

MICHIGAN

Changes Made in 2003 Appear in Bold

1. WAGE/BENEFIT ENHANCEMENTS		2. TRAINING AND OTHER INITIATIVES	3. TASK FORCES & COMMISSIONS
<p>Wages (includes wage pass-throughs)</p> <ul style="list-style-type: none"> Had wage pass-through for numerous years and tracked turnover data. The state average wage for a certified nursing assistant is \$9.80. 	<p>Benefits</p>	<p>(Includes career ladders)</p> <ul style="list-style-type: none"> Additional training and testing for nurse aides Contracted with Community Services Network of Michigan located in northern lower, west Michigan to improve the recruitment and retention of direct-care workers by offering training in three key areas designated by direct-care workers. The training is being provided in dementia, advanced dementia and stress and time management. 	<ul style="list-style-type: none"> In FY 2003, using the Eden Alternative methods and experience, BEAM, Inc. (Bringing the Eden Alternative™ to Michigan) implemented the Health Care Worker Recruitment and Retention Project with a grant from the Michigan Office of Services to the Aging (OSA). BEAM contracted with Michigan State University (MSU) to assess recruitment, training and retention methods of certified nursing assistants. The Michigan Direct Care Workforce Initiative Coalition, comprised of advocates, consumers, direct-care workers, providers and government representatives, convened to review the issues and will be presented with MSU's findings in October 2003. A conference detailing the findings is being planned for 2004.
4. STAFFING RATIOS	5. CMS LTC SYSTEMS CHANGE GRANT WORKFORCE INITIATIVES	6. OTHER INITIATIVES NOT COVERED ABOVE	
<p>MI Dept of Public Health Rules Sec. 333.27120a</p> <ul style="list-style-type: none"> 2.25hr/pt day 1:8 Morning shift 1:12 Afternoon shift 1:15 Night shift 	<ul style="list-style-type: none"> The "Systems Change" grant has a consumer cooperative initiative that would give consumers and families greater control over direct-care services. Michigan's PASS grant includes a second-year goal related to improving the direct-care workforce. The plans for that work are being revised at this time. 	<ul style="list-style-type: none"> The AARP Michigan Long Term Care Stakeholder Group, which is comprised of advocates, direct-care workers, providers and government representatives, has convened to develop policy recommendations for short-and long-term change. Three work groups including the Long Term Care Workforce, Single-Point of Entry and Home and Community-Based Services meet to research the related issues and are in the process of making initial recommendations for public policy change. The Department of Community Health has formed a Home Care Authority Development Work Group to develop plans for piloting a public authority model for community-based care services. The purpose is to strengthen personal care services by improving access to and support for qualified workers. Operation ABLE of Michigan – Southfield, MI has received a <i>Better Jobs Better Care</i> Applied Research and Evaluation Grant: Older Workers in Direct Care: A Labor Force Expansion Study. To view a project description see: www.bjbc.org/page.asp?pgID=79 	