

Enhancing the quality of care by providing education, recognition, advocacy, and research in support of those who work in the field of direct care.

Delivering information to those at the center of quality care



Save the Date!

Monday, April 10 & Tuesday, April 11, 2017

For more...Page 5



Shirley Sorenson and late husband, Bob

It's That Time of the Year When We Think About Giving Back to the Community. Consider a donation to Iowa CareGivers. Shirley Sorenson did.

Continued on page 7



Mouth Care Matters

Mouth Care Matters Will Continue for Two More Years with Renewed Funding from Delta Dental of Iowa Foundation, Mid-Iowa Health Foundation, and the Iowa Department of Public Health

For more... page 3

IOWA CAREGIVERS CELEBRATES 25 YEARS IN 2017!

PREPARE TO CARE CORE AND MOUTH CARE MATTERS COMING UP

Dates and locations for in-person Core Training and Mouth Care Matters Oral Health Specialty Classes are scheduled for the spring of 2017. Watch our website and your mail for more details on these excellent opportunities. To learn more, [see page 3](#)



Pictured L to R: Di Findley, Iowa CareGivers; Fran Mancl, Certified Nursing Assistant and Panelist; Michele Meadors Omaha, Panelist; and Dr. Bob Russell, Public Health Dental Director and Chief Oral and Health Delivery Services

Direct Care Workforce Summit Hosted by Iowa Department of Public Health
[Page 9 for more](#)



Regional Direct Care Workforce 2020 Sessions Wrap Up in Marshalltown
[Continued on page 6](#)

INSIDE:

- Prepare to Care Core and Mouth Care Matters
- I-Smile Silver
- Day at the Capitol! Time to Turn Out Some Numbers
- Food Insecurity
- More on Oral Health
- Toughest Job You'll Ever Love
- Wage and Vacancy Data in Workforce Development Report

CARE ABOUT YOUR PROFESSION AND QUALITY CARE? THEN STAY INFORMED!

Receive up-to-date information about educational programs, direct care news, and other opportunities!

Sign Up NOW with Iowa CareGivers. Complete the form on our website at www.iowacaregivers.org.

You can also sign up by phone or request a form at 515.223.2805 or by email at information@iowacaregivers.org.

This newsletter is made possible by IDPH Contract #5887NW02

HELP WANTED! “Care Gap” Is Here... Solutions Are Here...

Time Now to Take Steps to Put Solutions to Work

Too few direct care workers to fill job vacancies and high numbers of workers leaving the field every year are problems that everyone can pretty much agree on.

Unfortunately, we can't simply mass produce, on a factory assembly line, an adequate number of direct care workers with the knowledge, skills, compassion, professionalism, and the physical, mental, and emotional strength that the jobs demand.



*Di Findley, Executive Director,
Iowa CareGivers*



But we CAN put measures into place to slow the widening of the “Care Gap”

To do that, we need a groundswell of Iowans who demand action! We need Iowans to better understand the importance of the direct care workforce and the impact they have on them and their loved ones. We need elected officials, the Governor and Lt. Governor to not only agree that the problems exist, but to commit to providing the support needed to implement the solutions identified by numerous groups affected.

A Point in Time Survey of Health Employers and a Direct Care Workforce Census were conducted by Iowa CareGivers in partnership with Iowa Workforce Development in 2016. (page 9) The results clearly validate the challenges that employers are facing in not being able to fill vacancies due to a lack of applicants at a time when they are also expecting high numbers of retirements over the next several years. A Direct Care Workforce Summit (page 9) was hosted by the Iowa Department of Public Health in October which further supported the severity of the “Care Gap” and the need to elevate the wages and benefits of those who work in direct care. Participants in the White House Conference on Aging, the Office of the Long Term Care Ombudsman, Iowa Public Health Association, and many others have identified health and long term care workforce issues as important.

The Solutions were vetted by over 150 health and long-term service and support employers, community college representatives, and workforce development experts at regional listening sessions the past two years. We have heard the voices of those working in the field, Iowans receiving or needing care or services, family caregivers, advocates, and the business community loud and clear about the critical nature of the issues.

Join us in calling upon elected officials to fully implement proposed solutions that are supported by not only Iowa CareGivers, but the Older Iowans Legislature (OIL), Elevate Aging Collaborative, United Way's Skills to Compete Coalition, HCI/VNS, and others.

Share YOUR stories about why these issues are important at information@iowacaregivers.org. Join us on March 2, 2017 for our “Help Wanted” Day at the State Capitol, recruit others to join us, and get prepared to educate policy-makers at the state and local levels. Thanking you in advance for your support!

See Pages 8 and 9 for more details.

Older Iowans Legislature (OIL) Makes Workforce a Priority

Members of OIL met recently with Governor Branstad to express concern about people having access to good care and supports in home care, nursing homes, and other locations. OIL identified workforce as one of their priorities for 2017! They know that older Iowans can't have access to the care and support they need without those who provide the services.

See “In the News” for more information: <http://bit.ly/2hpJXff>
You will need to scroll down to view the story.

For more information about OIL: <http://www.olderiowans.org/>



*L to R: Kay Fisk, Larry Kudej, Governor
Terry Branstad, Helene McGee, Ron Jome,
Monica McCarthy.*



What is *Prepare to Care*?

Prepare to Care is a state-recognized, competency-based training for those who work in direct care/support. The curriculum provides consistent, portable training through modules that include a six-hour Core training which is free online. Face-to-face core classes are now being offered at some community colleges. The Core is the only module required before enrolling in any of the other modules or specialty programs.

To learn more about *Prepare to Care* visit www.iowapreparetocare.com. If you want to take the online Core training you can learn more and register at <https://directcare.training-source.org/>.

Who can take *Prepare to Care*?

- ✓ Those already working in direct care or service positions in the homes of individuals served, community-based settings, nursing homes, assisted living, adult day services, hospitals, hospices, and other locations.
- ✓ Those interested in returning to the field of direct care.
- ✓ Those exploring a career in the health or long-term service fields.
- ✓ Family caregivers.

Prepare to Care “CORE” is Key! Core is the place to start. It is only 6-hours and can be taken online at one’s own pace at no cost or face-to-face at various community colleges.

- ✓ Review for those who have been in the field for a number of years.
- ✓ Introduction to the profession for those interested in the field.
- ✓ Receive a state-issued certificate.
- ✓ Permanent record of certifications that will follow individuals from one work place to another.
- ✓ Makes one eligible to take the first specialty in oral health and future specialties in a variety of areas including mental health, dementia care, autism, and much more.

... Mouth Care Matters ...

Oral Health Education for Direct Care Professionals

- ✓ **“Mouth Care Matters”** project has developed the first specialty under the *Prepare to Care* curriculum and is led by Iowa CareGivers. It is one of three major grants of the Lifelong Smiles Coalition, and funded by Delta Dental of Iowa Foundation. Other funders include Mid-Iowa Health Foundation and the Department of Public Health. To learn about the *Mouth Care Matters’* oral health care specialty, please contact Mary Ann Young at 515-360-7003 or maryann@iowacaregivers.org or you can visit: www.iowacaregivers.org/education/prepare-to-care-mcm

IF YOU’D LIKE TO SEE HIGHLIGHTS FROM THE MOUTH CARE MATTERS PROJECT, YOU CAN VIEW AT: <http://bit.ly/2hw1ov9>

SAVE THE DATES! Core and Mouth Care Matters

Prepare to Care Core

- April 3 and 4 – Marshalltown
- April 18 – Creston
- May 9 – Des Moines
- May 11 – Dubuque
- May 24 – Burlington

Mouth Care Matters

- May 16 – Marshalltown
- June 8 – Dubuque
- June 20 – Des Moines
- June 27 – Burlington
- July 18 – Creston



*Prepare to Care
Waterloo Session*

Prepare to Care Meets Requirements for Home Health & Hospice Aide Training

The Department of Inspections and Appeals has issued the following:

The combined Prepare to Care Personal Activities of Daily Living (PADL) and the Health Monitoring and Maintenance (HMM) curriculums meet the current federal requirements for Home Health Aide and Hospice Aide training. To view the Department of Inspections and Appeals (DIA) Statement: <http://bit.ly/2fbkkKv>

Remember: If you are a Home Care Agency, you are still required to perform and observe the skills!

To learn more about how we are partnering with I-Smile Silver, one of the other grants through the Lifelong Smiles Coalition, funded by Delta Dental of Iowa Foundation, go to page 4.

THERE IS NO HEALTH WITHOUT ORAL HEALTH*

by Carol Van Aernam, RDH, BA

Daily Oral Care = Infection Control

QUESTION: I heard we shouldn't use dental floss anymore, is that true?

ANSWER: Recently you may have read or heard that the latest dietary guidelines for Americans, issued by the U.S. Department of Agriculture and Health and Human Services removed any reference of flossing. That led to some saying that flossing isn't important to good oral health. The American Dental Association, American Dental Hygienist Association and several other groups have responded stating that brushing your teeth twice a day and using an interdental cleaner, like floss, is important in preventing disease.

QUESTION: Why is the use of dental floss being questioned?

ANSWER: Most people do not use dental floss correctly. We need to use an interdental cleaner that best fits the needs of the person served, which depends on the space between teeth, missing teeth, bridges, implants, braces or partial dentures.

QUESTION: Is an interdental cleaner the same thing as dental floss?

ANSWER: There are many types of interdental cleaners that can be used to clean between the teeth.

- Dental floss, if used correctly (several types of floss, floss handles, flossers, and floss picks.)
- Small brushes with varying sizes of brushes that fit between the teeth, the center wire of the brush should be covered with plastic or rubber (Proxibrush, Sulca Brush, Soft Picks.)
- Wooden and plastic sticks or picks.
- Oral irrigation devices (Waterpik Water Flosser and the Sonicare Air Flosser.)

QUESTION: Why is it important to use an interdental device?

ANSWER: Brushing alone does not clean between the teeth. We need to remove the plaque, debris and bacteria which contribute to bleeding gums, cavities and gum disease (periodontal disease.) Doing so will:

- Reduce the risk of heart disease, uncontrolled diabetes, and pneumonia.
- Reduce or eliminate bad breath.
- Reduce the cost of dental treatment.

**Surgeon General, Report on Oral Health, 2000*

You can learn more about oral health and the Prepare to Care Oral Health Specialty (Mouth Care Matters program) on our website at <http://www.iowacaregivers.org/education/prepare-to-care.php> or you can visit the Prepare to Care wiki site at www.iowapreparetocare.com



Carol Van Aernam
RDH, BA
Registered Dental Hygienist

Carol received the 2016 Registered Dental Hygienist of the Year Award from the Iowa Dental Hygienists' Association (IDHA).

Congratulations Carol!



I-SMILE™ SILVER: A PILOT PROJECT TO IMPROVE ORAL HEALTH FOR OLDER IOWANS

By Katie McBurney, RDH, BSHM, Oral Health Consultant, Bureau of Oral and Health Delivery Systems, Iowa Department of Public Health

Dental care for older adults is a growing need as more and more Iowans enter retirement. In fact, by 2030, over 20% of Iowa's population will be over age 65. While many Iowans will rely on Medicare to cover the costs of needed medical services, dental care is currently not a Medicare benefit. Recognizing that oral health is a necessity for overall health, the Lifelong Smiles Coalition and the Iowa Department of Public Health have created a pilot project, I-Smile™ Silver.

What is I-Smile™ Silver?

I-Smile™ Silver is a pilot project that began in Scott, Lee and Van Buren Counties. Over the last two years, I-Smile™ Silver has been working within these counties to increase awareness on the importance of oral health for older Iowans and to coordinate access to dental care for Iowans age 60 and older, specifically those in nursing facilities, on Medicaid elderly waiver, and those receiving home-based health services. I-Smile™ Silver uses dental hygienists, known as I-Smile™ Silver coordinators, to work within their communities to identify the oral health needs of older Iowans, develop referral networks with local dentists, provide trainings for direct care professionals, promote the importance of oral health within communities, and coordinate access to dental care.

Using federal and Delta Dental of Iowa Foundation funding, in November 2016, the pilot will expand services to Des Moines County, as well as six counties in northwest Iowa that include: Calhoun, Hamilton, Humboldt, Pocahontas, Webster, and Wright. In addition, I-Smile™ Silver will begin to provide preventive dental services for residents of participating nursing facilities, an exciting opportunity to improve access to dental care for nursing facility residents.

I-Smile™ Silver and Mouth Care Matters

I-Smile™ Silver is teaming up with Mouth Care Matters (MCM) to create resources and tools that will help nursing facilities and home health organizations address residents'/clients' oral health needs. I-Smile™ Silver and MCM recognize that by working together we can increase opportunities for older Iowans to have better oral health. Stay tuned for more updates on this partnership!

For more information, contact the Iowa Department of Public Health at 1-866-528-4020.

A MESSAGE FROM YOUR FELLOW DIRECT CARE PROFESSIONAL

by *Connie Brennan*

We are excited about our upcoming spring conference on **April 10 and 11, 2017**. It is geared for you, direct care professionals, who work so hard caring for the needs of others. RIDING THE WAVES makes me think of deep blue ocean water, white sandy beaches and watching the huge waves roll in with surfers riding on top.

We want you to be able to ride the wave on top! Health care fields are constantly changing and hard to keep up with. Through this conference, we are here to help and encourage you and to provide you with tools, so that you can continue to "Ride the Wave." Many workshops will bring you good information to help you better serve those whom you help so unselfishly. The speakers will encourage you to care for yourself so you can do the job you love.

Be sure to read the brochure (once available) and choose those workshops you are most interested in. Don't miss the boat! Hope to see you there.

SPONSORSHIP AND EXHIBITOR REGISTRATION IS NOW OPEN. Please visit our website at <http://bit.ly/2hOz1ZO> or call 515-729-9729 for more information.

Registration information will be available in February. Keep checking the website for more information.



Connie Brennan
Direct care professional,
Retired Hospice Aide, and
2017 Conference Chair

Save the Date!
**Monday, April 10 &
Tuesday, April 11, 2017**

Prepare to Care CORE being offered as a pre-conference session, Sunday, April 9, 2017

Limited space available. Registration will be included in the Iowa CareGivers Riding the Wave conference brochure.

Prepare to Care "CORE" is Key! It is only 6-hours and is the only thing required before taking any additional Prepare to Care modules or specialties like Mouth Care Matters. (See page 3 for information on Prepare to Care or visit www.iowapreparetocare.com.) The Core is also offered online at no charge through the end of June 2017. If you are interested in the online Core training you can learn more and register at <https://directcare.training-source.org/>.



DIRECT CARE WORKERS ARE A KEY LINK FOR IOWA SENIORS AND NUTRITIOUS FOOD

SENIOR HUNGER OCCURS IN THOSE OVER 60 *By Linda Gobberdiel*

Linda will be providing a workshop on Food Insecurity at our conference in April.

"Let food be thy medicine and medicine be thy food". This quote from Hippocrates many years ago suggests that food and medicine are one in the same. Over the years, this close relationship has been researched and confirmed (and continues to be). What we eat directly impacts our health.

As we age, nutrient-dense food becomes even more important in maintaining our strength and our ability to fight off illness, and to remain independent. Food also plays a major role in preventing and managing chronic illnesses such as diabetes and heart disease.

In your work as a direct care worker, you have firsthand experience with how well your clients are eating and if their health condition is affecting their appetite and/or their ability to prepare and eat food. You are in a position to know if they could benefit from additional information or services, a new source of nutritious food such as a home delivered meal, or if a family caregiver could also benefit.

Senior hunger occurs in about one in every eight lowans over the age of 60 years old.¹ Food insecurity impacts the health of lowans by diminishing independence and quality of life resulting in aging the equivalent of 14 years.² Food insecurity occurs when people do not consistently have access to sufficient, safe, nutritious food to maintain a healthy and active life.³

Bringing awareness to senior hunger issues and finding realistic solutions is the focus of Growing Bolder, a new coalition with partners from across Iowa. We want to partner with care providers such as you, to ensure that all seniors have on-going access to nutritious food.

As a direct care worker, you play a key role in understanding senior needs and sharing resources with the lowans you serve can help them remain healthy, strong, and independent for as long as possible. If you find that you need nutrition support information for your clients and are not sure where to find what you need, contact Linda Gobberdiel at Iowa Department on Aging, 515-725-3303 or visit LifeLong Links at www.lifelonglinks.org or 866-468-7887.

¹Sauer, J. (2013). 2013 Survey of lowans 18+. AARP. Retrieved from: <http://www.aarp.org/>.

²Food and Nutrition Programs for Community-Residing Older Adults. (2010) American Dietetic Association.

³1996 World Food Summit, Rome, Italy

DIRECT CARE WORKFORCE | 2020

Regional Listening Sessions

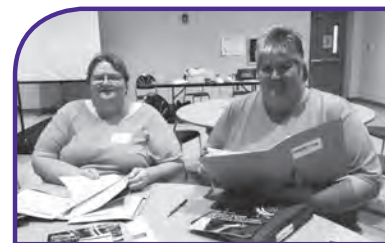
The Direct Care Dilemma!

**No People to Fill Vacancies...Burning Out Existing Staff
Many Retiring Soon!**



Employers Struggle to Find and Keep People in Direct Care
Over 150 employers and educators of direct care workers participated in a series of regional Direct Care Workforce 2020 sessions. They shared concerns about and possible solutions to building a more stable direct care workforce for the future. One of the biggest concerns was the number of job vacancies that they are unable to fill and the fact that many of their current employees will be retiring in the near future. They fear being unable to fill those vacancies. The Solutions identified are posted on the Iowa CareGivers website and have become part of our 2017 Issue Priorities. You can view the Solutions document by visiting our website: http://www.iowacaregivers.org/uploads/pdf/IC_solutions_doc6.pdf

If you share these concerns we invite you to join us for our "Help Wanted" Day at the State Capitol on March 2, 2017. **YOUR STORIES MUST BE HEARD!** (Page 8)



Cherokee Regional Listening Session



Marshalltown Regional Listening Session



Show Your Pride In The Toughest Job You'll Ever Love

Join a grassroots movement of those who work in the field by sharing your Toughest Job You'll Ever Love calling cards to educate family, friends, neighbors, individuals served about your profession. Call our office at 515-223-2805 to order your cards while they last, or send a request to Ronni Steuben at ronni.steuben@iowacaregivers.org

"A Call to Leadership" Program, Should it Stay or Go? You Decide!

Over 800 individuals who work in the field of direct care have graduated from Iowa CareGivers "A Call to Leadership", developed and tested several years ago with a public health grant. The program focuses on leadership outside the workplace. It's about taking on the responsibility of role model, advocate, face, and voice for your profession.

We have not held a leadership program for two years and it is time to re-evaluate. The evaluations consistently rated this program high. We have also learned a lot of lessons along the way. Before we consider new leadership classes, we need your input on how to make it better. Leadership comes in many forms. Our goal is to provide you with meaningful training and tools to empower you and your profession in a way that is comfortable. Watch for a copy of the survey in the mail. Your advice is very important!!

LifeLong Links

To learn about meal programs available in your area:

866-468-7887 or
www.lifelonglinks.org

Food Assistance Hotline:

1-855-944-3663 or
FoodAssistanceOutreach@iowafba.org

Iowa Area Agencies on Aging:

<https://www.iowaaging.gov/area-agencies-aging>

Our Caring Contributors



Shirley Sorenson and late husband, Bob

When my husband, Bob, passed in 2015 I donated his memorial to Iowa CareGivers to help support a grassroots awareness campaign to honor all who work in direct care."

I have seen, first-hand, the impact that Certified Nursing Assistants and other direct care workers have had on my loved ones and me. They cared for my mother as she became more frail requiring care in a nursing home. They also cared for my husband through hospice at the end of his life. I watched as these caregivers provided both the care to my family member with the skills and compassion that supported not only their quality of health but their quality of life.

I felt it important to donate my husband's memorial to Iowa CareGivers so they can continue to advocate for, educate, and honor this vitally important group of direct care professionals. I hope you will join me. – *Shirley Sorenson*



Michael Wolnerman
RPh, CCIM, and Family Caregiver

"My wife Missy and I contributed to Iowa CareGivers because we had 50 different home care aides in one year assisting my mother before she died. There is importance to be stressed that home care aides or direct care workers are important to older Iowans and their families."

– *Michael Wolnerman*



Maribel Slinde
Iowa CareGivers Board Chair

Dear Friend,

Formal and informal caregivers are the bedrocks of a caring society, and they need your help! A Care Crisis is truly upon us. Whether you are an older Iowan, an individual with a disability; a family caregiver; an employer of direct care workers; or member of the business community; you are impacted by too few direct care workers. Please consider making a financial contribution to support our efforts to ensure access to quality care and support for direct care workers.

Thank you for your consideration of this request. – *Maribel Slinde*

A HEARTFELT THANK YOU to all of the following for your generous support through tax deductible contributions, event sponsorships, and project partnerships.

IN MEMORY

Crystal Mason

Tom and Julie McMahan

Margaret Mancl

*Shirley Bailey
Fran Mancl*

Jimmy T. Stevens

*Connie Stevens
Di Findley*

IN HONOR

All of My Iowa CareGivers Co-workers, Colleagues, Board, Council, and Mentors
Di Findley

During the last 15+ years of my Aunt Crystal's life, she struggled with Alzheimer's Disease.

This memorial is made in her memory and as THANKS for all the direct care workers at the nursing home in Leon, Iowa, who contributed to her quality of life during these years, and gave some measure of comfort to the family! You are a caring profession!

Jacob Swearngin

*Shirley Renfro
Di Findley*

Sharon Wunschel

*Tom and Julie
McMahan*

Izzy Wise

Sandi Koll

Partners & Donors Contributing

\$1,000 and Above

Thomas Carpenter
Deanna Lehl
D.J. and Owen J. Newlin
Michael and Missy Wolnerman

Partners & Donors Contributing

Up to \$999

Nancy G. Anderson	Deanna Lehl
Kim Downs	Don and Mary McLaughlin
Betty Grandquist	Charlotte Nelson
Scott Hartsook	Shirley Sorenson
Sandi Koll	

Listed are contributions from the period 4/15/2016 to 12/19/2016

For more testimonies, view our website at
<http://www.iowacaregivers.org/make-a-donation/index.php>

YOU CAN MAKE A CONTRIBUTION BY VISITING OUR WEBSITE AT:
<http://bit.ly/2gJarUQ>

“HELP WANTED”: DAY AT THE CAPITOL MARCH 2, 2017

Join us at the State Capitol to educate elected officials about the demand for, shortage and turnover of those who work in the field of direct care/service. Please call 515-249-0138 if interested and watch our website for updates www.iowacaregivers.org



Iowa CareGivers 2017 ISSUE PRIORITIES

HEALTH WORKFORCE INITIATIVES

Task and fund the Iowa Department of Public Health to serve as the “backbone” for addressing recruitment and retention of the direct care workforce and other health and long-term services and supports workforce to meet need of Iowans:

In summary, we continue to fight for a state system that recognizes those who work in direct care regardless the setting or the population served. That system would include:

- A data system, like the Direct Care Worker Registry, that includes the names, and training or credentials of all who work in direct care and not just Certified Nursing Assistants
- Ability to do an accurate count of all who work in the field
- Training, certifications and/or credentials that you own, are permanent, recorded at the state level, and follow you from one work place to another
- Continuing education that is linked to your certifications and maintained on a data base
- Expand existing programs of statewide educational and networking conferences, newsletters, websites, and other resources tailored for direct care workers
- Scholarships to enter the field or take advanced or specialty trainings
- Public awareness and recruitment campaigns such as the “Toughest Job You’ll Ever Love”
- Adapt trainings to enable individuals with disabilities and older workers to remain in the field of direct care longer, and other strategies to recruit more diverse populations to the workforce
- Doing away with regulations that are a burden to entering and staying in the direct care profession
- Promote direct care educational programs to family caregivers

COMPENSATION AND FINANCIAL INCENTIVES

- Create an initiative within the Department of Public Health to identify strategies to increase wages/compensation for those who work in direct care workers
- Support an increase in the minimum wage that assures safety net protection
- Explore strategies to boost family caregiver supports

Please visit our website to view the Issue Priorities document at: <http://bit.ly/2gSm680>

Do You Know **ALICE?**



ALICE REPORT

(Asset Limited, Income Challenged, Employed)

United Ways of Iowa just released a report on the financial status of Iowa's citizens

Groundbreaking Study Reveals 31% of Iowa Households Struggle to Afford Basics!

View the full report at:
<http://bit.ly/2dlC8GO>

WAGES AND COMPENSATION

Wages for these three occupational titles for entry level to experienced are:



- **Certified Nursing Assistant (CNA)**
\$10.00/hour - \$13.22/hour
- **Home Health Aide (HHA)**
\$9.23/hour - \$11.74/hour
- **Personal Care Assistant (PCA)**
\$9.01/hour - \$11.63/hour

To read more: <http://bit.ly/2hFSfxh>

(Source: Iowa Workforce Development)

Summit Hosted by Iowa Department of Public Health on Direct Care Workforce Sheds Light on Challenges and Solutions

About 30 stakeholders participated in a discussion led by Director Gerd Clabaugh, on key challenges related to the recruitment and retention of the direct care workforce. Panelists included Fran Mancl, Certified Nursing Assistant who said,

"I had to work a second job to supplement my income so I could afford to work in the direct care job that I love."
Read more here: http://www.iowacaregivers.org/advocacy/direct_care_workforce_issues.php

During the recent Summit, hosted by Iowa Department of Public Health, it immediately became apparent that I was surrounded by brilliant minds and individuals who were seeking validation for their concerns around Health Care Workers in the State of Iowa and as importantly, making this group of people be pivotal in the Workforce opportunities.

I had the privilege to present my personal experiences with Caregivers for my Mom (and Dad) over the past three years. It is obvious to me that the needs, for everyone, are great and growing. There is importance to be stressed that Home Care Aides or Direct Care Workers are important to older Iowans (and their families) which is my perspective. The State of Iowa has a successful history in caring for Older Iowans which needs to continue by placing a priority on ensuring we have Educated, Skilled, Compensated and Prepared Direct Care Workers.

– Michael Wolnerman, RPh, CCIM



GET COVERAGE, GET CARE

(PREPARED BY IOWA PRIMARY CARE ASSOCIATION FOR IOWA CAREGIVERS)

**OPEN ENROLLMENT
ENDS JANUARY 31, 2017**

Open Enrollment for the Health Insurance Marketplace is happening now! Make sure you and your family are covered for 2017 and to avoid paying a penalty for not having insurance.

You have a choice of health plans and there is assistance available to help you find the plan that is right for you. The Marketplace is open to individuals, families, and small businesses with 50 or fewer eligible employees. Health insurance from the Marketplace includes a wide-ranging set of benefits.

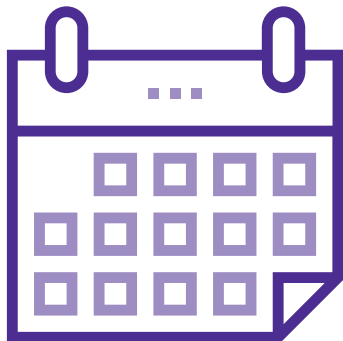
When you fill out the Marketplace application, you can find out if you qualify for private insurance plans or if you qualify for lower costs based on your household size and income. If you don't qualify for lower costs, you can still use the Marketplace to buy insurance. Plans cover essential health benefits, pre-existing conditions, and preventive care.

Even if you can get health insurance from your job or a family member's job, you can still buy health insurance through the Marketplace, but you may have to pay the full price of the plan. To determine if you can receive financial assistance, the Marketplace application will ask:

1. Does your workplace plan pay for enough of your health care? Does the plan pay for at least 60 percent of health care costs (does the plan meet "minimum value")?
2. Is your workplace plan too expensive? What is the cheapest plan that pays for at least 60 percent of health care costs? Would you have to pay more than 9.56 percent of your annual household income on the premiums for that plan to cover just yourself (and not any other family members)?

You Can Apply For Health Insurance in Several Ways

1. **GO ONLINE** to www.HealthCare.gov
2. **CALL** 1-800-318-2596 (24 Hours a day, 7 days a week)
3. **HELP IS AVAILABLE**
Do you know of someone that needs assistance exploring their healthcare coverage options? Free in-person assistance is available across the state of Iowa at community health centers and other organizations. To find a local Certified Application Counselor or Navigator, visit <https://localhelp.healthcare.gov>
4. **PAPER APPLICATION:** Call the Health Insurance Marketplace to get an application or download a copy from www.HealthCare.gov



KEY DATES TO REMEMBER

- **November 1, 2016:** Open Enrollment for 2017 begins.
- **December 15, 2016:** If you want to change plans, act by December 15 so your new coverage starts January 1, 2017.
- **December 31, 2016:** Coverage ends for 2016 Marketplace plans.
- **January 1, 2017:** Coverage can begin for 2017 Marketplace plans.
- **January 31, 2017:** Open Enrollment ends.

As a reminder, enrollment for Medicaid is open year round.

MEET RONNI

Ronni is the newest member at Iowa CareGivers. With her background in healthcare as well as years of work experience as a CNA, Ronni has her own insight into the day-to-day lives of the direct care workforce. Ronni lives in Clive with her husband, Chase, and their dog, Kitty. She is currently attending PCI Academy in Ames with a focus on Esthetics. She is working part-time for Iowa CareGivers.

We thank Bailey Phares for her two years of service and wish her well in her first year of teaching in elementary education.



Ronni Steuben
Program and Data
Management Associate
Ronni.steuben@
iowacaregivers.org

IOWA CAREGIVERS 2017 BOARD AND EXECUTIVE COMMITTEE MEETING SCHEDULE

January 18, 2017	Board of Directors Meeting
March 29, 2017	Executive Committee Meeting
April 19, 2017	Board of Directors Meeting
June 28, 2017	Executive Committee Meeting
July 19, 2017	Board of Directors Meeting
September 27, 2017	Executive Committee Meeting
October 18, 2017	Annual Meeting (tentative)
December 13, 2017	Executive Committee Meeting

All meetings are held at the Iowa CareGivers office in the conference room.

THANKS TO 2017 BOARD OF DIRECTORS OFFICERS!



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WesleyLife Home and
Community Services



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Vice-Chair
Iowa State
University



Nancy Anderson,
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Retired, Aging
Resources of
Central Iowa



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BE LOOKING FOR MORE REGULAR COMMUNICATIONS FROM IOWA CAREGIVERS IN THE FORM OF EMAILS AND POSTCARDS.

We will be keeping you informed about "What's Up at Iowa CareGivers." If we don't have your email, please send it to information@iowacaregivers.org, so you don't miss out on these updates.

Iowa CareGivers
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IOWA CAREGIVERS
**THE
HUB**
NEWSLETTER

Look inside for
articles, information,
and much more...

THE LEADERSHIP LOG

The Iowa CareGivers Direct Care Professional Leadership Council serves an important role for the Iowa CareGivers and the profession of direct care. They provide a voice to discussions, promote events that are important to peers, network in a variety of settings, and do all of this above and beyond their busy work schedules. For a list of council members, see page 11. Here are a few of their recent activities:

We staffed an exhibit on Iowa CareGivers behalf at the ID Action conference.

I attended the training to become a Prepare to Care CORE instructor.

I have been promoting Mouth Care Matters and the Prepare to Care programs at my local community college.

I represented Iowa CareGivers at the Iowa Alliance in Home Care conference.

I am taking the Prepare to Care CORE class online.

I've been promoting the Iowa CareGivers' Annual Conference.

I took Prepare to Care CORE class in person.



Make sure to visit us on the web at: www.iowacaregivers.org and you can follow us on Facebook and Twitter



Please remember to update us if you have any name or contact information changes, so that you can continue to receive the Iowa CareGivers HUB and other program announcements. Thank you.

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