



CareGiver  
Training  
Institute

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# A COMMUNITY SOLUTION TO THE UNNECESSARY CRISES IN LONG TERM CARE

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# Mission

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- ▣ **To educate professional quality caregivers that are people focused.**

# Grass-Roots Effort

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**Group of Health Care Providers realized that to get quality employees the model should change.**

- Nursing Home
- Assisted Living Facilities
- Assisted Living Homes
- Home Care Providers
- Hospice

# What Brought Us Together?

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## Problems with current training system

- ❑ Current training fails to properly prepare caregivers for employment
- ❑ Insufficient numbers of caregiver graduates to meet Health Care Providers' needs
- ❑ Candidates for training not screened to employer's standards

# Goals

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## **Public Education and Awareness**

- Creating citizen awareness of the crises, the related costs, and the growing need for qualified Long-Term Care workers

## **Enhance the public perception of the Direct Caregiver**

- Promote Direct Caregiving as an honorable and valued profession.

# Goals

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## Create a new standard of training

- Recruitment and prescreening of applicants (2 in 10 are selected)
- Expanded hours of training (200 hours)
- People skills so our graduates treat the person
- Cooking to care for clients and families
- Academic, Skills Lab, Clinical
- Dual certification so graduates can work anywhere in the long-term care sector.

# Successes

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- ▣ Over **600** graduates
- ▣ **85%** graduation rate
- ▣ **88%** passed AZ State Board of Nursing the first try.
- ▣ **25%** plan to continue their education
- ▣ **80%** have been employed

# Organization

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## **Contributed Income** (we are a 501(c)(3))

- Grants

- Donations

## ▫ **Earned Income**

- Adult workforce development

- Custom workforce development

- Contract Education

- Public Education

# Our Model

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- ▣ We absorb recruitment costs for the industry
- ▣ We absorb most screening costs for the industry.
- ▣ Partnership with government agencies and our donors we can educate the students and reduce their costs and the industries costs.
- ▣ Our industry partners say our students are the best prepared employees they hire.

# How to Fund

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## Programs need to create excess funds

- Adult workforce development relies on a combination of student payment, government workforce development funds and donations.
- Other programs need to be designed to generate excess funds.
- Grants

# Win-Win Solution

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- ▣ Providers
- ▣ Direct CareGivers
- ▣ Consumers
- ▣ Employers
- ▣ **Our Community**