

Massachusetts Personal and Home Care Aide State Training (PHCAST) Program

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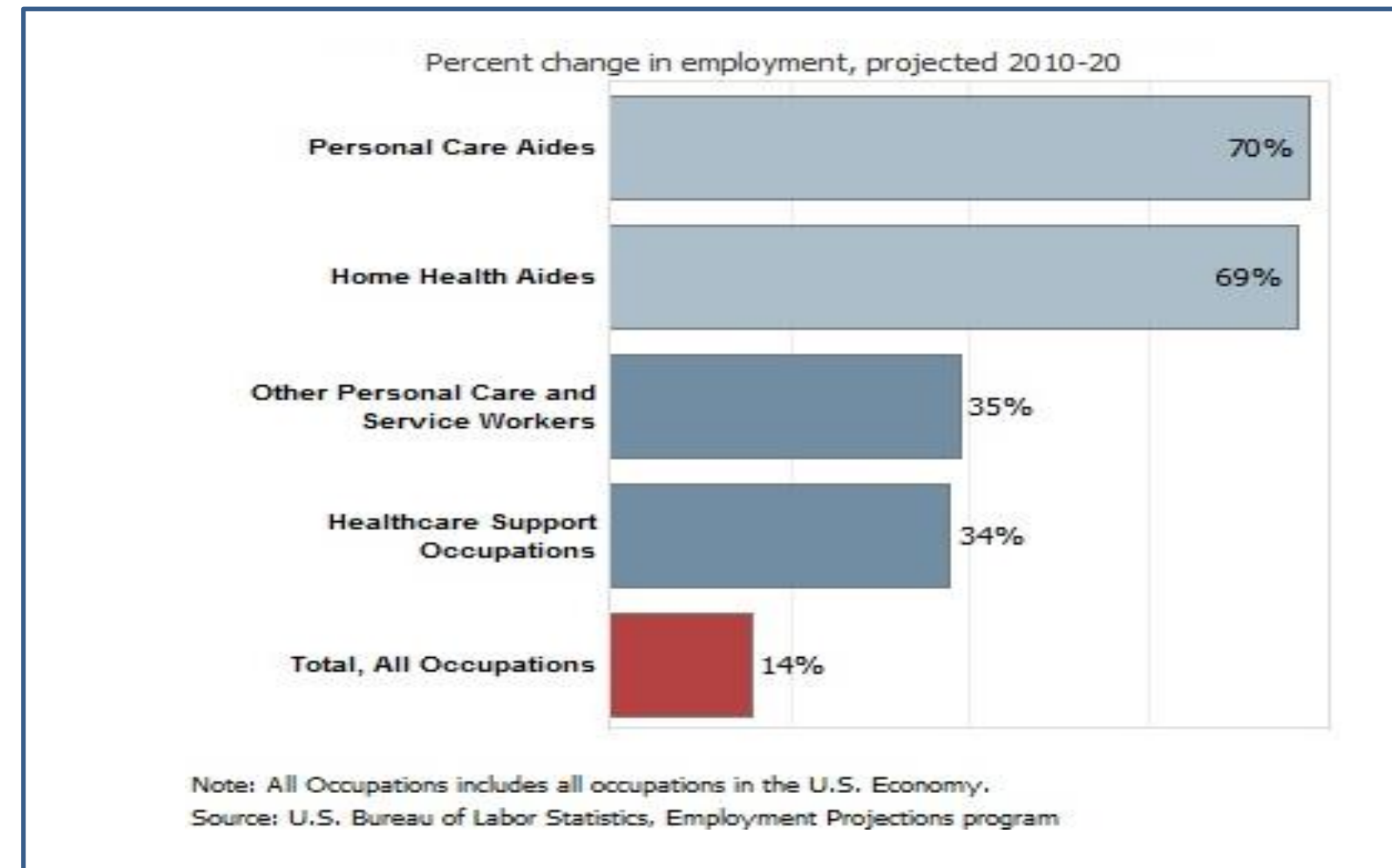
Program Overview

- Affordable Care Act, §5507. Funded by HRSA, BHP, DN
- Grantee: EOHHS & EOE. Three-year grant (\$2.2M)
- MA is one of six grantee states
- Goal: Core Competency Curriculum for Direct Care Workers

Project Background and Key Deliverables

- Personal and Home Care Aides (PHCAs) represent ~ 80% of all paid support for older adults and persons with disabilities
- PHCA workforce expected to grow by 70% between 2010 & 2020
- MA PHCAST curriculum includes a 60-hour training comprised of 13 stackable modules
- Adult-learner centered technique is provided by home care agencies, community colleges, community centers, and other training venues
- Continuing education opportunities in; *Supporting Children with Disabilities, Asthma and Home Care, Enhanced Body Mechanics, Supporting LGBT Elders, Effective Supervision, Understanding the Role of the Surrogate*

Predicted Growth of the MA Direct Care Workforce



Evaluation Goals

- Measure training effectiveness with qualitative and quantitative analyses including focus groups, surveys, and pre-post logistic regression
- Compare outcomes within & beyond trainee population across 3 grant years
- Assess the role of other PHCAST learning opportunities

Trainings and Trainee Population

- A total of 47 trainings, totaling over 880 trainees
- Average trainee: female, age 30-39, living in an urban area, high school education or less
- ~ 50% of trainees were minorities
- ~ 40% of trainees reported difficulty with English
- > 85% of trainees were low-income, > 90% received public assistance
- High rates of satisfaction (95%)
- After six months most wished to continue work in the direct care field
- Follow up surveys showed ~ 33% PHCAST graduates advanced to Home Health Aide or CNA; 25% intend to continue towards nursing

ABCs for Direct Care Workers

Acquiring Basic Core Competencies

- Roles & Responsibilities
- Communication
- Culture & Diversity
- Health Care Support
- Infection Control
- Basic Restorative
- Personal Care
- Consumer Needs Specific
- Consumer Rights, Ethics, & Confidentiality
- Nutrition
- Housekeeping
- Safety & Emergency
- Life Skills

Website: www.MADirectCare.com



- Bilingual Trainings Conducted in:
- Spanish
 - Haitian Creole, and
 - Brazilian Portuguese

