

MAR 18 1997  
APPROPRIATIONS

HOUSE FILE 683  
BY COMMITTEE ON HUMAN RESOURCES

(SUCCESSOR TO HSB 194)

Passed House, Date \_\_\_\_\_ Passed Senate, Date \_\_\_\_\_  
Vote: Ayes \_\_\_\_\_ Nays \_\_\_\_\_ Vote: Ayes \_\_\_\_\_ Nays \_\_\_\_\_  
Approved \_\_\_\_\_

**A BILL FOR**

1 An Act creating a caregiver recruitment and retention pilot  
2 program, and making an appropriation.  
3 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF IOWA:

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HF 683

1 Section 1. NEW SECTION. 231.61 CAREGIVER RECRUITMENT AND  
2 RETENTION PROGRAM.

3 1. The department shall establish a three-year caregiver  
4 recruitment and retention pilot program to establish and  
5 streamline educational standards of excellence for nurse  
6 assistants, home care aides, patient care technicians, and  
7 other caregivers who provide direct care for elders, and to  
8 develop the appropriate educational programming to ensure that  
9 these standards are met and a quality caregiver workforce is  
10 available. The goals of the program are:

11 a. Develop career opportunities for caregivers.

12 b. Establish educational standards of excellence for  
13 direct caregivers in all disciplines to replace the minimal  
14 educational standards currently relied on in each discipline,  
15 and streamline the educational standards to facilitate cross-  
16 training.

17 c. Increase accessibility of educational programming for  
18 direct caregivers, and offer educational programming to family  
19 and other informal caregivers.

20 d. Develop or modify specialization certification program  
21 curriculum.

22 e. Examine the feasibility of educational programming for  
23 volunteers and care review committee members.

24 f. Focus recruitment efforts relating to family investment  
25 plan recipients on a career of caregiving.

26 g. Serve as a means of abuse prevention and intervention  
27 by providing ongoing comprehensive training on abuse and how  
28 to care for abused patients and residents.

29 2. To achieve the goals set forth in subsection 1, the  
30 department shall assemble a consortium of educators to  
31 establish and streamline educational standards, determine the  
32 county or counties in which to launch the pilot program,  
33 survey direct caregivers to determine educational needs,  
34 develop an educational programming pilot to be delivered  
35 through the fiber optics network in a designated location,

1 work with employers to determine functional career ladders  
2 based on training, and evaluate placement, retention rates,  
3 and quality of care upon implementation of the educational  
4 standards established by the consortium of educators. The  
5 department shall report to the general assembly the results of  
6 the evaluation at the end of the third year of the pilot  
7 program.

8 3. There is appropriated from the general fund of the  
9 state to the department one hundred thirty thousand dollars  
10 annually, or so much thereof as is necessary, for a three-year  
11 period commencing with the fiscal year beginning July 1, 1997,  
12 and ending June 30, 1998, to carry out the purposes of this  
13 program.

14 EXPLANATION

15 This bill provides that the department of elder affairs  
16 shall establish a caregiver recruitment and retention pilot  
17 program for a three-year period. The program shall establish  
18 and streamline educational standards of excellence for  
19 caregivers, and develop educational programming to ensure that  
20 the standards are met and a quality caregiver workforce is  
21 available. The bill lists pilot program goals, oriented  
22 toward increasing accessibility of educational programming,  
23 developing caregiver career opportunities, focusing  
24 recruitment efforts for family investment plan recipients,  
25 developing specialization certification curriculums, and  
26 providing ongoing comprehensive abuse training. The  
27 department is directed to assemble a consortium of educations  
28 to develop and streamline educational standards, determine the  
29 site of pilot program launching, survey direct caregivers to  
30 determine educational needs, develop an educational  
31 programming pilot to be delivered through the fiber optics  
32 network in a designated location, work with employers to  
33 determine functional career ladders based on training, and  
34 evaluate placement, retention rates, and quality of care after  
35 the educational standards have been implemented. The

1 department shall report the results of the evaluation to the  
2 general assembly at the conclusion of the program. The bill  
3 appropriates \$130,000 annually, for the three-year duration of  
4 the program, from the general fund of the state to the  
5 department to carry out the program.

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Martin, Ch  
Blodgett  
Murphy

HSB 194

HUMAN RESOURCES

Succeeded By  
SF (RF) 683

HOUSE FILE \_\_\_\_\_  
BY (PROPOSED COMMITTEE ON  
HUMAN RESOURCES BILL BY  
CHAIRPERSON BODDICKER)

Passed House, Date \_\_\_\_\_ Passed Senate, Date \_\_\_\_\_  
Vote: Ayes \_\_\_\_\_ Nays \_\_\_\_\_ Vote: Ayes \_\_\_\_\_ Nays \_\_\_\_\_  
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