



Workforce Recruitment and Retention

Breakout Room Discussion Guide

July 13, 2023

National Strategy Alignment: Today's topic aligns with the following Goals and Outcomes in the National Strategy:

- 1) **Goal 2: Advance partnerships and engagement with family caregivers.**
Outcome 2.5: The education curricula of professionals who will potentially work with family caregivers include specific topics and coursework designed to ensure they have the skills to do so effectively.

- 2) **Goal 3: Strengthen services and supports for family caregivers.**
Outcome 3.6: Volunteers of all ages and abilities are trained, vetted, and ready to assist family caregivers.
Outcome 3.9: An agile, flexible, and well-trained direct care workforce is available to partner with and support family caregivers.

Helpful Resource: [Matrix of Grantee Activity Alignment with National Strategy](#)

Instructions for Breakout Groups: We will break out into 3-4 smaller groups to discuss the questions in this guide.

Meeting participants will be randomly assigned. Each group will have a facilitator. Please identify someone to share a brief report out of discussion highlights when we return to the full group.

Discussion Questions

Don't worry about getting through all of the questions. They are intended to help guide quality conversation.

Please note that the first set of questions are related to Recruitment and Retention activities, and the second set to Training, for both the paid and unpaid workforce. The third set of questions are regarding respite provider compensation.

Care Workforce: Recruitment and Retention

- 1) What activities are you currently doing or plan to do related to paid and volunteer workforce recruitment and retention?
- 2) How are you and your partners utilizing volunteers to provide respite care?
- 3) What activities or strategies related to paid and volunteer respite workers' recruitment and retention would you like to explore further and what might this look like?
- 4) What are the most common barriers you have faced related to implementing activities related to workforce recruitment and retention? If you have been able to overcome them, how?
- 5) What would you like to learn more about related to workforce and retention?
- 6) How do you anticipate that the National Strategy will impact workforce strategies in your state?
 - o [Matrix of Grantee Activity Alignment with National Strategy](#)

Care Workforce: Training

- What activities have you or your partners done related to training of paid or volunteer respite providers? What would you like to do?
- What partnerships have you established to do this or would you like to establish?
- What barriers have you faced? What opportunities do you see?

Compensation for Respite Care

- For states that offer consumer-directed vouchers or related programs, how do you help families determine appropriate hourly rates for respite services (if applicable)?
- How do state reimbursement rates for respite through Medicaid or other payers impact how you think about respite rates in your program? What other factors impact these discussions (e.g., cost of living)?

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