



AgeAlive is a new program at Michigan State University dedicated to building a cohesive university-wide aging portfolio and communication network, in partnership with communities.

Vision: A world in which there is respect, wellbeing and quality of life for all people of all ages and abilities. **Mission:** Connect MSU scholarship, programs and initiatives that share a common goal of increasing wellbeing and quality of life across the lifespan to achieve more efficient and effective use of resources, leveraging of assets, and a greater positive impact on students, faculty, communities and society. **Principles/Values:** Holistic definition of good health and wellbeing, intergenerational experiences, community-engaged partnerships, MSU's land grant mission and values for diversity, inclusivity, connectedness and its commitment to a safe and healthy campus and to enhancing student and faculty success.

Two Crosscutting Goals: Connectivity and MSU recognized as an Age Friendly University.

Five Focus Areas: Caregiving, Retirement Pathways, Intergenerational Experiences, Life-Enrichment, and Community Engagement.

ST/LT Strategies: Aging Assets Database, Communication & Info Hub including a website, listserv, newsletter, and other communication resources, Networking, Life Enrichment Events, Intern & Volunteer Opportunities, Annual Forum, E-blasts, Age-Friendly University Designation.

Motto: MSU and community partners engaged in a strategic program for a collective response to an aging world. Together, we can make a difference locally and globally.

Why is this important? Why now? The rapidly aging U.S. population has wide-ranging impacts on all of us. It affects health care systems, economies, labor markets, housing, transportation, communities, families and more and raises new questions about the role of a university and its relationship to people of all ages. As places where open dialogue is encouraged and knowledge developed, universities are in a unique position to shape responses to an aging society. We can make a positive difference at individual, community, and global levels.

DONATE your time, expertise and resources. Tax-deductible donations can be made online at <https://givingto.msu.edu>. Click on Give Now. Type AgeAlive in the Search bar.

Institutional Home: Family and Community Medicine, College of Osteopathic Medicine.

Director, Clare Luz, PhD **Additional Support:** MSU WorkLife Office.

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Age-Friendly University Principles

Endorsed by the World Health Organization and the Academy for Gerontology in Higher Education

1. To encourage the participation of older adults in all the core activities of the university, including educational and research programs.
2. To promote personal and career development in the second half of life and to support those who wish to pursue second careers.
3. To recognize the range of educational needs of older adults (from those who were early school-leavers through to those who wish to pursue master's or PhD qualifications).
4. To promote intergenerational learning to facilitate the reciprocal sharing of expertise between learners of all ages.
5. To widen access to online educational opportunities for older adults to ensure a diversity of routes to participation.
6. To ensure that the university's research agenda is informed by the needs of an ageing society and to promote public discourse on how higher education can better respond to the varied interests and needs of older adults.
7. To increase the understanding of students of the longevity dividend and the increasing complexity and richness that aging brings to our society.
8. To enhance access for older adults to the university's range of health and wellness programs and its arts and cultural activities.
9. To engage actively with the university's own retired community.
10. To ensure regular dialogue with organizations representing the interests of the aging population.

The Age-Friendly University Initiative was launched in 2012 by Irish Taoiseach Enda Kenny and Dublin City University (DCU) President Brian MacCraith, PhD. DCU leads the effort with partner institutions in the U.S., U.K., Canada, and Ireland. Learn more at dcu.ie/agefriendly/index.shtml.



Building a Strong Caregiver Workforce

IMPART Alliance, a Michigan State University-based, community participatory research program is addressing a major concern faced by all of us including our parents, our partners, and ultimately ourselves; the need for support with activities of daily living as we age. Such support allows us to continue to live in our own homes as independently as possible for as long as possible. Yet, there is a critical national shortage of personal care assistants (PCAs) and family caregivers able to provide high quality, lower-cost, person-centered homecare to older adults. In Michigan alone, it is estimated that 30,000 more PCAs will be needed by 2020. We need more PCAs but we also want competent PCAs who know how to provide support safely and with respect and who like their job and plan to stay in them. Studies clearly show that a stable, trained direct care workforce results in higher worker and client satisfaction and better client health outcomes. Despite this evidence, no federal PCA competency or training requirements exist and PCAs continue to be marginalized economically leading to high, costly turnover rates.

IMPART (Integrated Model for Personal Assistance Research and Training) was established in 2016 with funding from the Michigan Health Endowment fund (MHEF) to begin to develop a coordinated infrastructure in Michigan dedicated to building and supporting the PCA professional workforce. It is now expanding its mission to include family caregivers and recently received two additional MHEF awards; a 100K grant to develop a PCA Technical Training Program for high school students and a 407K grant to establish a Caregiver Training Academy with four new training programs. The proposed initiatives will be achieved in collaboration with Community Services Network, the Michigan Health Council, the Grand Ledge School District, the Michigan Department of Health and Human Services, Aging and Adult Services Agency, several Area Agencies on Aging such as AAA of Northwest Michigan, and multiple other partners.

IMPART's mission involves building an infrastructure that targets multiple challenges and solutions to the workforce shortage crisis through strategic, coordinated efforts. The team is engaged in establishing a statewide coalition of partners, advocating on behalf of caregivers, scaling up comprehensive training, and creating information systems for tracking longitudinal data that inform socially and fiscally responsible policies and resource management. Core to these efforts is a PCA training program titled Building Training...Building Quality™ (BTBQ™) that has generated evidence of the positive impact of comprehensive PCA training on PCA knowledge, skills and job status, and on high-cost client outcomes such as falls and Emergency Department visits. Capacity to scale up BTBQ™ class offerings across Michigan took a quantum leap forward with development this past year of a Trainer Certificate Program. These achievements are being recognized nationally and were recently featured in a PBS NewsHour two-part segment on the national home care workforce shortage.

With the new grants, IMPART will modify BTBQ™ for use with multiple audiences including high school students and family caregivers and will also dramatically increase the number of BTBQ™ Certified Trainers and graduates. In addition, IMPART's highly diverse, active advisory board has identified key challenges and solutions to building the caregiver workforce and is now determining a wide range of possible funding strategies to pay for training and higher wages.

For more information, contact Clare Luz, PhD, IMPART Alliance Director, Family and Community Medicine, College of Osteopathic Medicine, at Clare.Luz@hc.msu.edu or Katherine Hanson, IMPART Project Coordinator, at Katherine.Hanson@hc.msu.edu. Please visit our FaceBook page and like and share us <https://www.facebook.com/IMPARTalliance/> Website: www.IMPARTalliance.org.

The Michigan Health Endowment Fund was established to improve the health of Michigan residents and reduce the cost of health care with special emphasis on the health and wellness of children and seniors. Developing the PCA workforce aligns with their mission as it is a critical key to affordable in-home LTSS with positive outcomes.



www.IMPARTalliance.org

The Direct Care Workforce Shortage: Key Points

- A direct and personal care workforce shortage crisis exists and Michigan will need 32,000 *more* direct care workers (DCWs) by 2020 to provide in-home supports and services to older adults and persons with disabilities. Other states face a similar crisis.
- Training DCWs reduces costly turnover and adverse events such as falls and emergency department visits.
- Training increases DCW knowledge, skills, job marketability, satisfaction and retention, and increases client satisfaction.
- Trained DCWs make it possible for people to live at home with higher quality of life versus in nursing homes.
- Urgent advocacy is needed to develop and support this workforce, fill a major talent gap, and meet independent living and employer needs.

Key Recommendations (Solutions) to Address Direct Care Workforce Shortage

- Wage/benefit increases and guaranteed hours
- Require and fund person-centered comprehensive DCW training that includes home skills such as Building Training...Building Quality™
- Include DCW training in state funded skilled trade training programs such as the Marshall Plan
- Recognize family caregivers as “employed” in any Medicaid work legislation
- Include DCW services in supplemental Medicare Advantage (MA) benefit plans
- Raise Medicaid cap and develop other funding streams to increase affordability of higher wages and training
- Massive culture change campaign to raise public awareness and social value of DCWs as skilled professionals
- Establish professional and competency standards, training requirements, a recognized certification, and networking opportunities.
- Update job to reflect increased value, e.g. active member of care team, technology to report client conditions, etc.
- Increase DCW pipeline through high school, apprentice & other career development programs