

NATIONAL RESPITE CARE PROVIDER TRAINING (NRCPT) RECRUITMENT PILOT PROJECT



NATIONAL
CONVENTION

NEW ORLEANS 2023



RCAW
Respite Care Association
of Wisconsin



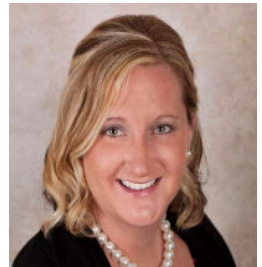
ARCH
National Respite Network
AND RESOURCE CENTER

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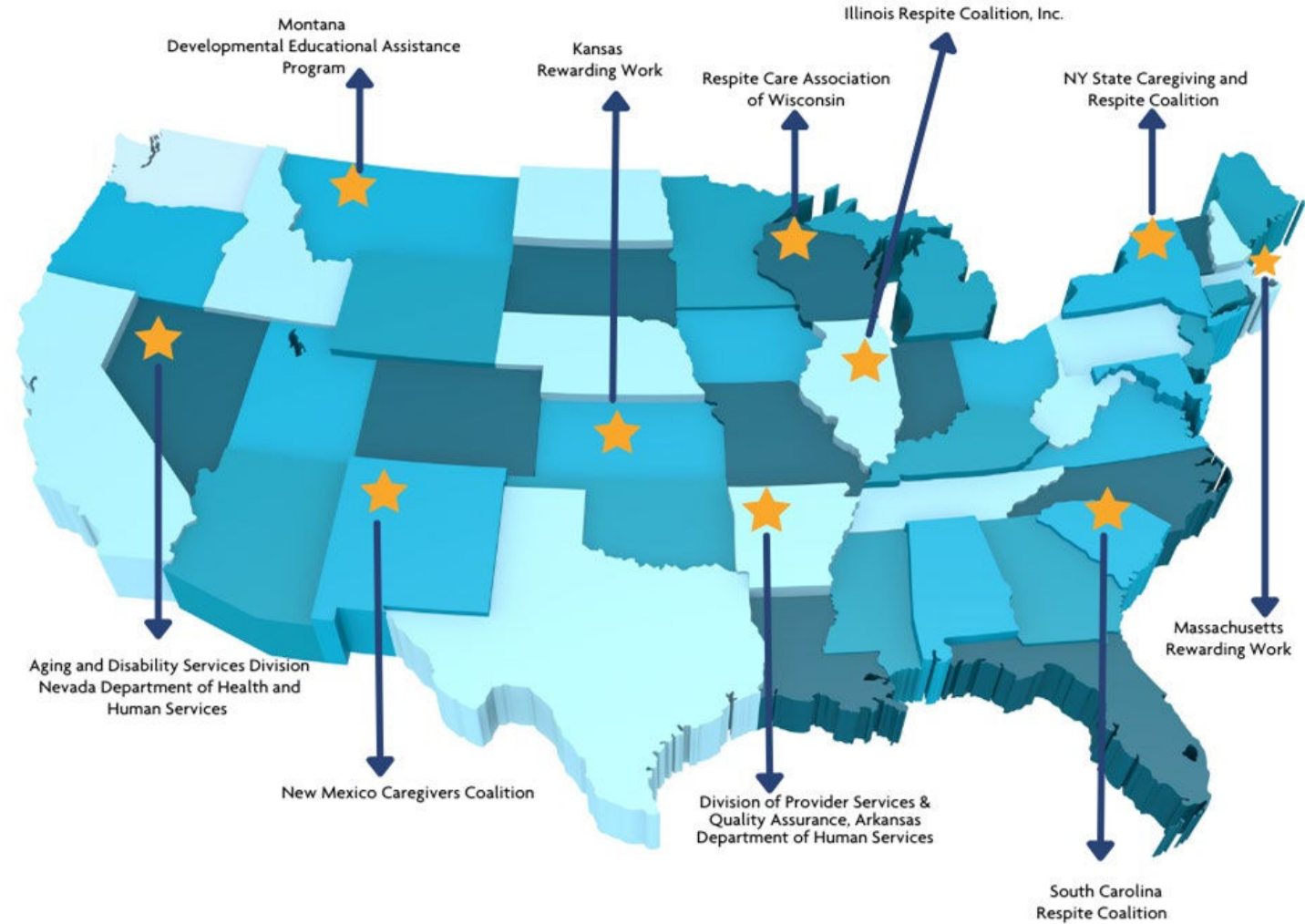
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Pilot Sites



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Pilot Purpose

- Cultivate a nationally recognized set of core competencies for entry-level respite providers and
- Field test a training curriculum based on these core competencies, as well as
- Learn about and develop an innovative and specialized recruitment campaign.

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Steps To Project Completion

Develop

Develop entry-level core competencies.

Align

Align training to core competencies.

Strategize

Strategize marketing/recruitment campaign.

Pilot

Pilot training and recruitment strategy.

Evaluate

Analyze results & complete evaluation report.

Replicate

Develop replication toolkit

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Core Competencies & NRCPT Courses



- Principles of Respite (Course 101)
- Person and Family-Centered Care (Course 102)
- Cultural Competency (Course 108)
- Communication & Relationship Building (Courses 108 & 109)
- Health and Wellness (Courses 104, 106, 107)
- Safety and Emergencies (Course 105 & 106)
- Planning Respite Activities (Course 107)

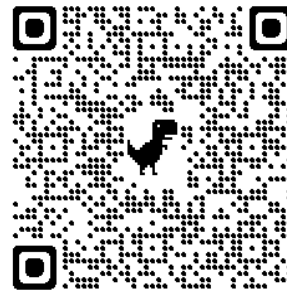
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Core Competencies & NRCPT Courses Cont'd.

- Ethics and Professionalism (Course 108)
- Professional Development (Course 110)
- Selfcare (Course 110)



QR Code for Core
Competencies



QR Code for
Training Courses

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Pilot Partners



Click QR Code
for Link



Arkansas  Arkansas Online Respite Training	Illinois  Illinois Online Respite Training	Kansas  Kansas Online Respite Training	Massachusetts  Massachusetts Online Respite Training
Edit section			
Montana  Montana Online Respite Training	Nevada  Nevada Online Respite Training	New Mexico  New Mexico Online Respite Training	New York  New York Online Respite Training
South Carolina  South Carolina Online Respite Training	Wisconsin  Wisconsin Online Respite Training	Other States  If your state is not listed, please use this link to sign up. Other States Respite Care Online Training	Children's Home Network  Children's Home Network (FL) Training

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Marketing Overview

- Worked with firm whose specialty is to recruit & retain direct support professionals.
- Pilot project partners states participated in 4 mandatory workshops:
 - *Build Your Cloning Machine*
 - *The Simple First Step to Your Talent Pipeline*
 - *Avoid Common Outreach Traps*
 - *Make it Easier To Succeed*
- Each state established & documented recruitment goals.

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Marketing Overview Cont'd

- A nationwide survey was utilized to create our marketing piece and asked the following questions.
 - What is the importance of respite care?
 - What are the benefits of working as a respite care provider?
 - Anything else you would like to add?

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Marketing Overview Cont'd

- It was determined the language and verbiage to use on the flyer to recruit individual learners to take the Respite Care Provider Training from the survey results.



Survey
Results

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Common Marketing Piece Example

Make a difference in your community.
Become a respite care provider.



- Help families in need
- Choose your hours
- Earn extra money
- Change lives

Get free training on how to become a respite care provider! More info at: <https://wisconsin-respitecarewi.talentlms.com>

FREE Respite Care Training

The FREE Respite Care Provider Training program will help you provide respite care as a job or volunteer activity.

You'll learn everything you need to know about working with people with disabilities of all ages and their families.

See what's included—and learn how you can take the program free—at <https://wisconsin-respitecarewi.talentlms.com>

Everyone needs a break, especially people caring for someone they love.

If you enjoy caring for others, you can give them that break... When you learn how to become a respite care provider.

No experience is necessary—anyone can learn!

This FREE training will give you the knowledge and skills you need to provide respite care to others. To learn more, visit <https://wisconsin-respitecarewi.talentlms.com>



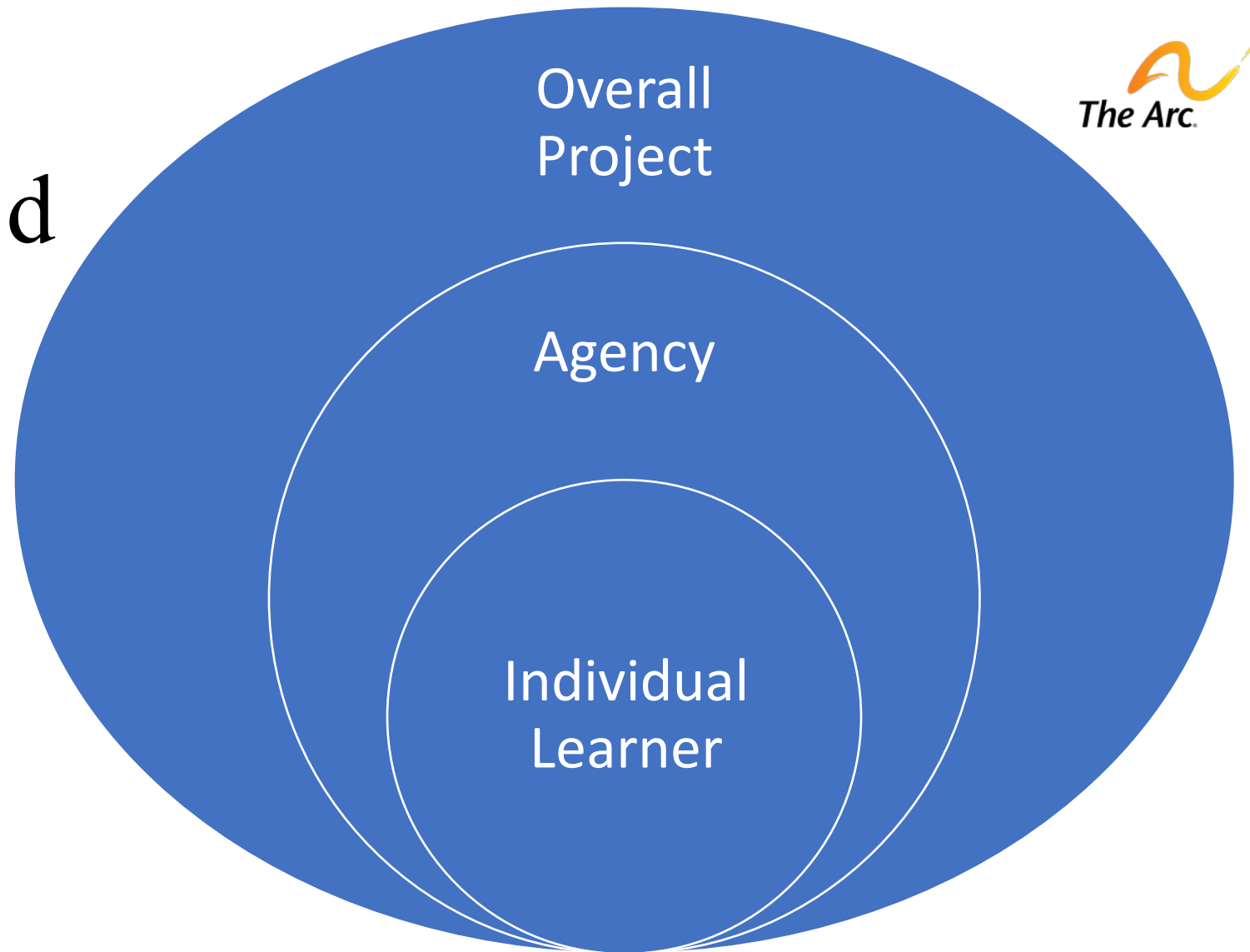
Respite Care Association of Wisconsin offers this free training to expand the pool of trained respite care providers to help family caregivers get the break they need.

1835 E. Edgewood Dr. Suite, 105 436 Appleton, WI 54913
608-222-2033 | www.respitecarewi.org



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Multi-Layered Evaluation



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Individual Learner Evaluation

- Surveys built into the course
 - Intro Survey
 - Demographic Questions
 - Respite Experience Questions
 - Confidence Questions
 - Pre/Post Test
 - Scenario-based questions aligned with course objectives and core competencies

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Individual Learner Evaluation

Cont'd

- Post-Course Completion Survey
 - Confidence Questions
 - Likelihood of providing respite care in the next six months
 - Potential barriers to providing respite care
 - General course evaluation (Satisfaction and overall learning)

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Individual Learner Evaluation

Cont'd

- 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?
- Virtual Interviews (in progress)

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Agency Evaluation

- Worked with evaluation consultant to identify agency-specific goals.
- Data collected at:
 - Baseline
 - 6-months
 - 12-months (end of pilot)
 - 6-months post follow-up
- Social Network Analysis and Partner Mapping.

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Agency Evaluation Cont'd

- 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?

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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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Registration and Completion (1/7/22 – 12/31/22)

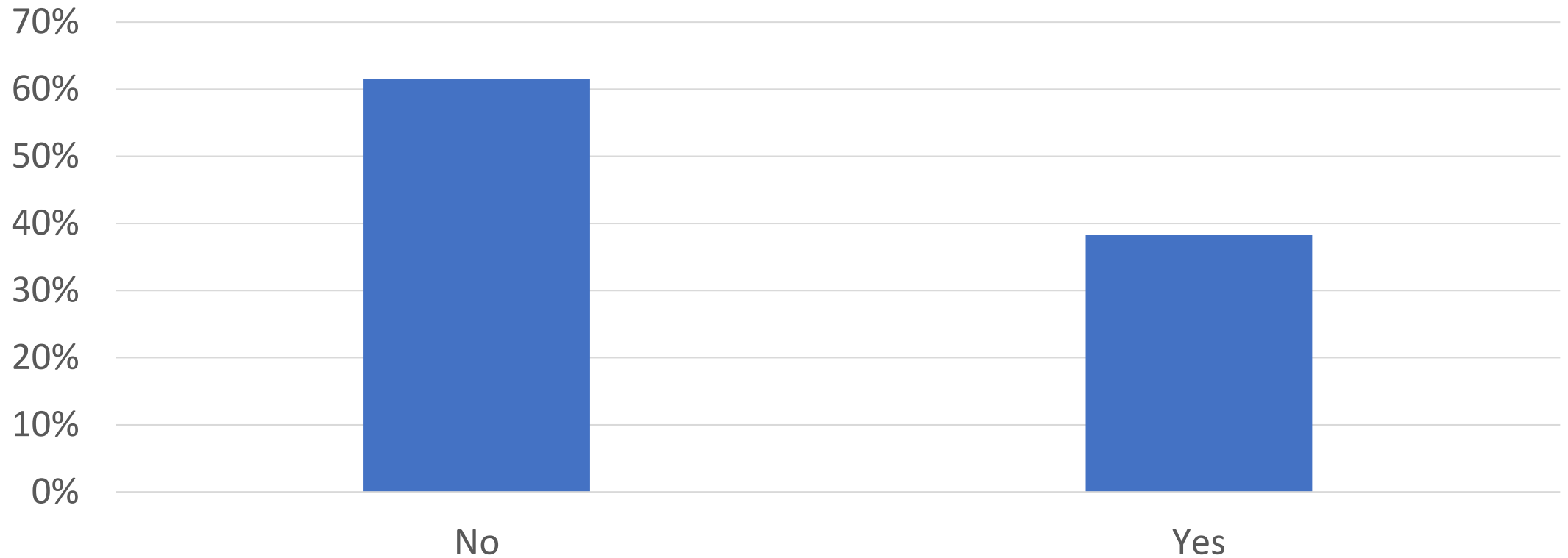


**TOTAL
Registered:
1418**

**TOTAL
Completed:
568**

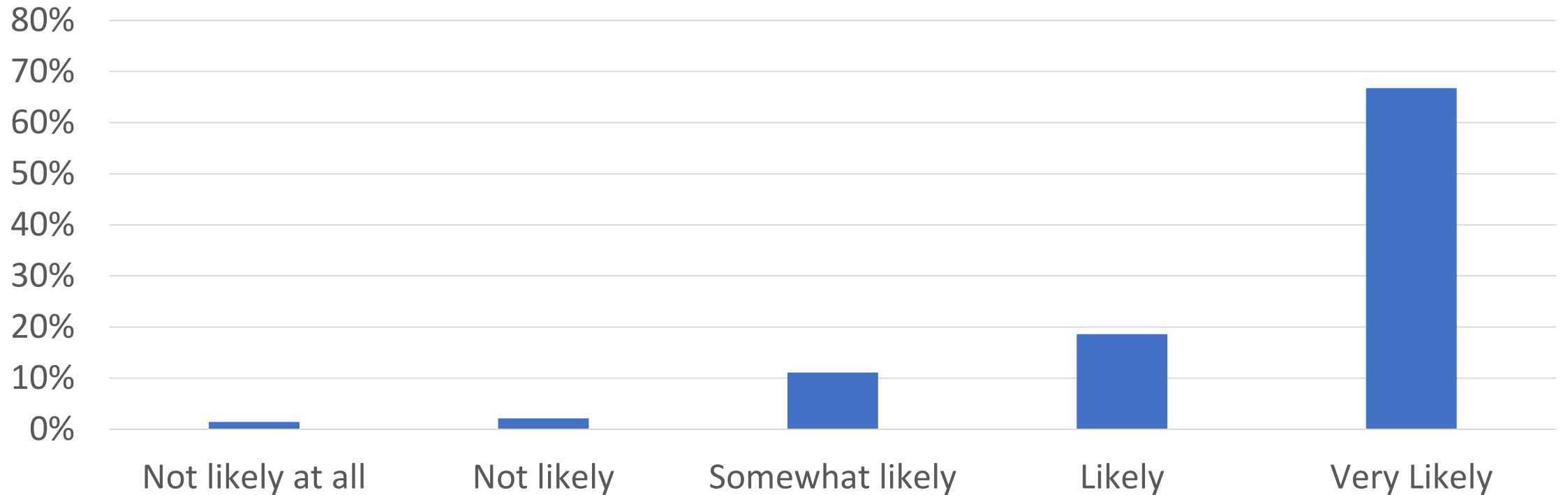
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Have you provided respite care in the PAST? (n=559)



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After completing the training, how likely are you to provide respite care in the NEXT 6 MONTHS?
(n=559)



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Which of the following best describes the COMMUNITY in which you live? (n=559)

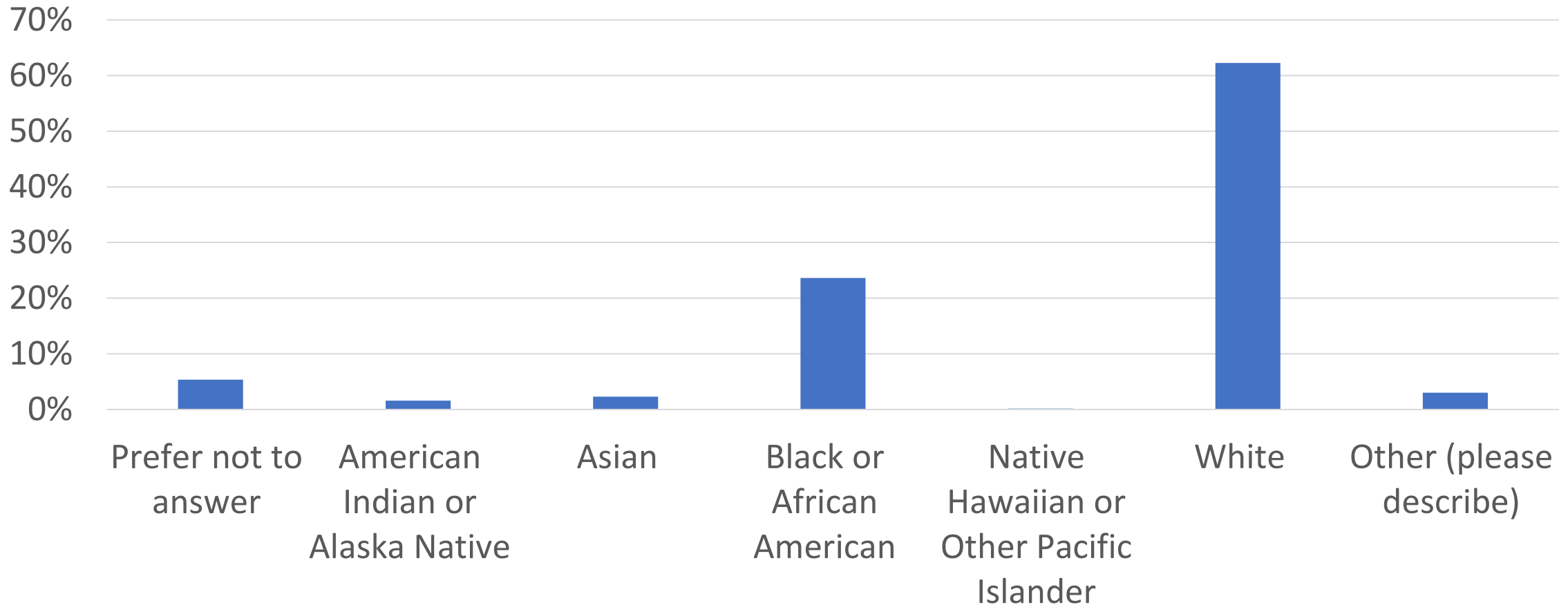


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What is your RACIAL/ETHNIC background?



Select all that apply (n=559)



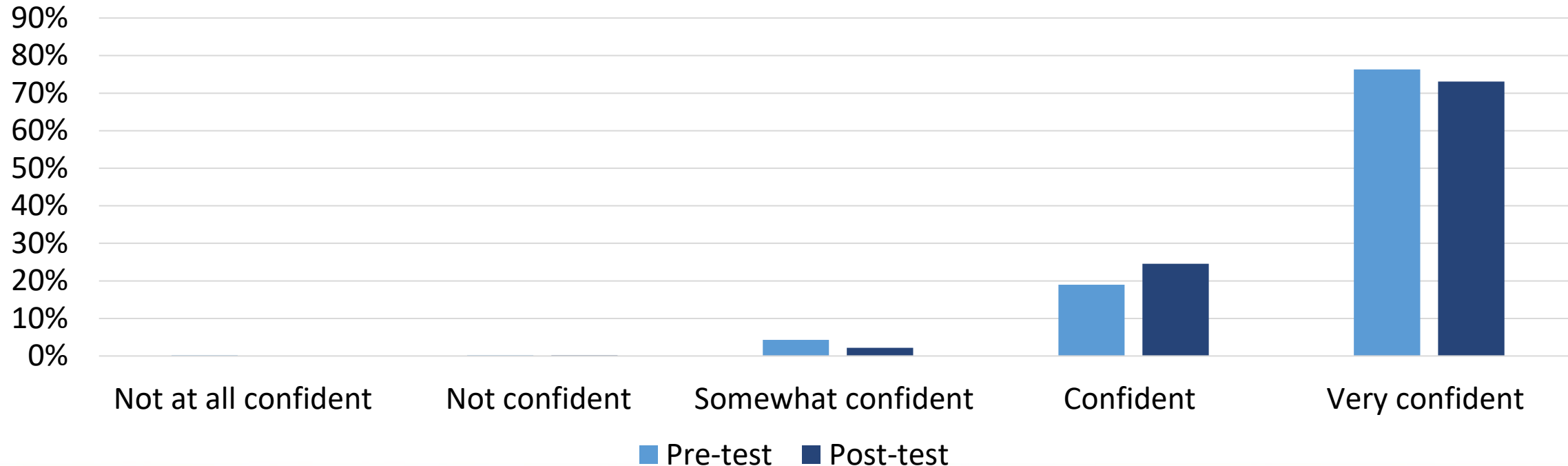
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Learner Test Scores N=559

Pre-test	66%
Post-test	75%
Average number tries to get 100%	3.04

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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? (n=559)



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What is the MOST IMPORTANT thing you learned from the training?

- The most important thing that I have learned was to stay calm during any situation and to be professional. Make sure that I know what the care recipients' needs and wants. Develop a relationship with the care recipient so that they will be comfortable enough to trust me. I will have to make sure that I have all safety rules and company rules in order to keep the care recipient safe at all cost.

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What is the MOST IMPORTANT thing you learned from the training?

- To be respectful and try and understand the situation from the client or families point of view. also, to be compassionate and empathetic to the situation.
- There is no one size fits all. There is something new to learn each day. It is important to continue to be proactive and to participate in continuing education.
- Self care is the most important part of respite care for everyone involved.

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Questions?

THANK YOU

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