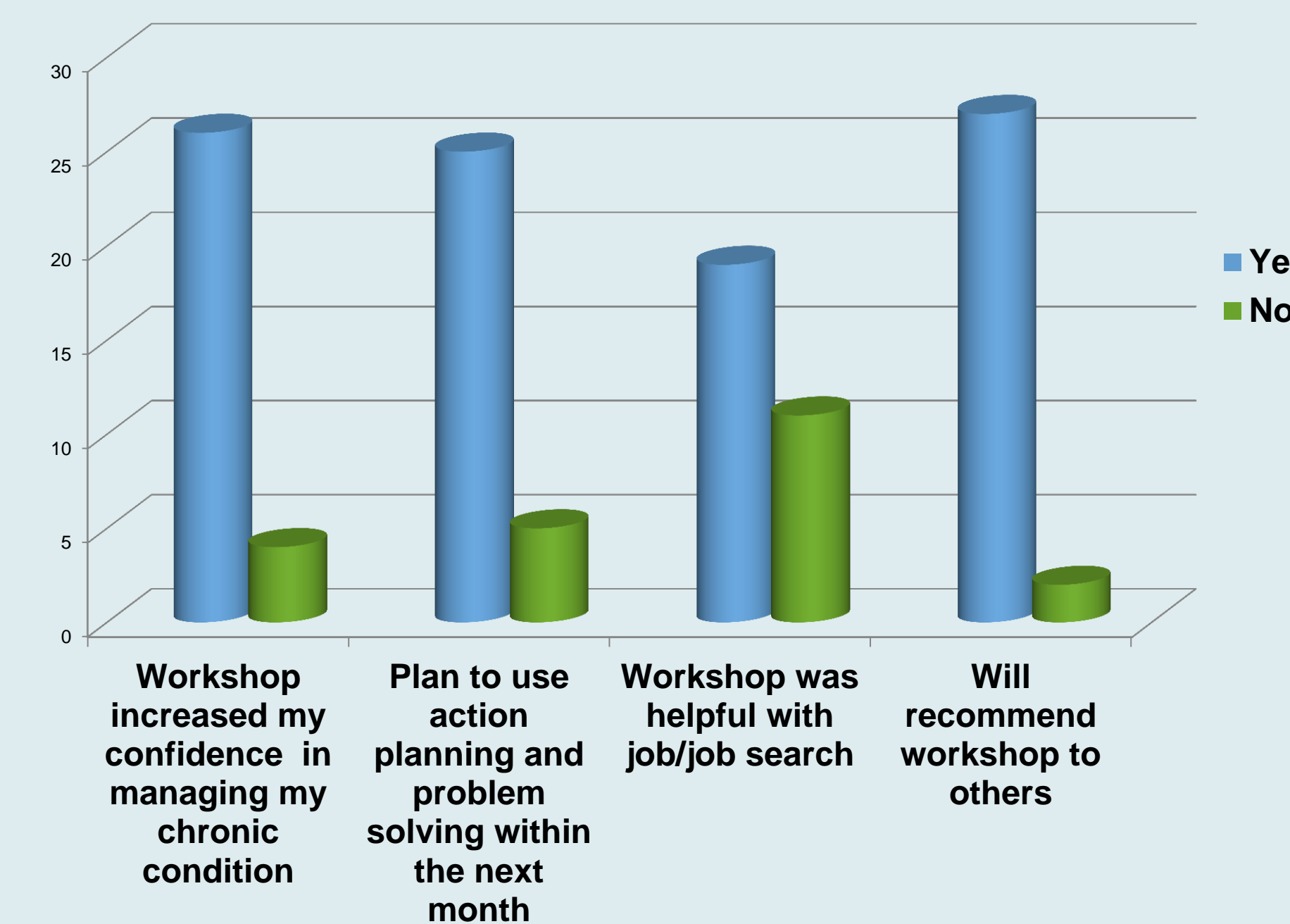
Workshop Participant at the Urban League of Massachusetts said:

"In the beginning of the workshop I was a little skeptical about sharing my health issues in front of the other participants because I felt that my health issues were private. In the sessions we learned that whatever we discussed in the workshop was limited just to participants with no invasion of our privacy. As we began to discuss the different health subjects which included self-management of heart disease, arthritis, diabetes, asthma, bronchitis emphysema and other health issues such as diet, breathing and exercise, the participants began to open up regarding their health problems thus I felt more comfortable in sharing my health issues. I found the workshop to be a very remarkable resource for anyone with any chronic health problems."

Pilot Evaluation

Methodology

A total of 60 SCSEP participants were sent an online and paper and pencil evaluation form. Fifty percent (50%) returned their evaluations (n=30). All responses were entered into Google Forms.



"It was good to meet a variety of people. Being reminded of things I should do to manage my chronic condition is always helpful. I loved the support; I gained so much confidence!"

"It brought the senior aides (SCSEP participants) in the group closer together and made us more comfortable sharing our concerns and hopes for the future."



"I really liked how the instructors fully participated in the workshop, sharing their own feelings and experiences."

"I learned how to be more effective in my communication."

Lessons Learned

- ✓ Overall, SCSEP participants benefitted from CDSMP, both on a personal and professional level. They felt supported by the group and shared resources with each other.
- ✓ Participants in the workshop offered at CareerSource in Cambridge were more concerned with confidentiality than participants in other community locations.
- ✓ Participants expressed the need for more group support than was possible within the constraints of the program.
- ✓ SCSEP Case Managers have the potential to be an excellent referral source to CDSMP programs. It is important that they feel comfortable explaining the program.



- Offer training and materials to SCSEP Case Managers in order to facilitate referrals to CDSMP.
- Continue referring SCSEP participants to workshops offered in their communities.
- Work to implement workshops at other One-Stop Career Centers.

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