

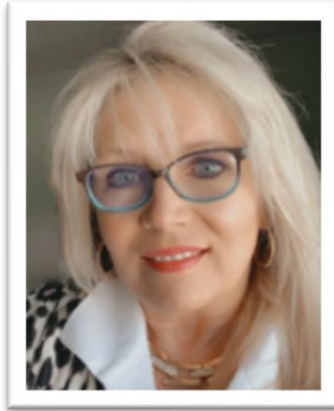
**RCAW**

**Respite Care Association  
of Wisconsin**

**RESPITE PROVIDER  
RECRUITMENT AND  
TRAINING INITIATIVE**

**PART 3:  
EVALUATION**

YOUR  
PRESENTERS



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Respite Care Association of  
Wisconsin  
Family Caregiver



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Assistant Professor  
Marquette University  
College of Nursing  
Family Caregiver

# PRESENTATION OUTLINE



Introductions



Presentation Overview



The Pilot Project: Evaluation Plan & Data



Q&A



## PRESENTATION OVERVIEW

This is a continuation of National Lifespan Respite Recruitment, Training & Retention Pilot Project Parts 1 & 2. This presentation will focus on evidenced-informed practices used to guide the pilot project program design and implementation and subsequent outcomes.

This presentation will share the strategy to field test and evaluate the pilot project utilizing the RE-AIM framework to evaluate the Reach, Efficacy, Adoption, Implementation, and Maintenance factors related to the training.

At the time of this presentation, we are currently into our 9<sup>th</sup> month of the 12-month pilot project period. Pilot states continue to field test the training curriculum, pre-and post-surveys, marketing/recruitment, and campaign and data collection processes. We will share the qualitative and quantitative data collected to date and share the latest results of the pilot project.

## PRESENTATION OVERVIEW

The outcomes of this project are to:

- Improve the evidence-base for respite care workforce training and recruitment to better meet the respite needs of families.
- Support states in their work to improve and expand the long-term services and supports (LTSS) direct care and respite workforce as well as natural supports.
- Strengthen the National Family Caregiving Strategy based on evidence-supported practices and state policies.

P R E S E N T A T I O N  
O B J E C T I V E

At the end of this presentation, you will learn the:

- Steps taken to develop, test, and scale a respite workforce recruitment, training and retention program.
- Steps used to develop, and field test a state-based framework and roadmap for respite system planning and development, which ties to the forthcoming National Caregiving Strategy.
- Steps taken to strengthen and test approaches to help caregivers and families develop or strengthen natural support systems to include respite and other supports.

# Respite Provider Recruitment and Training Initiative

This project was supported, in part by grant number 90LRSP0001, from the U.S. Administration for Community Living, Department of Health and Human Services, Washington, D.C. 20201. Grantees undertaking projects with government sponsorship are encouraged to express freely their findings and conclusions. Points of view or opinions do not, therefore, necessarily represent official ACL policy.



RESPITE  
PROVIDER  
RECRUITMENT  
AND TRAINING  
INITIATIVE  
STRATEGY &  
OUTCOMES

## Project Strategy:

- **Recruitment:** Develop a targeted, comprehensive, effective recruitment campaign to reach individuals interested in providing respite care.
- **Training:** Develop an online core curriculum training program that would be provided at no cost and that meets core competencies identified by a national expert work group.
- **Retention:** Develop tools to aide in creating a culture that provides long-term retention and turns respite providers into respite ambassadors for the services you provide.
- **Evaluation:** Field test the training curriculum, pre and post surveys, marketing/recruitment and campaign and data collection processes over a 12-month period.

## Project Outcomes:

- **Increase** the number of qualified and well-trained entry-level respite care professionals.
- **Improve** respite provider recruitment and retention.



# EVALUATION STRATEGY

# OUTCOMES

- **Outcome 1:** Establish a standard respite care training that aligns with the Core Competencies for Respite Care Professionals
- **Outcome 2:** Establish a strategy for recruiting respite care providers
- **Outcome 3:** Improve individual knowledge and confidence in providing respite care among training participants
- **Outcome 4:** Increase the number of trained respite care providers
- **Outcome 5:** Increase the number of people who join the respite care registry (if applicable)
- **Outcome 6:** Increase the number of people who indicate intent to provide respite care
- **Outcome 7:** Increase the number of people who are actively providing respite care (long-term)

# OVERALL PROJECT EVALUATION



- We will be using the RE-AIM Framework to help guide our overall project evaluation.
- The goal of RE-AIM is to encourage program planners, evaluators, funders, and policy-makers to pay more attention to essential program elements including external validity that can improve the sustainable adoption and implementation of effective, generalizable, evidence-based interventions.

# THE RE-AIM FRAMEWORK



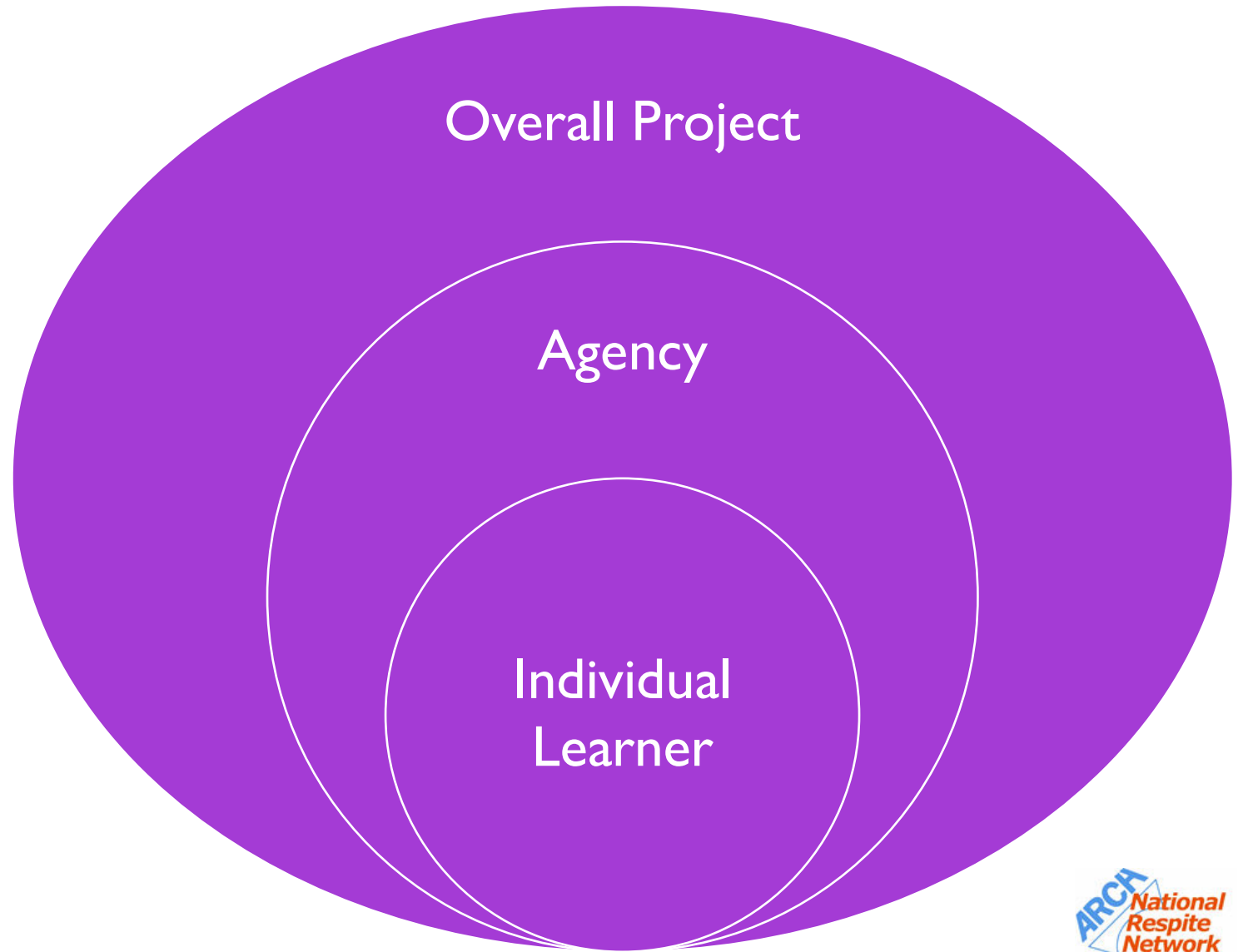
- **Reach** - How do I reach the targeted population with the intervention?
- **Effectiveness** - How do I know my intervention is effective?
- **Adoption** - How do I develop organizational support to deliver my intervention?
- **Implementation** - How do I ensure the intervention is delivered properly?
- **Maintenance** – How do I ensure the intervention has long-term effects over time?



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# MULTI-LAYERED EVALUATION



# INDIVIDUAL LEARNER EVALUATION

## Intro Survey

- Demographic Questions
- Respite Experience Questions
- Confidence Questions

## Pre/Post Test

- Scenario-based questions aligned with course objectives and core competencies

## Post-Course Completion Survey

- Confidence Questions
- Likelihood of providing respite care in the next 6 months
- Potential barriers to providing respite care
- General course evaluation (Satisfaction and overall learning)
- ***\*Surveys built into course***



# INDIVIDUAL LEARNER EVALUATION

- **6-month follow-up survey**
  - Emailed survey link
  - Are you currently providing respite care
  - How well did the training prepare you to provide respite care?
- **Inactive survey**
  - Why did you not complete the course?

# AGENCY EVALUATION

- Will work with evaluation consultant to identify agency-specific goals
- Data collected at:
  - Baseline
  - 6-months
  - 12-months (end of pilot)
  - 6-months post follow-up
- Recruitment Campaign Evaluation
  - How many people are enrolled in training?
  - How many people completed the training?
  - How many people joined the respite registry (if applicable)?
  - How many people are actively providing respite care?



# **QUARTER 2 EVALUATION**

## **JANUARY – JUNE 2022**

	Q1	Q2
AR	82	35
IL	27	42
KS	24	14
MA	64	103
MT	1	6
NAT	0	4
NV	21	8
NM	31	14
NY	29	20
OK	0	3
SC	183	332
WI	148	192
Total	610	773

# REGISTRATION BY STATE

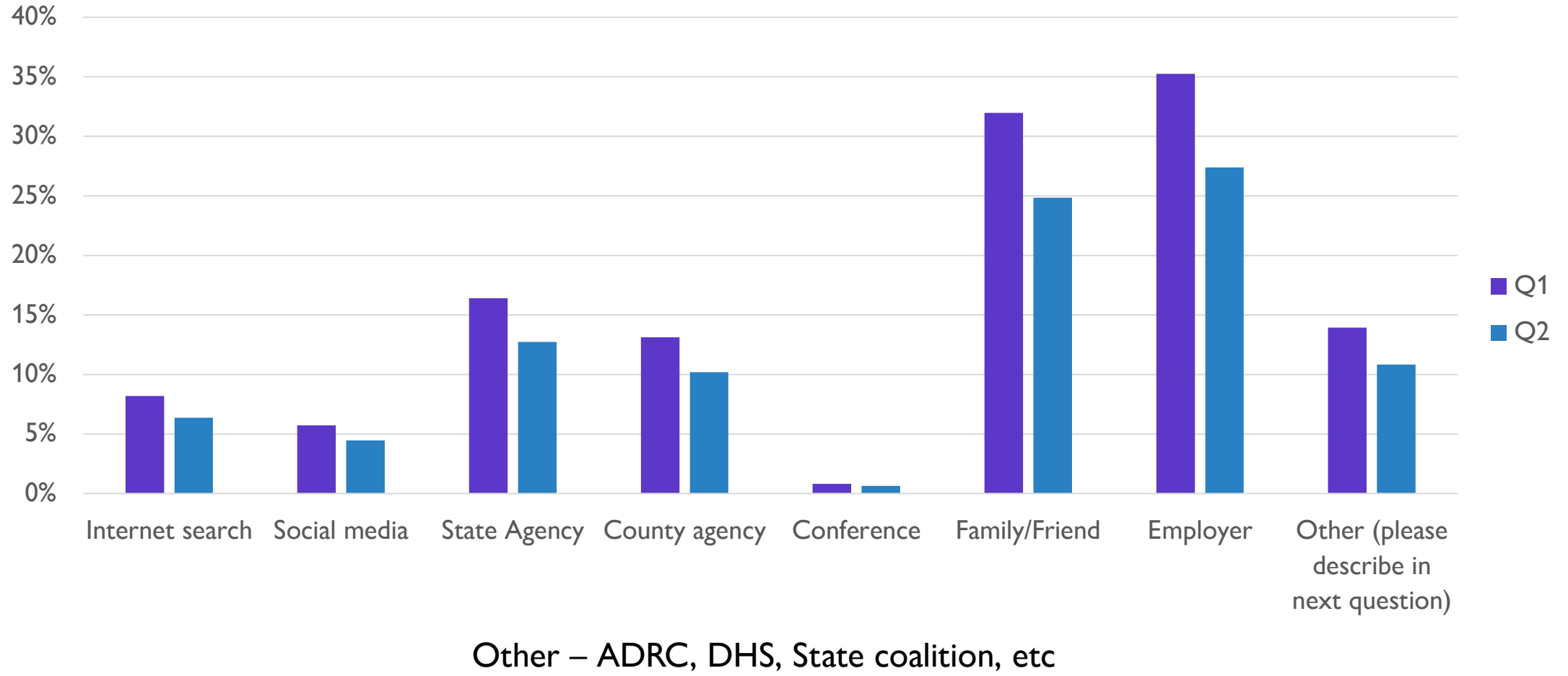
	Q1	Q2*
AR	12	4
IL	13	10
KS	1	1
MA	6	14
MT	0	1
NAT	0	0
NV	1	3
NM	2	7
NY	3	0
OK	0	0
SC	33	40
WI	51	77
Total	122	157

# COMPLETION BY STATE

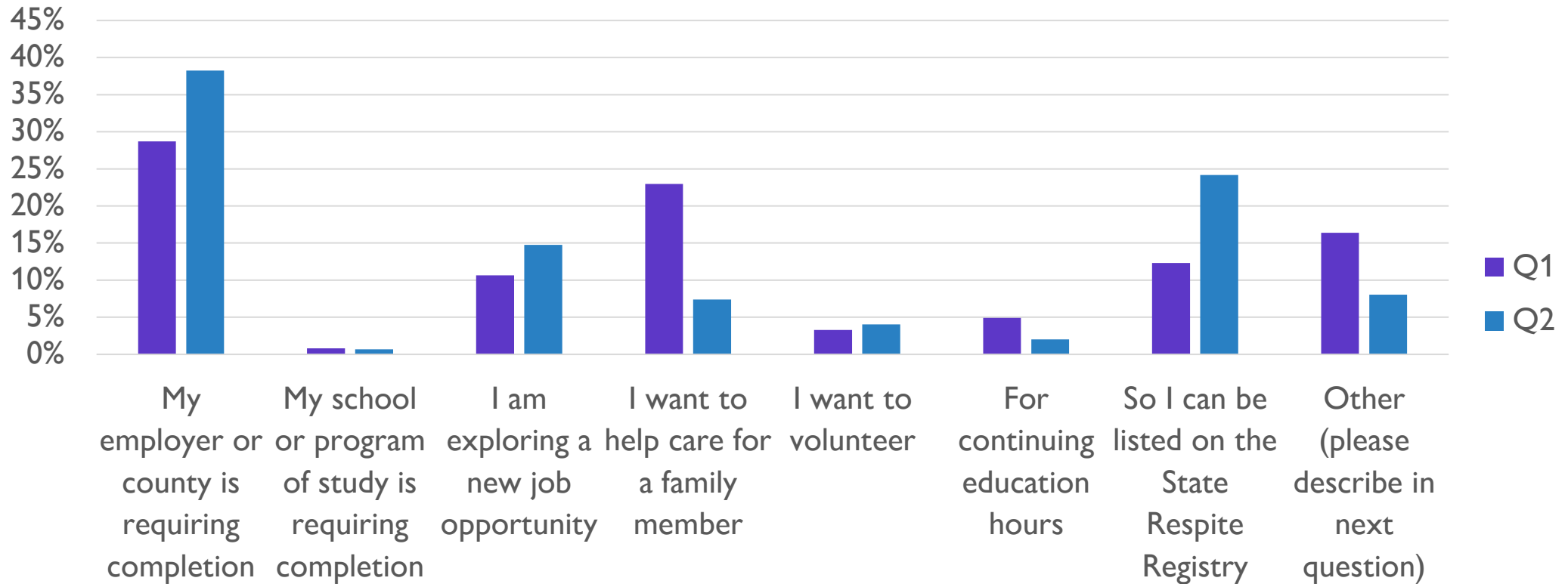
# DEMOGRAPHICS

PARTICIPANTS WHO COMPLETED THE  
RCPT BETWEEN JANUARY-JUNE 2022

How did you HEAR ABOUT the Respite Care Training Program? Select all that apply  
(Q1 n=122) (Q2 n=157)

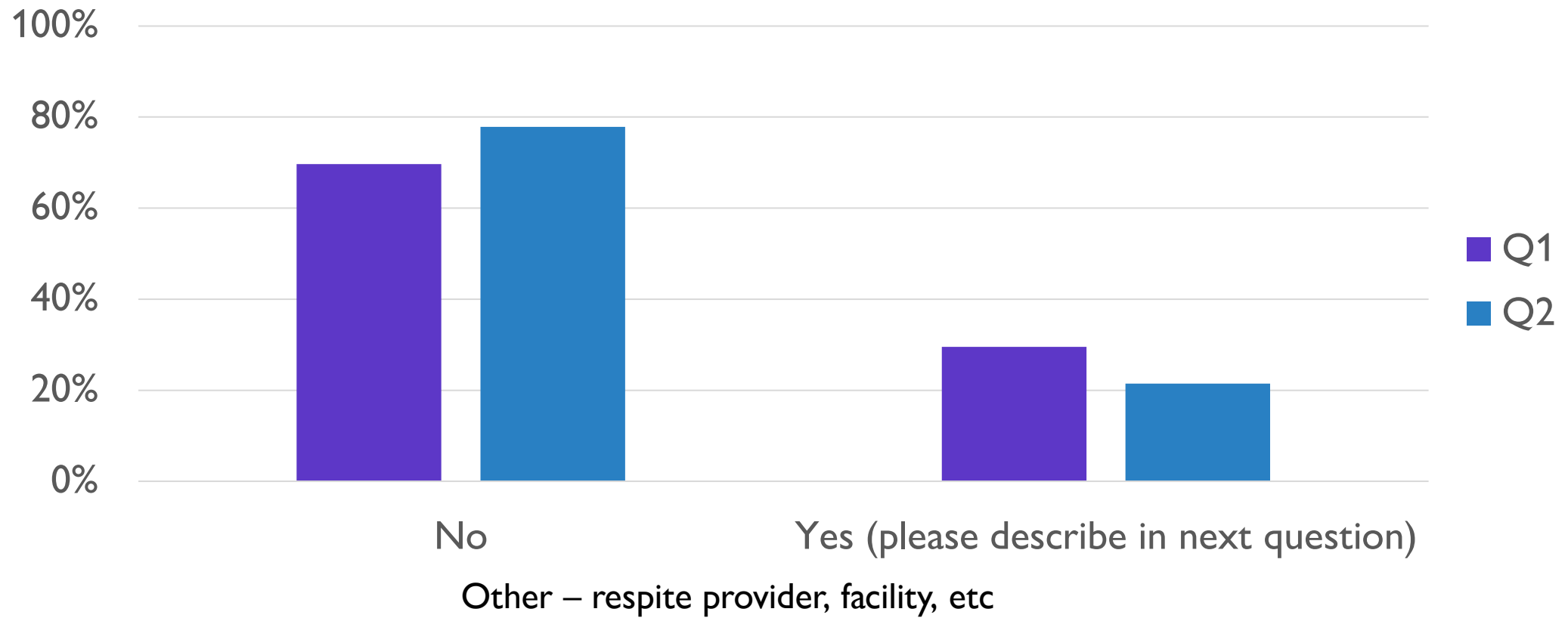


What is the PRIMARY REASON you decided to take this training?  
 (Q1 n=122) (Q2 n=157)

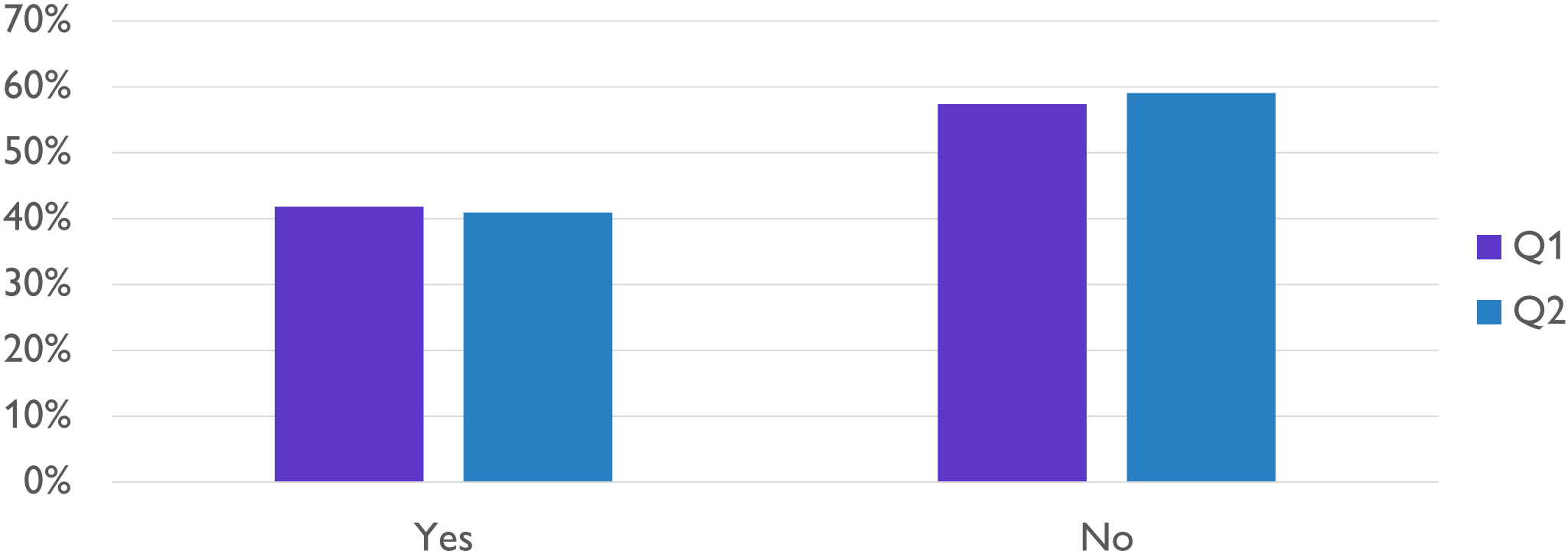


Other – Starting a respite program

Have you received any PREVIOUS RESPITE TRAINING in the past? (Q1 n=122) (Q2 n=157)

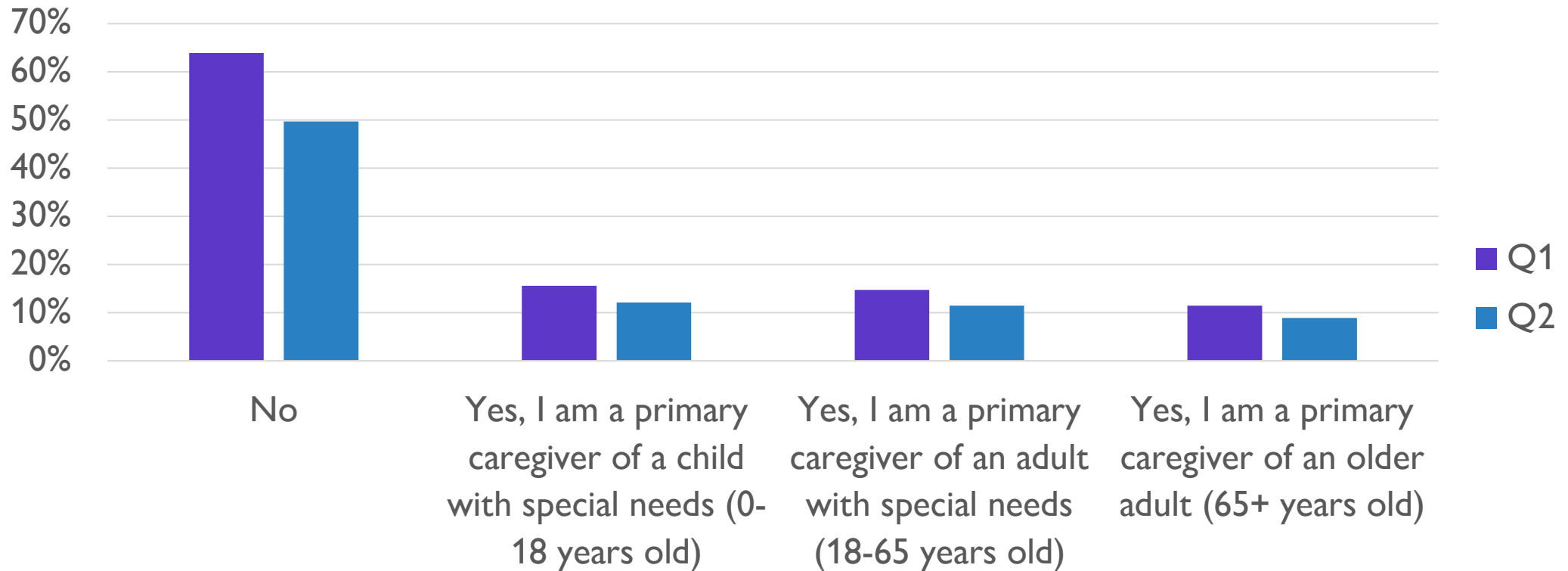


Do you currently work for an AGENCY that provides support to caregivers? (Q1 n=122) (Q2 n=157)

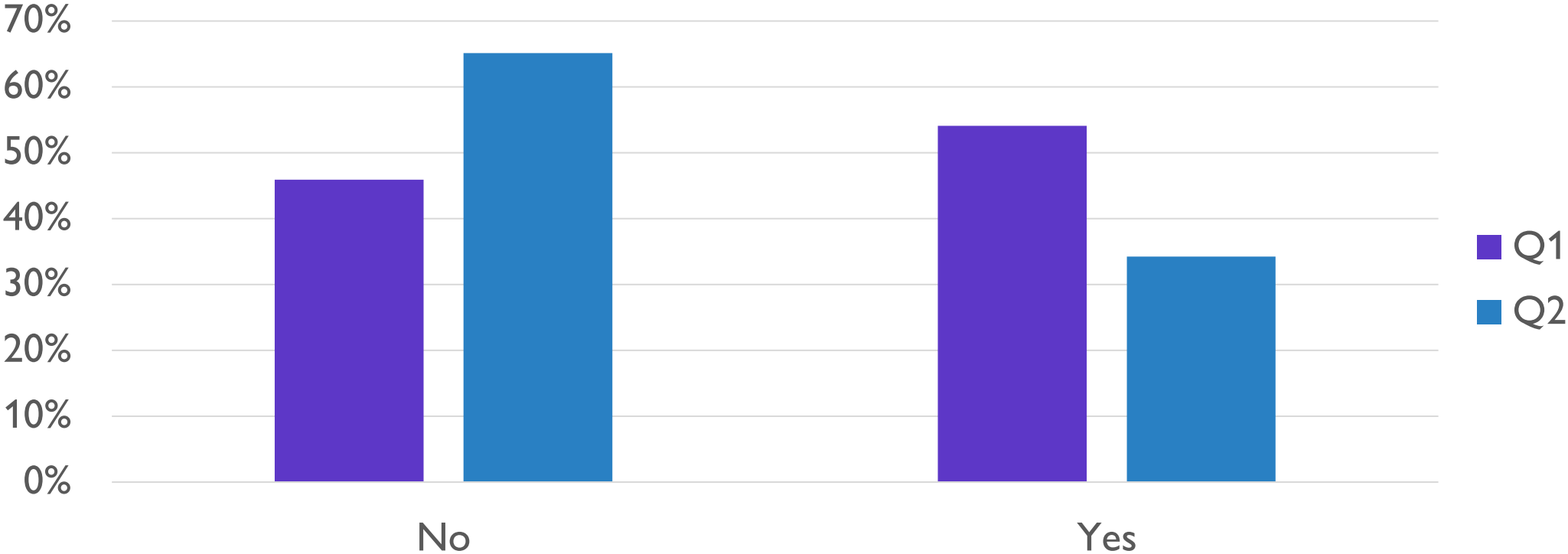




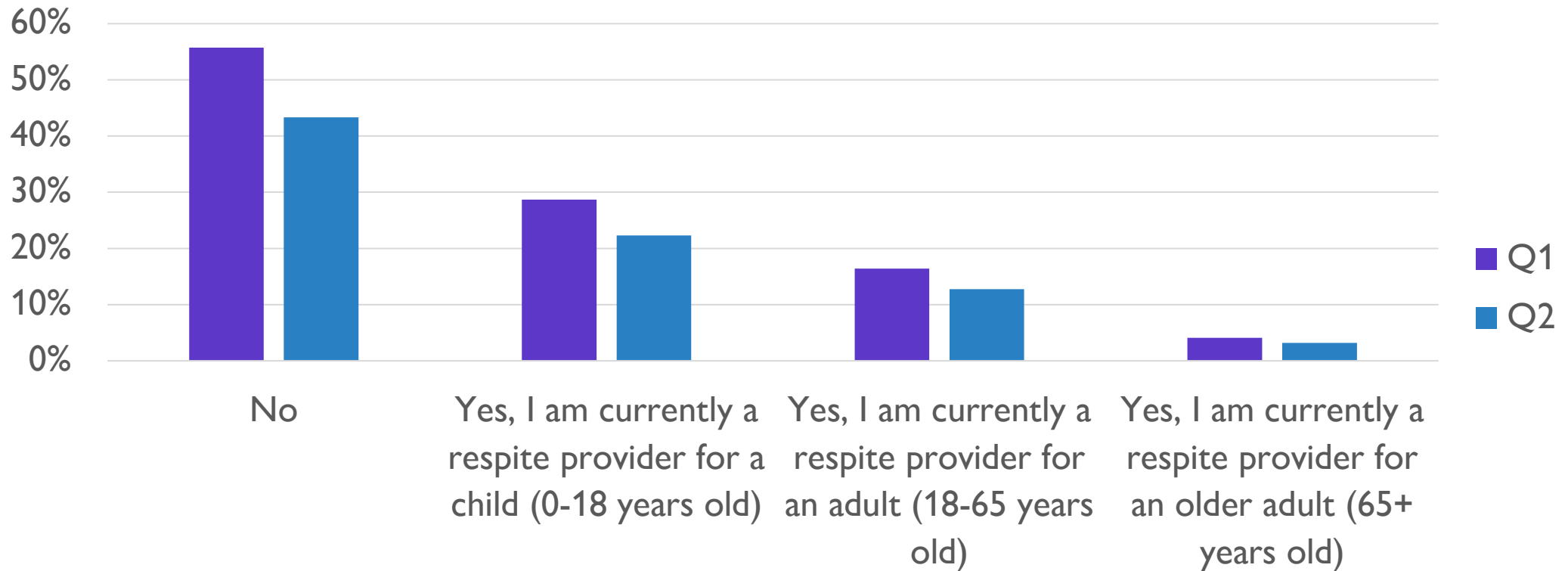
Are you a PRIMARY FAMILY CAREGIVER? Select all that apply  
(Q1 n=122) (Q2 n=157)



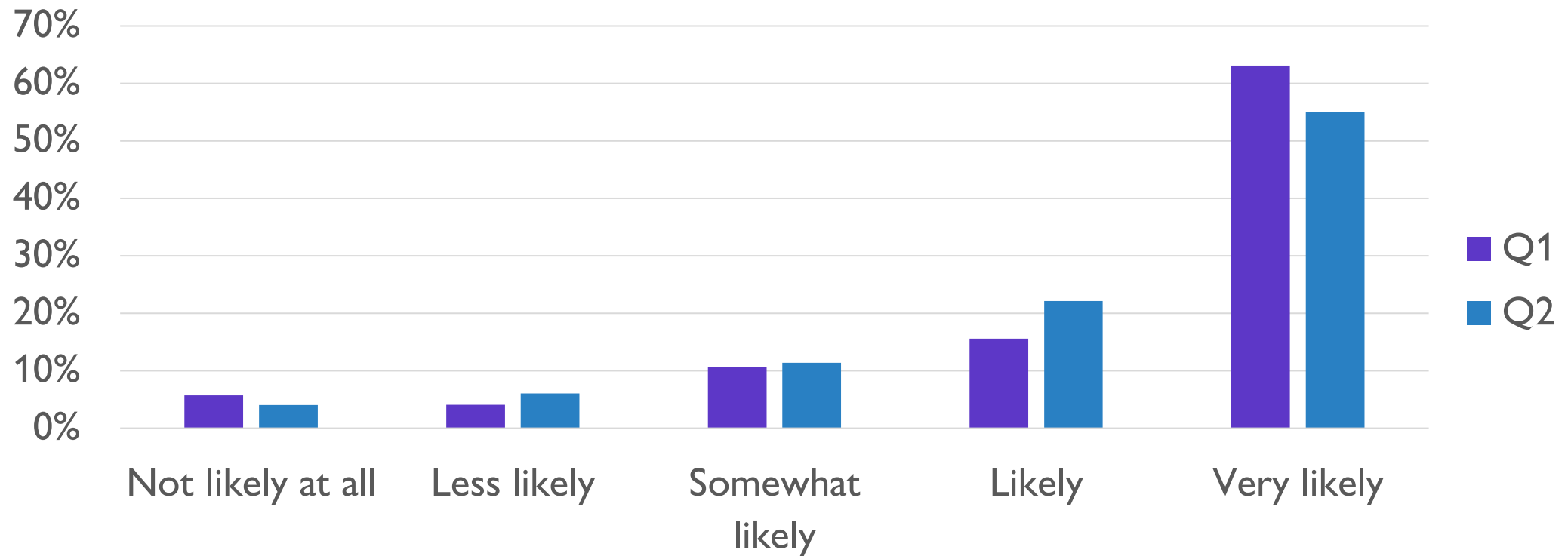
Have you provided respite care in the PAST?  
(Q1 n=122) (Q2 n=157)



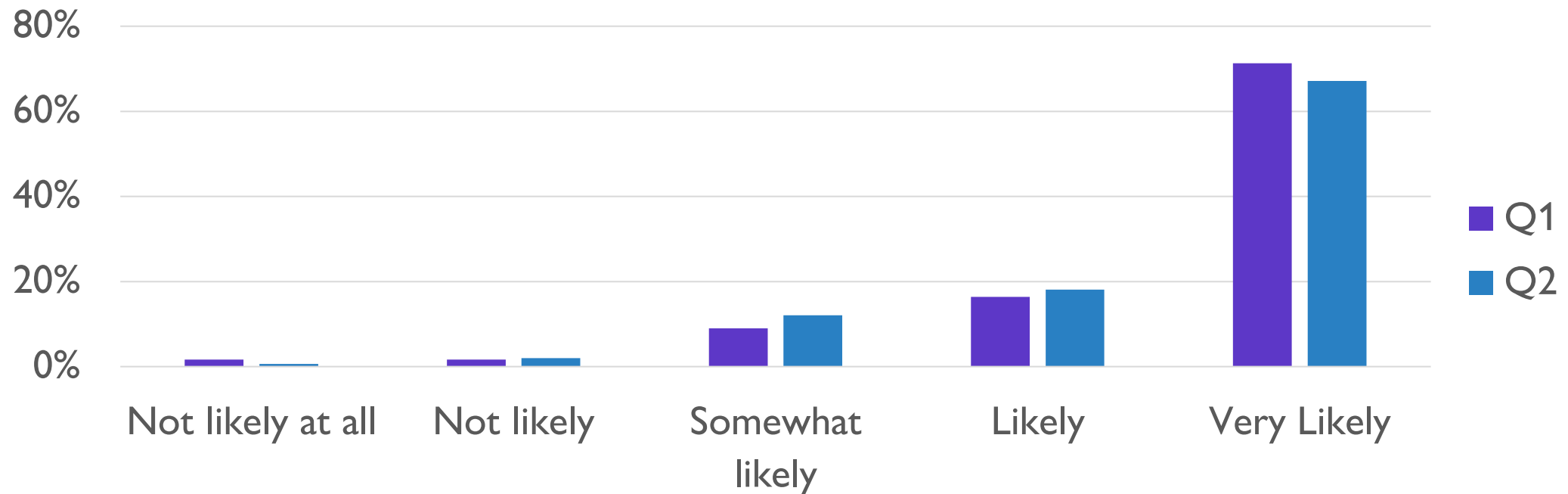
Do you CURRENTLY provide respite care? Select all that apply  
(Q1 n=122) (Q2 n=157)



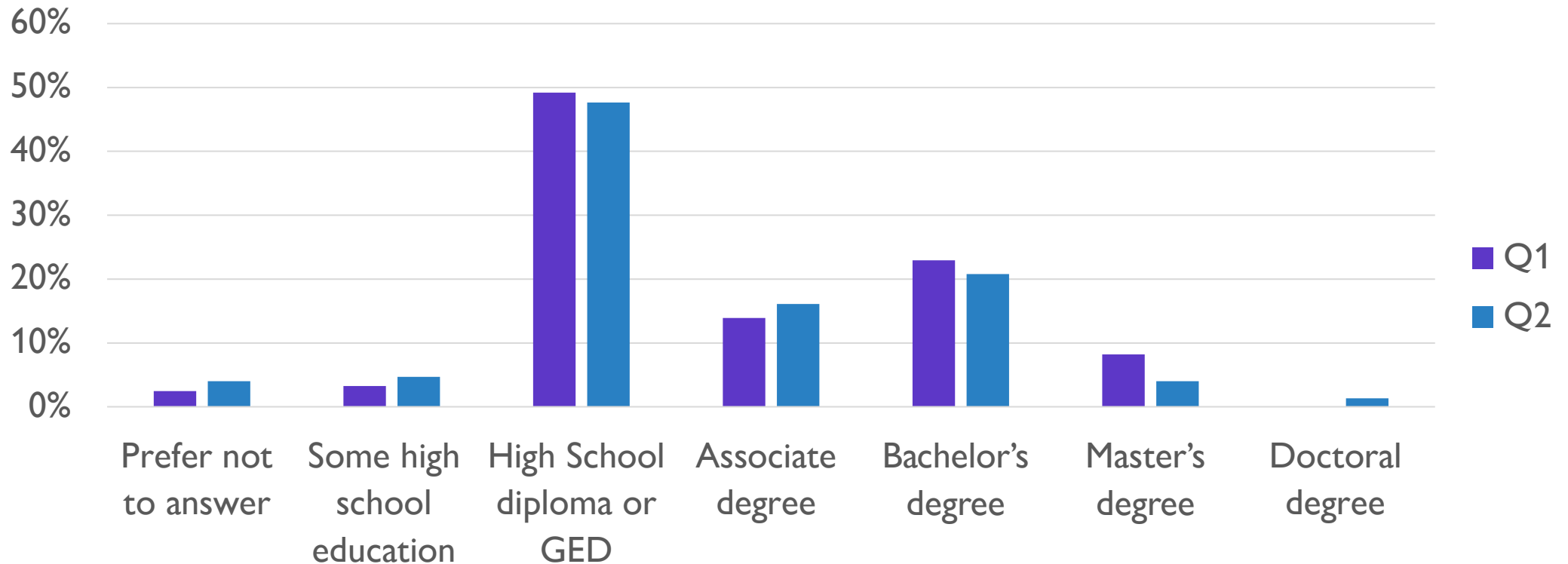
## How likely are you to provide respite care in the NEXT 6 MONTHS? (Q1 n=122) (Q2 n=157)



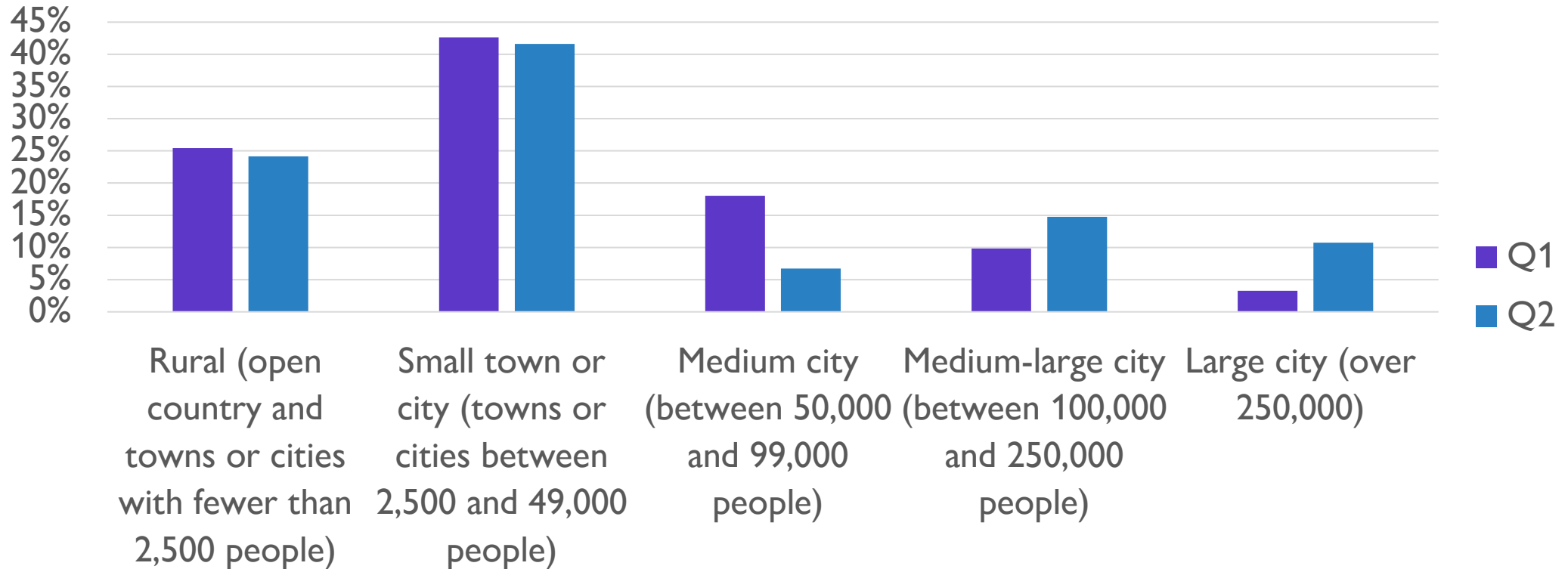
After completing the training, how likely are you to provide respite care in the NEXT 6 MONTHS?  
(Q1 n=122) (Q2 n=157)



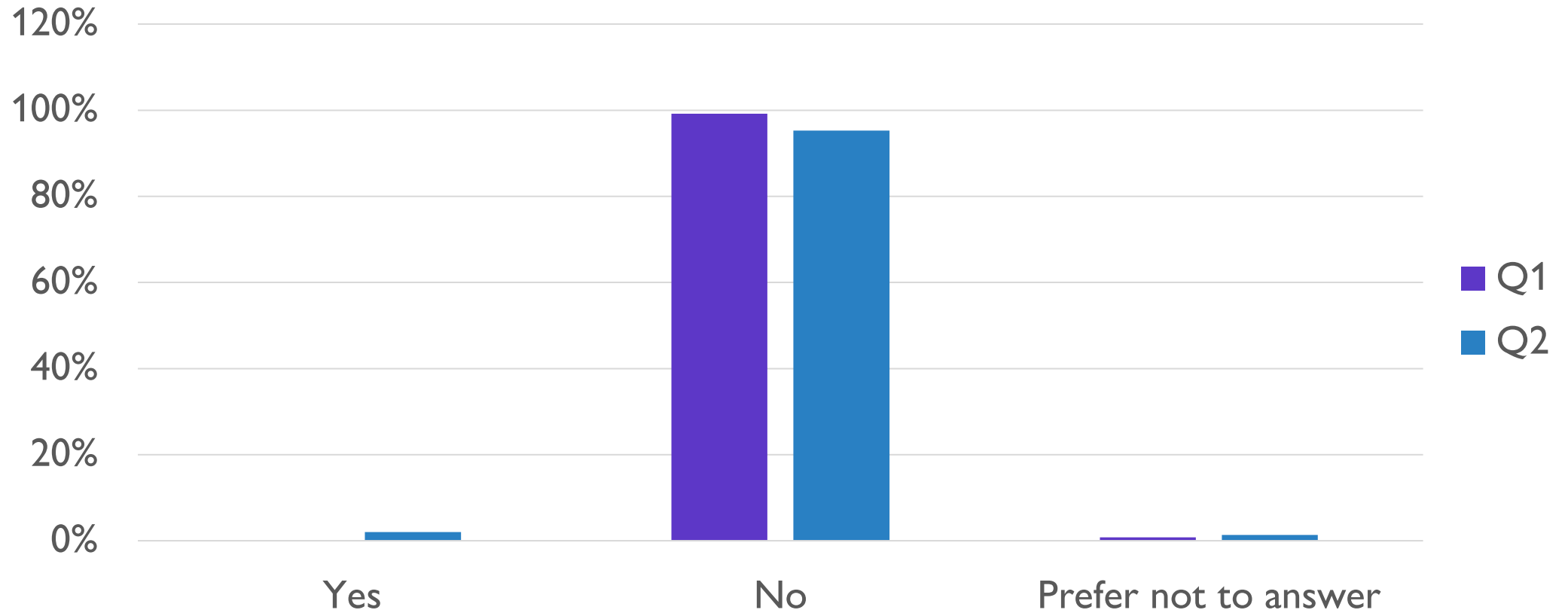
What is your highest level of EDUCATION completed?  
(Q1 n=122) (Q2 n=157)



Which of the following best describes the COMMUNITY in which you live? (Q1 n=122) (Q2 n=157)

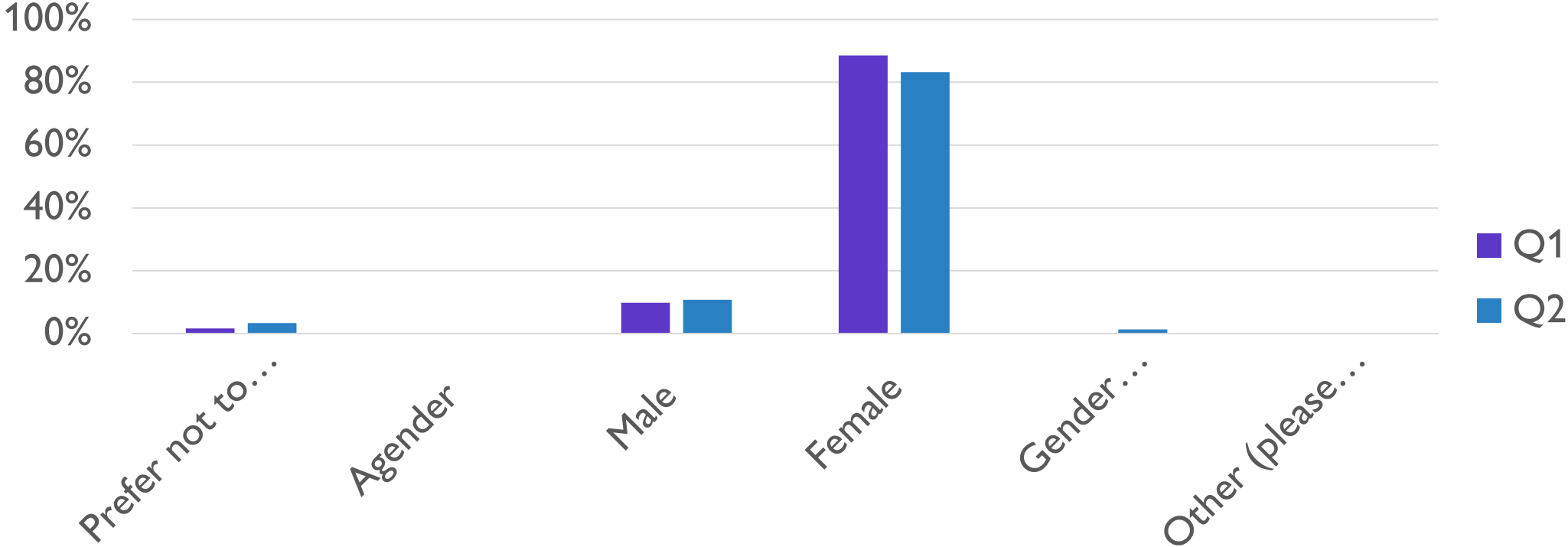


## Do you identify as TRANSGENDER? (Q1 n=122) (Q2 n=157)

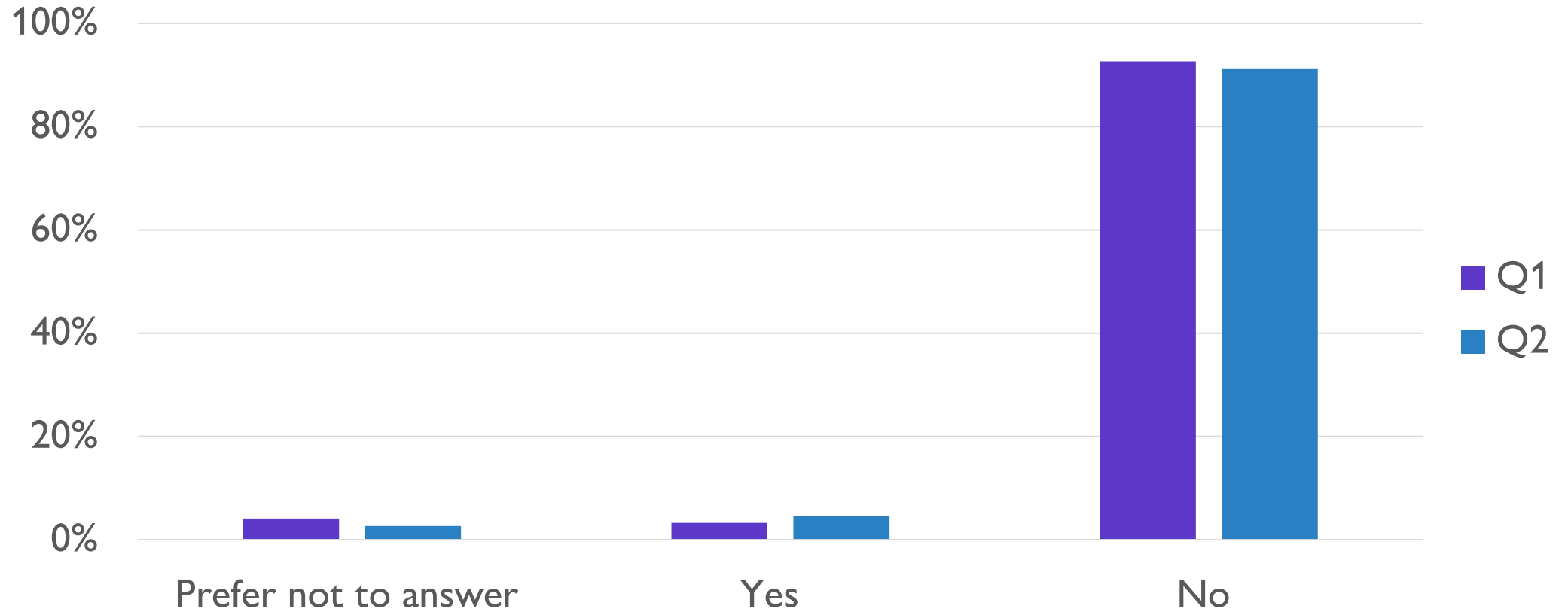




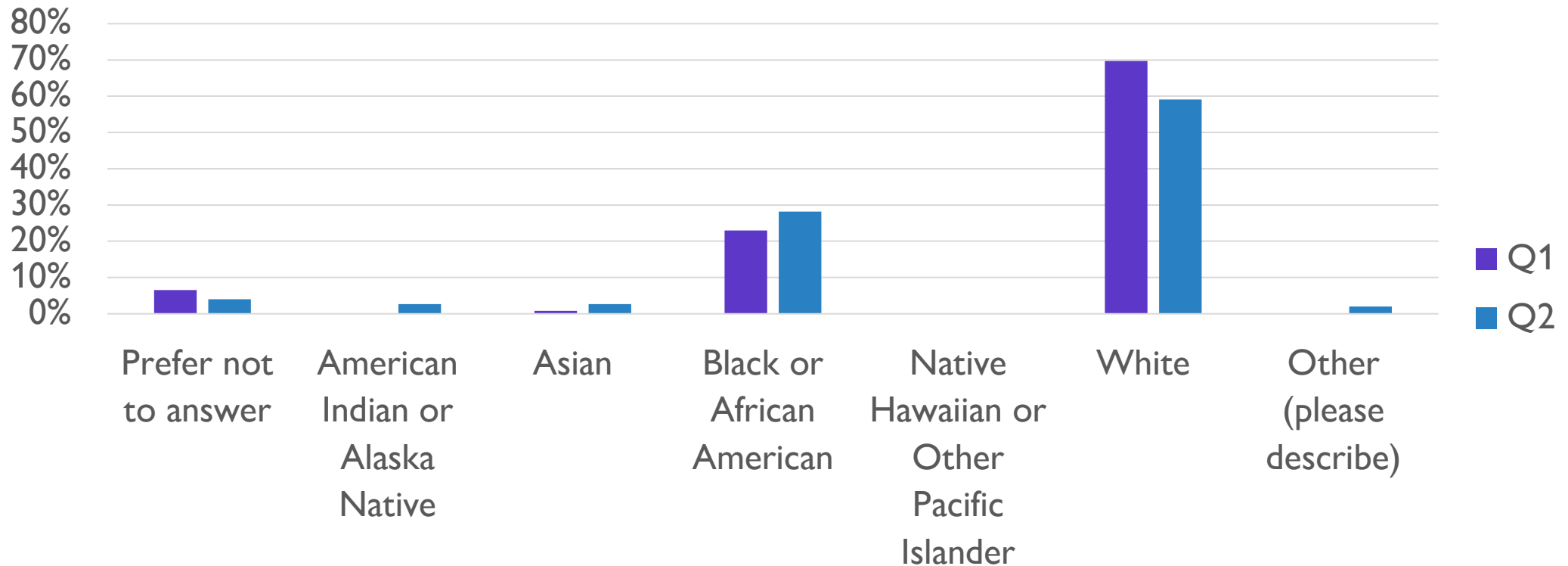
# Which of the following best describes your GENDER IDENTITY? (Q1 n=122) (Q2 n=157)



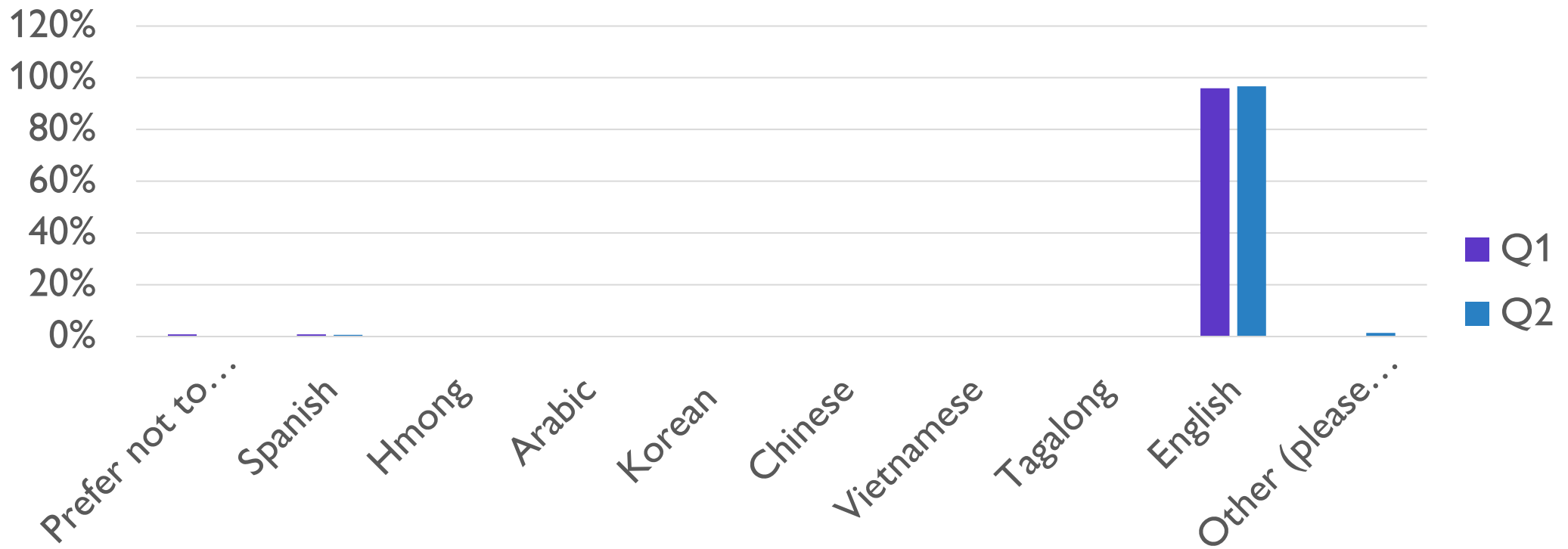
# Are you HISPANIC or LATINO? (Q1 n=122) (Q2 n=157)



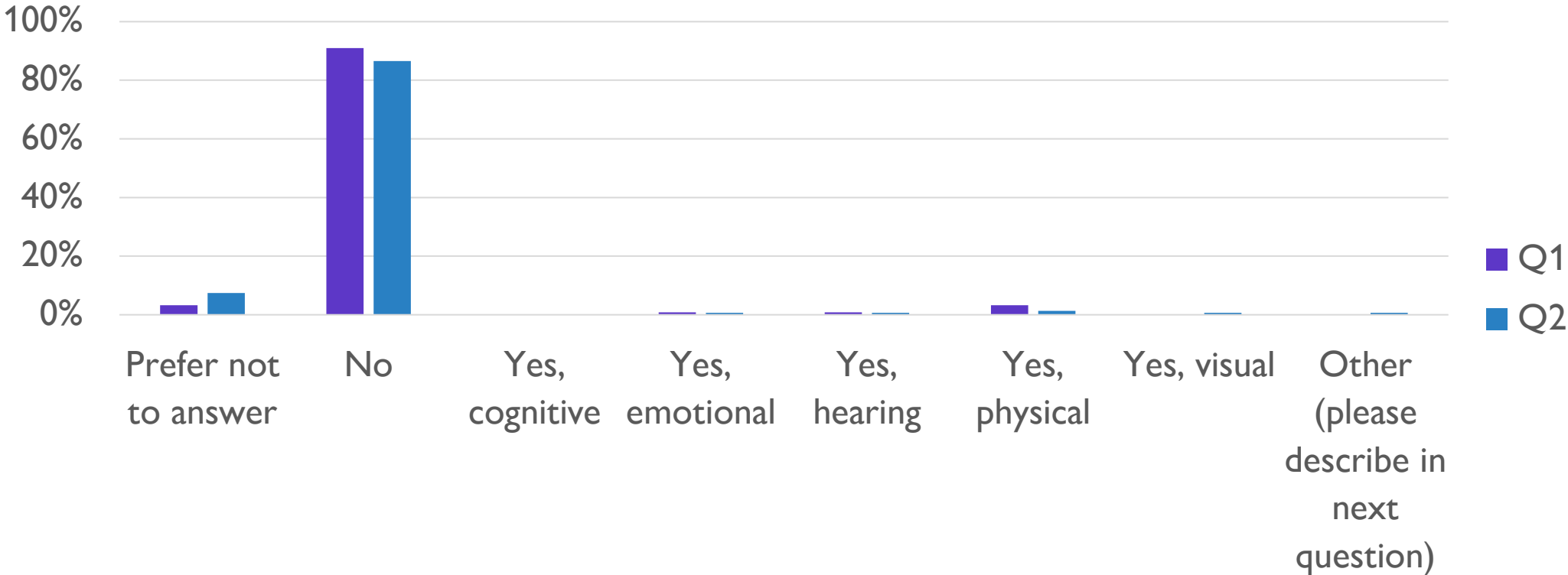
What is your RACIAL/ETHNIC background? Select all that apply  
(Q1 n=122) (Q2 n=157)



What LANGUAGE do you use at home most often?  
(Q1 n=122) (Q2 n=157)

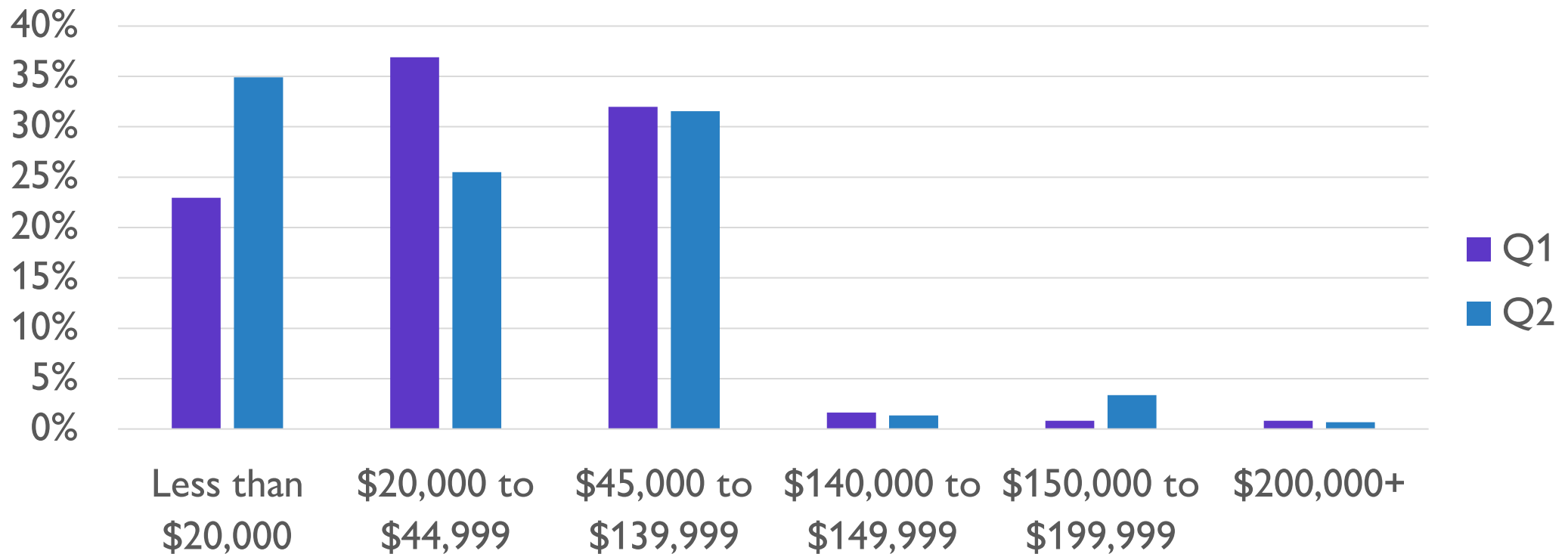


Do you identify as having a DISABILITY? Select all that apply  
(Q1 n=122) (Q2 n=157)



Other – Chronic health issues

## What is your current TOTAL ANNUAL HOUSEHOLD INCOME (before taxes)? (Q1 n=122) (Q2 n=157)



# LEARNER TEST SCORES

PARTICIPANTS WHO  
COMPLETED THE POST-TEST  
FROM JANUARY-JUNE 2022

# LEARNER TEST SCORES

	<b>Q1 n=122</b>	<b>Q2 n=157</b>
<b>Pre-test</b>	66%	63%
<b>Post-test</b>	76%	74%
<b>Average number tries to get 100%</b>	2.97	3.13

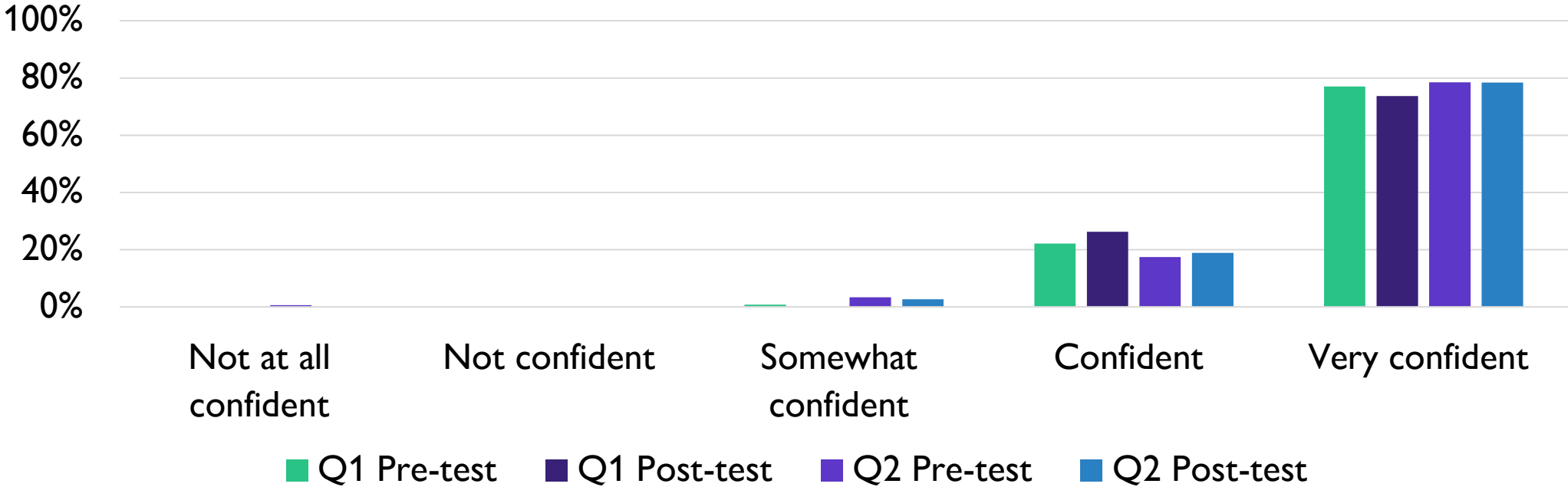


# CONFIDENCE

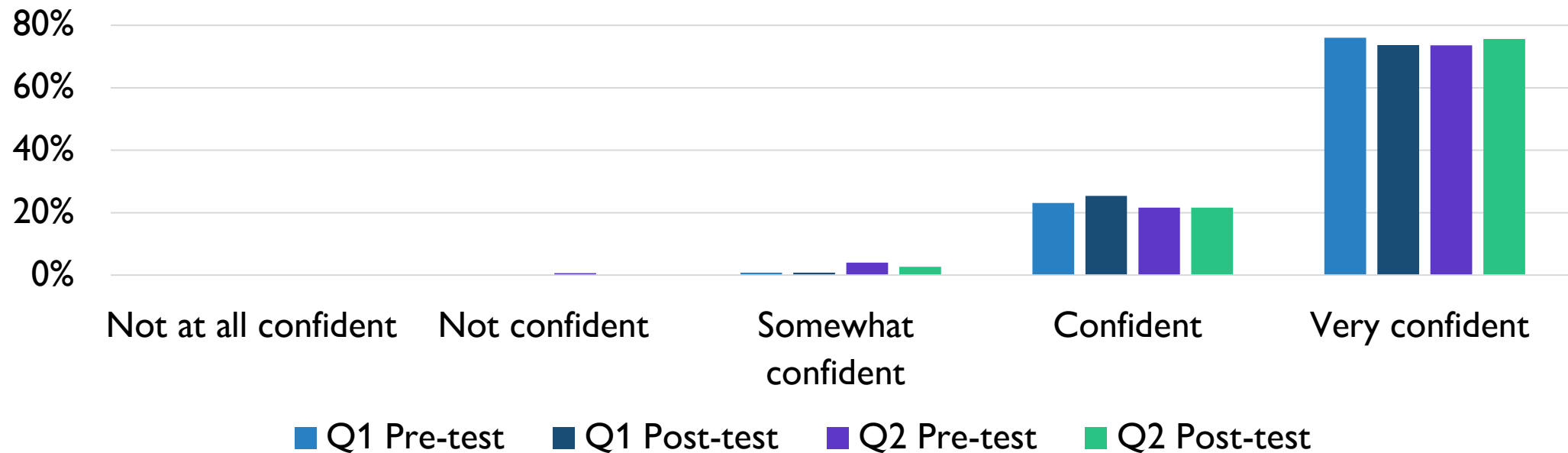
PARTICIPANTS WHO  
COMPLETED THE RCPT  
BETWEEN JANUARY-JUNE 2022

**How CONFIDENT are you in your ability in understanding the importance of providing meaningful short breaks for family caregivers to promote the well-being of family caregivers, care recipients, and other family members?**

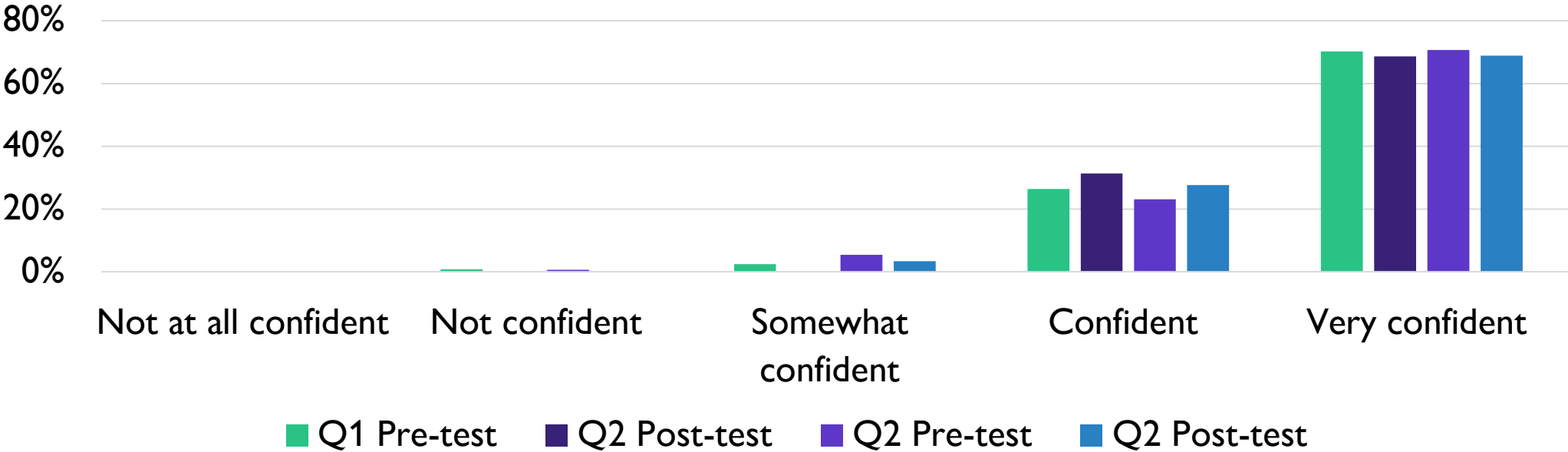
**(Q1 n=122) (Q2 n=157)**



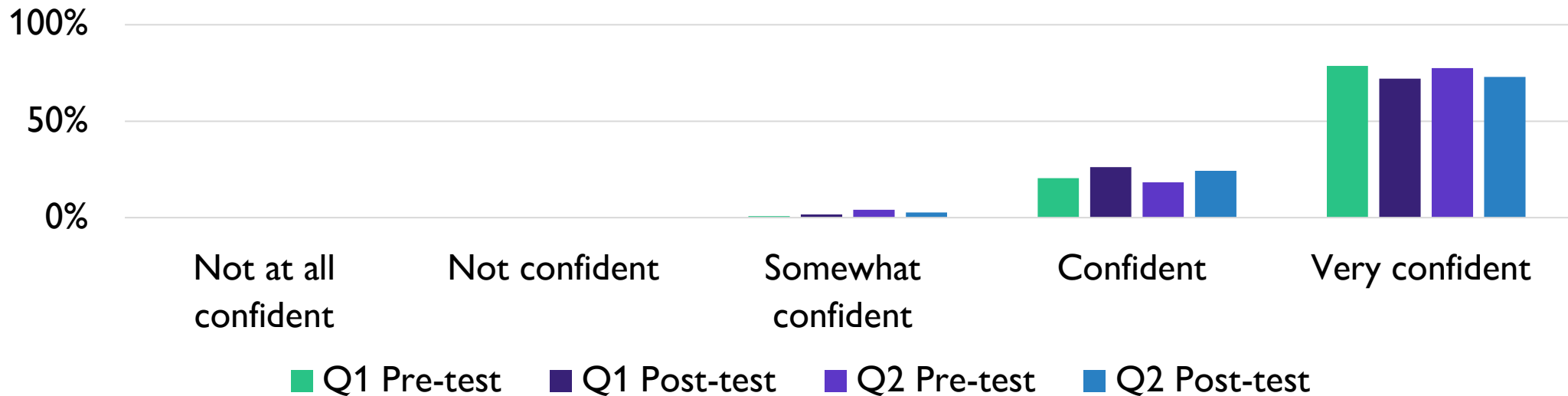
**How CONFIDENT are you in your ability in providing care that is focused on, and respectful of, family caregivers' and care recipients' preferences, needs, values, and goals for respite? (Q1 n=122) (Q2 n=157)**



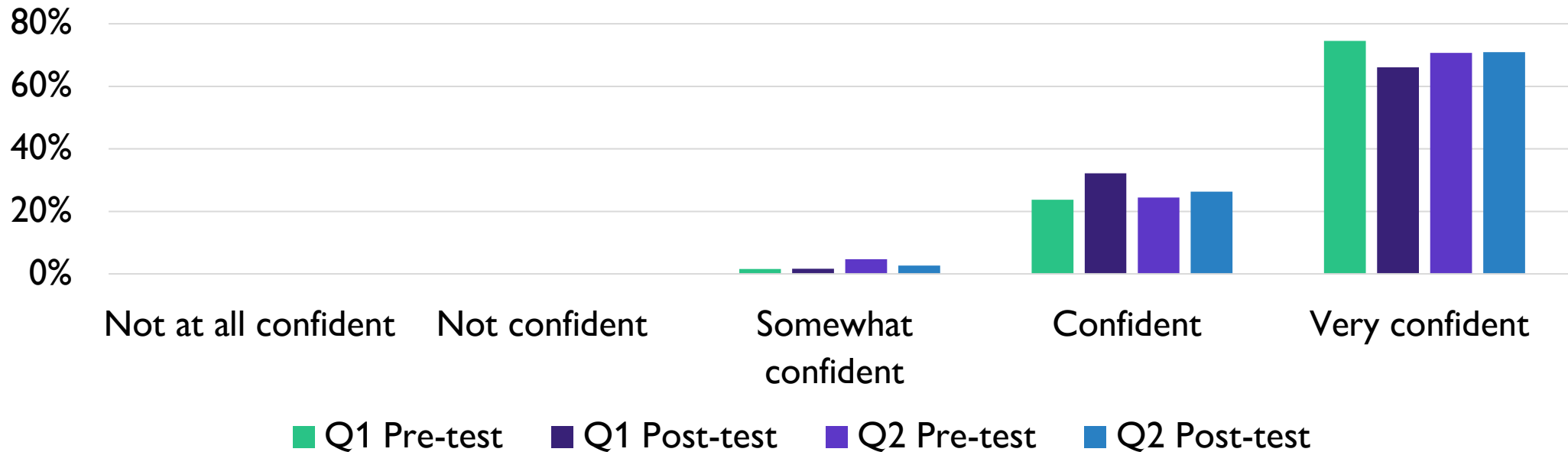
**How CONFIDENT are you in your ability in understanding and providing services and supports that are respectful of the cultural preferences, traditions, and language needs...?  
(Q1 n=122) (Q2 n=157)**



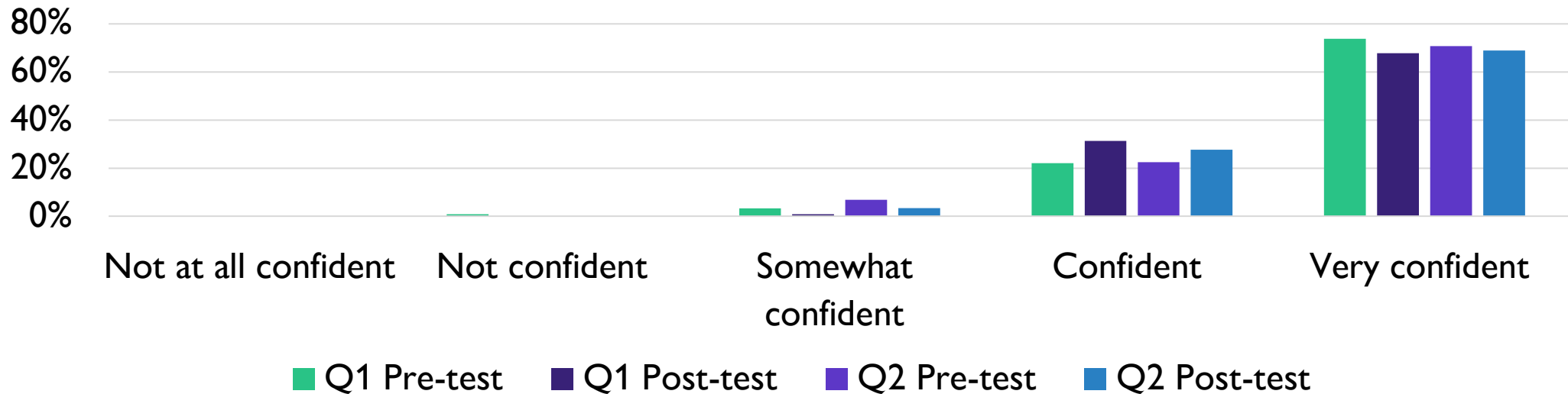
**How CONFIDENT are you in your ability in building and maintaining trusting relationships with family caregivers and care recipients through active listening and respectful verbal, non-verbal, and written communication...?  
(n1=122) (n2=157)**



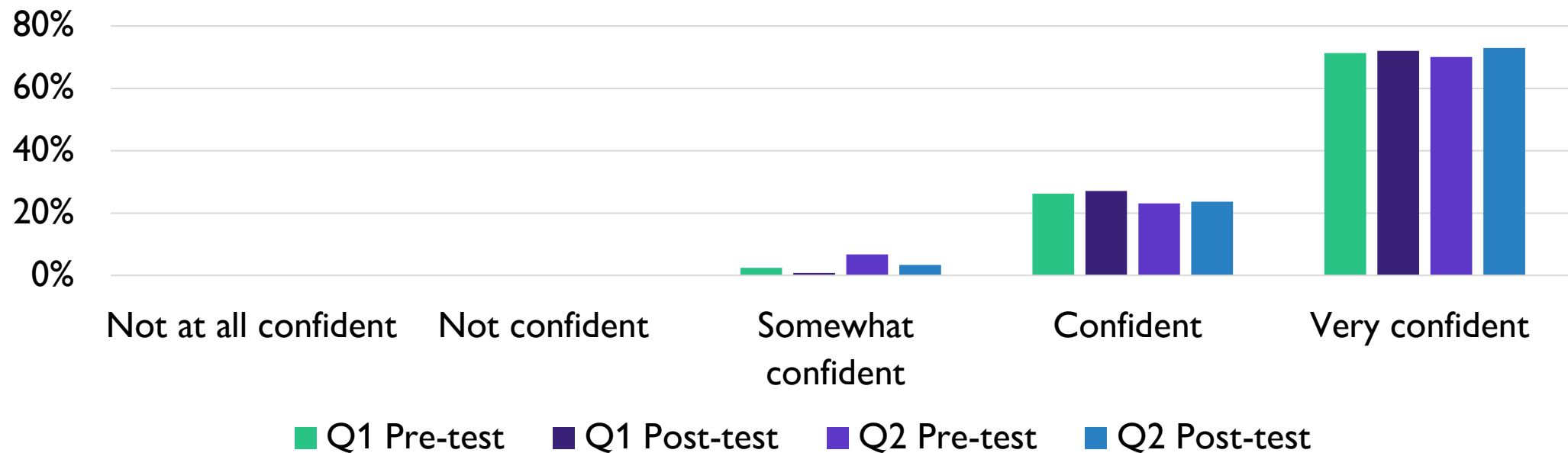
**How CONFIDENT are you in your ability in supporting the physical health, functional ability, spiritual, and social-emotional well-being of care recipients based on...?  
(Q1 n=122) (Q2 n=157)**



**How CONFIDENT are you in your ability in helping protect care recipients from illness, injury, abuse, neglect, or other harm; understanding how to report incidents; and responding quickly and safely during emergency situations?  
(Q1 n=122) (Q2 n=157)**

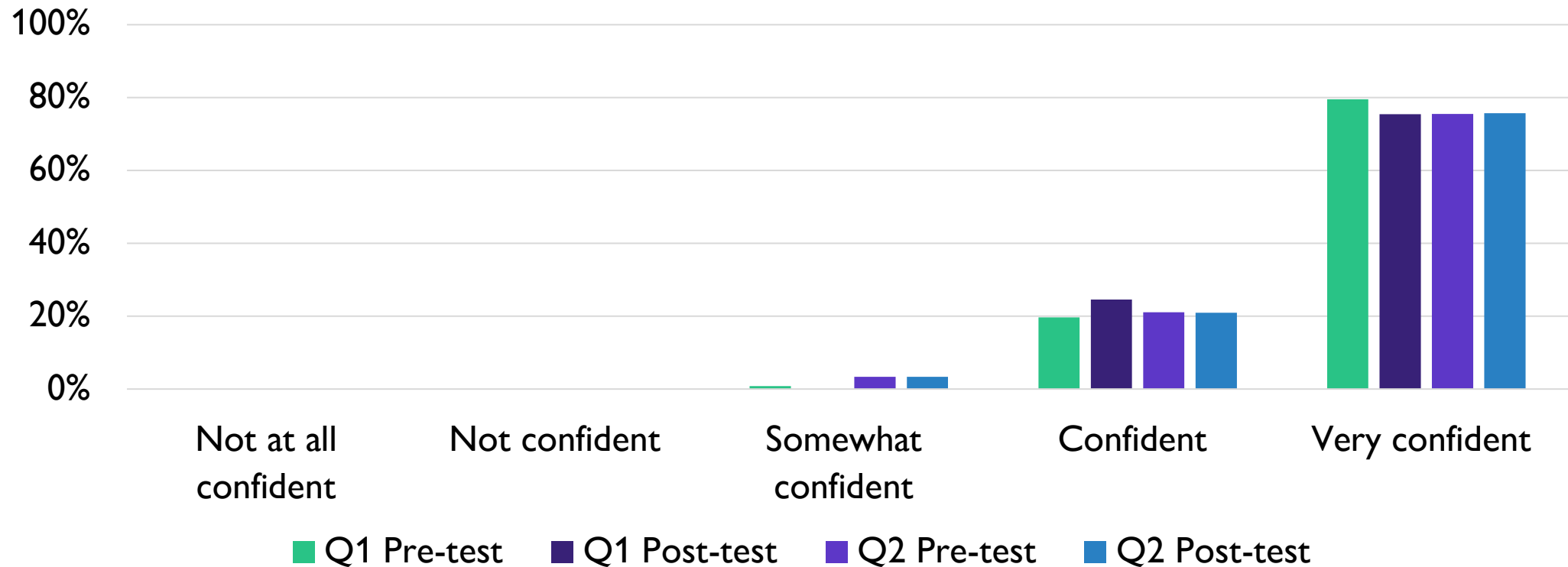


**How CONFIDENT are you in your ability in working with family caregivers and care recipients to explore, define, plan, and engage in appropriate and meaningful respite activities for care recipients? (Q1 n=122) (Q2 n=157)**

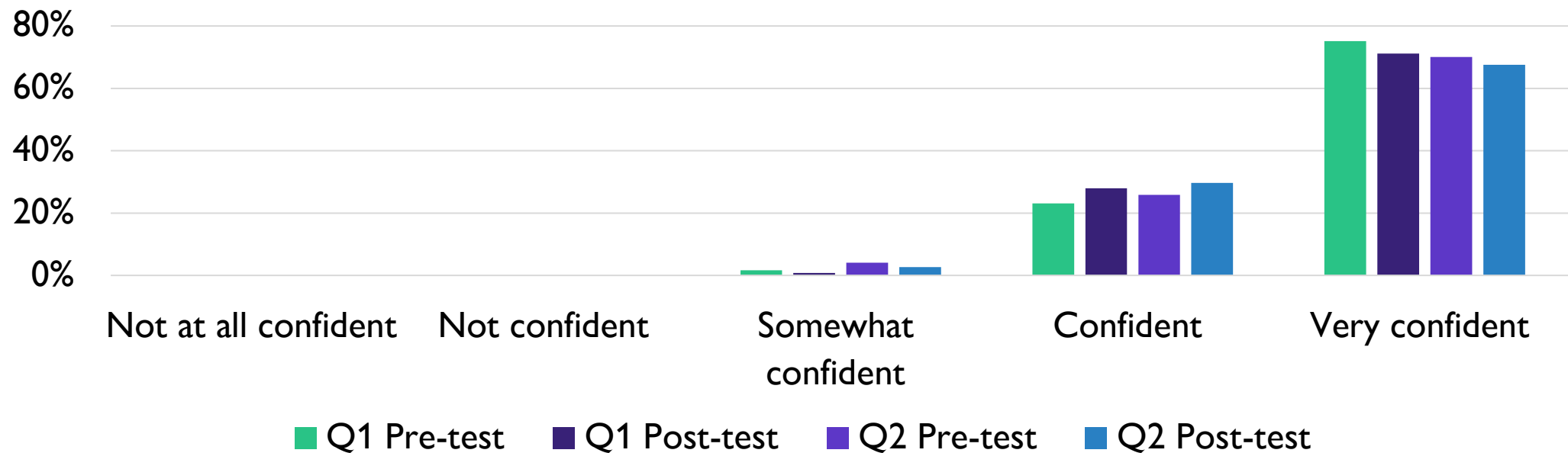




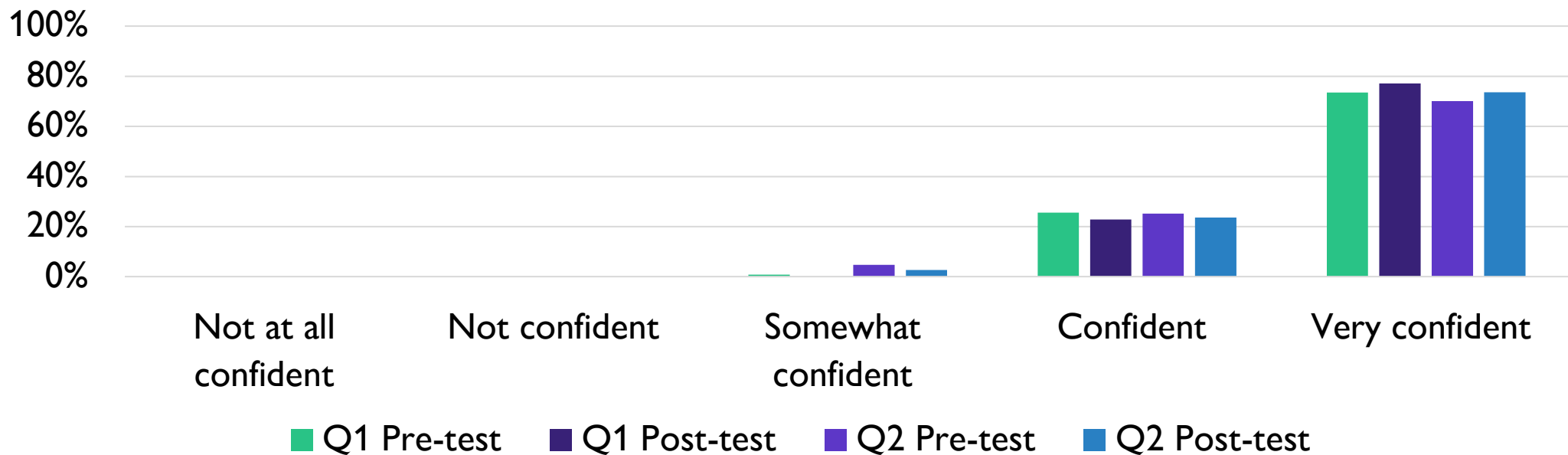
## How **CONFIDENT** are you in your ability to work in an ethical and professional manner...? (Q1 n=122) (Q2 n=157)



**How CONFIDENT are you in your ability in obtaining appropriate training based on the unique needs of care recipients and seeking opportunities for ongoing education and training? (Q1 n=122) (Q2 n=157)**



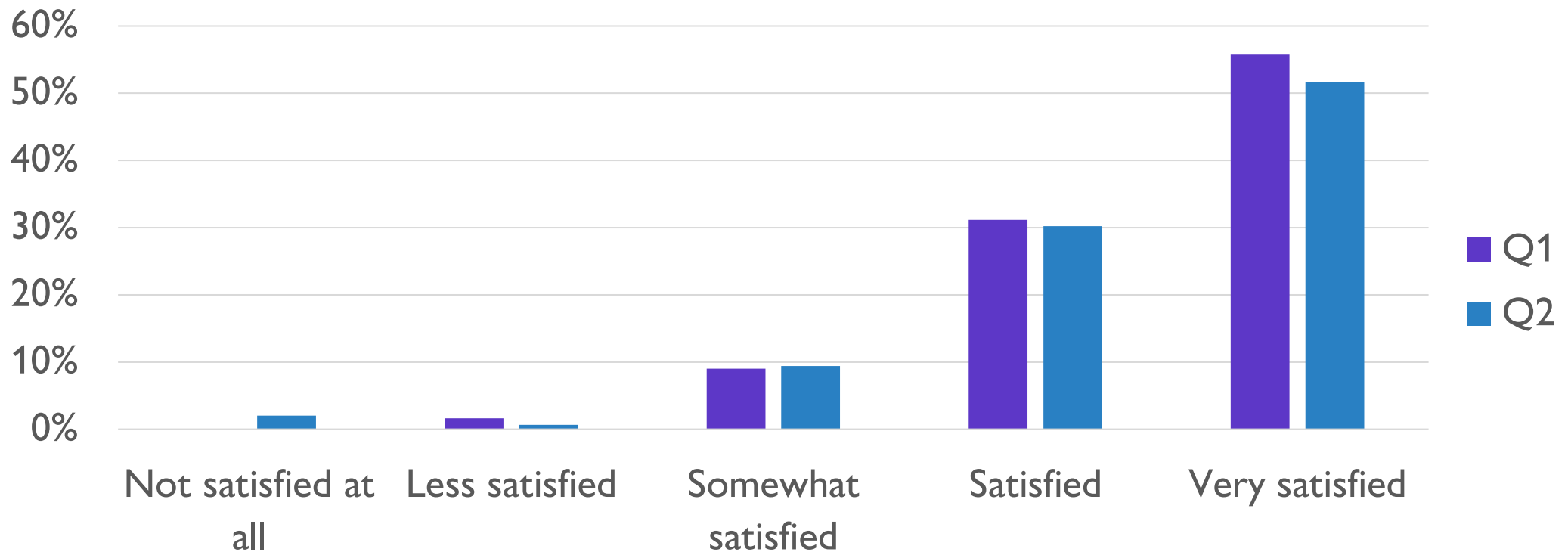
**How CONFIDENT are you in your ability in recognizing the importance of selfcare and actively engages in practices that promote their own safety, health, and well-being?  
(Q1 n=122) (Q2 n=157)**



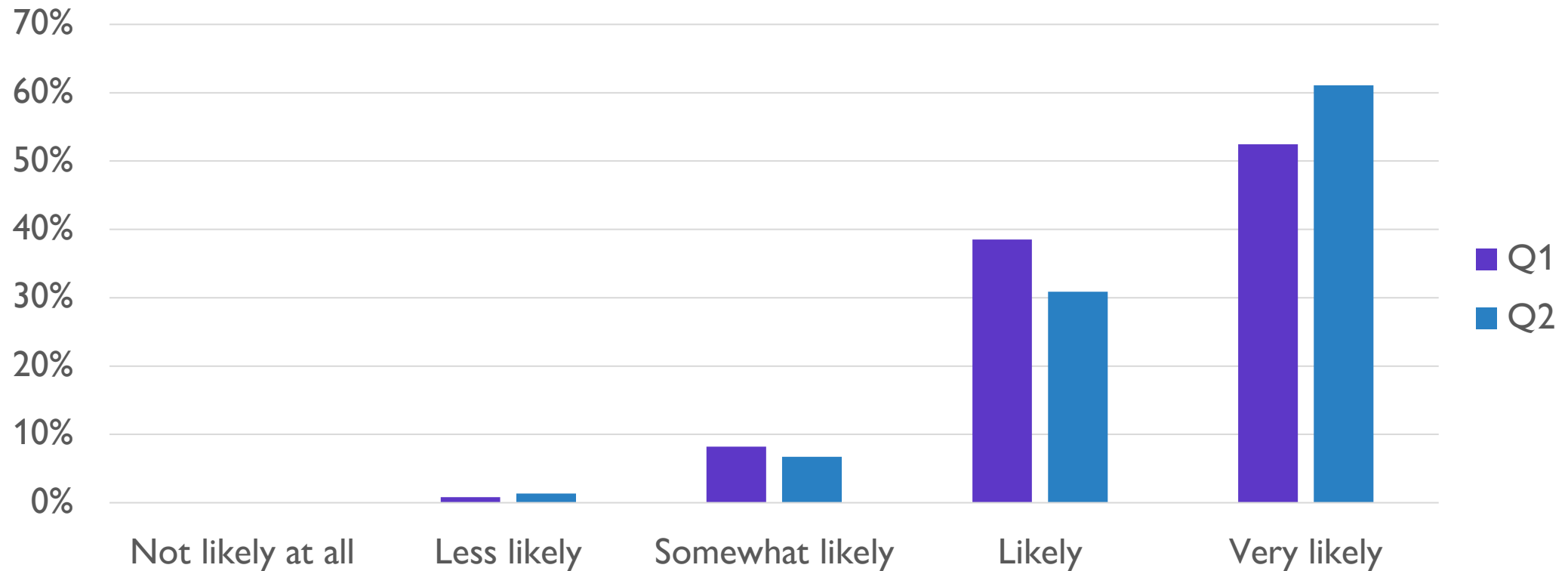
# POST-COMPLETION SURVEY

PARTICIPANTS WHO COMPLETED THE  
RCPT BETWEEN JANUARY-JUNE 2022

Overall, how SATISFIED are you with the Respite Care Provider Training? (Q1 n=122) (Q2 n=157)



How likely are you to RECOMMEND the Respite Care Provider Training to others? (Q1 n=122) (Q2 n=157)



# WHAT IS THE MOST IMPORTANT THING YOU LEARNED FROM THE TRAINING?

- How to promote self-esteem and independence for the respite care patient.
- Listen more than you talk. The families you serve will be able to answer your questions and prepare you if you listen.
- The approach when it comes to dealing with challenging moments. I love the re frame approach.

# PLEASE PROVIDE ANY ADDITIONAL COMMENTS YOU HAVE ABOUT THE RESPITE CARE PROVIDER TRAINING.

- Having done respite care in the past as a independent homecare nurse, I was impressed with how thorough this training was for the general population of potential care givers.
- I thought it was very well structured and covered important topics and information that will be extremely helpful as I continue to gain more experience as a respite provider.
- I wish that this course was more well known, after working in facilities the last 10 years I had no idea that the respite registry even existed.



QUESTIONS

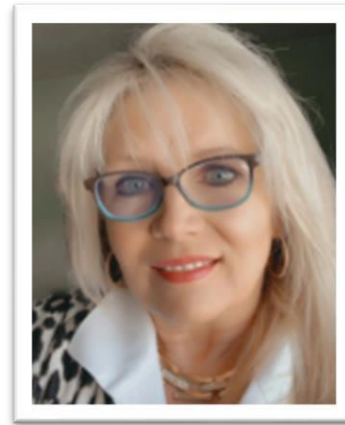


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