

Model Outlines LTC Skills Set

Tool Can Be Used To Educate Staff, Certifying Agencies

The U.S. Department of Labor (DOL) recently released a long term care support and services competency (LTCSS) model that administrators and operators can use to recruit and maintain frontline staff.

“Competency models outline the knowledge and skills needed by workers in specific industries and are helpful tools to ensure that our workforce is prepared to fill important occupations,” says Jane Oates, assistant secretary for the U.S. Department of Labor’s Employment and Training Administration (ETA). “There is a growing need for professionals who enhance the health and well-being of people with dis-

abilities and care providers who work with aging adults, enabling them to live self-determined lives.”

Providing care for seniors and individuals with disabilities is the second-fastest growing industry in the nation, according to the Bureau of Labor Statistics. By 2018, more than 1 million caregivers will be needed to fill caregiver positions. This is a 74 percent change from 2008, when about 585,000 people were employed in this industry.

The LTCSS model describes the



academic, workplace, and technical competencies required for caregivers who provide social services, community supports, and health care services for seniors and individuals with disabilities living in assisted living, congregate care, or nursing facilities. By focusing on the skills requirements of workers in these professions, the model illustrates how skills

can be transferred across related fields.

Administrators can use the model to write job descriptions or develop job evaluations that can help them recruit, hire, and evaluate frontline staff.

They can also share them with staff interested in learning how to improve their competencies, taking extra classes to obtain a higher-level position, or earning a certificate.

Administrators may also find the model useful in educating workforce investment boards, colleges, or certification agencies in the types of personal skills, education, and workplace competencies potential employees need to have.

The model may also be used as a resource for communicating industry needs; exploring careers and providing guidance; providing career paths, ladders, or lattices; evaluating curricula; and establishing frameworks for certification and licensure.

ETA’s mission is to increase the efficient functioning of the U.S. labor market by providing high-quality job training, employment, labor market information, and income maintenance services, primarily through state and local workforce development systems.

For more information, go to www.careeronestop.org/competencymodel.

—Lisa Gelhaus

The Shows Must Go On In Long Term Care

Nursing and assisted living facilities are now exempt from paying licensing fees for showing videos and DVDs in common areas, under an agreement reached with the Motion Picture Licensing Corp., a copyright licensing agency that extends “umbrella licenses” for movie viewing.

The agreement, which took effect April 15, was reached on behalf of both the American Health Care Association/National Center for Assisted Living (AHCA/NCAL)

and Leading Age members. It clarifies the licensing terms for long term care facilities and various types of seniors housing communities.

Under the agreement, all long term care and seniors housing providers must pay a fee for some types of services, with discounts available to AHCA/

NCAL members and other providers based on the number of licensed facilities.

All providers, for example, must pay fees for playing videos over a closed-circuit television system, such as an in-house channel, of \$12 per connection.

Also, long term care communities with independent living units and apartments must pay licensing fees of \$6.00 for each of the first 300 units or apartments, \$3.00 for each additional unit or apartment up to 500, and \$1.00 for each unit above that threshold.

Low-income seniors housing facilities that show videos or DVDs in common areas will be charged a lower fee of \$3.00 for each of the first 500 units, if they have a Housing and Urban Development contract.

—Lynn Wagner

