



# Prepare to Care

Iowa's Direct Care and Support Curriculum

## QUALITY, CONSISTENT, EFFECTIVE TRAINING AVAILABLE STATEWIDE

*Prepare to Care – Iowa's Direct Care and Support Curriculum* is a comprehensive, cross-discipline training package that prepares people to work in a variety of direct care settings. The curriculum includes a Core training course, which provides basic foundational knowledge and an introduction to the profession, and five advanced training courses.

Advanced certificates as a Community Living Professional, Personal Support Professional, or Health Support Professional are achieved by taking a written exam at any Iowa community college after completion of required courses.

“Our feedback from our providers that attended was that it was our best training yet, so to me that was a testimony of the quality of the curriculum. For instructors there are teaching tool boxes that help people who may not necessarily have a background in training, as well as just the step-by-step processes or how to keep it moving and engaging for the attendees at the training.”

– Amy Wallman Madden, Prepare to Care Instructor and Employer

## How Does Prepare to Care Benefit Employers of Direct Care Professionals?

Prepare to Care training was developed by employers, direct care professionals, and educators to address the knowledge base needed to serve people in the broad array of programs and settings. Its quality and effectiveness were proven through pilot projects and formal evaluation.

- Employers benefit in many ways!
  - » Well-trained staff who are prepared to work in all direct care settings
  - » Standardized curriculum that provides a clear understanding of the workers' education and skills
  - » Flexibility in training using standard curriculum for initial and continuing education
  - » Improve retention of direct care professionals
  - » Reduce staff turnover
  - » Reduce re-training and associated costs
  - » Create economies of scale in training through partnerships
  - » Opportunity to hire direct care professionals who have already completed core training and Advanced Training Certificates
- Employers have options in delivering Prepare to Care training. The curriculum and design of delivery systems utilize traditional sources for training direct care professionals: employers and community colleges. Prepare to Care instructors must have completed instructor training and be accepted as an instructor.
  - » Prepare to Care training is available statewide.
  - » Training can be delivered through in-house instructors or through community colleges.
  - » Training, since it is standardized, can enhance the learning environment for direct care professionals through delivery by partnerships among employers or between employers and a community college.
  - » Instructors are trained in content and adult learning techniques so sessions are effective.
  - » Instructors have access to all curriculum and support materials as well as on-line networking and other resources.

### Key Findings

In a pilot study, employers experienced up to a 59% reduction in turnover rates after implementing the Prepare to Care Training.

Compared to a control group, Prepare to Care students were more likely to feel they had opportunities for advancement in their agencies and less likely to report heavy workloads.

More than 90% of students say they are satisfied with the training.

“The student feedback has been great and the students have really enjoyed the class, and learned a lot. There's proven results that show that that is the case.”

– Jaime Haub, Prepare to Care Instructor

## How Does Prepare to Care Training Work?

Prepare to Care training makes it easy for direct care professionals to pursue a career path of their choice through the way the curriculum and training are organized. The curriculum consists of the introductory Core training plus the five advanced training modules.

### Advanced Training Modules

- CORE** Core – Basic foundational knowledge and introduction to the profession. Estimated course length: 6 hours
- HCL** Home & Community Living – Services to enhance or maintain independence, access community supports and services, and achieve personal goals. Estimated course length: 13 hours
- IADL** Instrumental Activities of Daily Living – Services to assist an individual with daily living tasks to function independently in a home or community setting. Estimated course length: 11 hours
- PS** Personal Support – Services to support individuals as they perform personal activities of daily living. Estimated course length: 9 hours
- PADL** Personal Activities of Daily Living – Services to assist an individual in meeting their basic needs. Estimated course length: 48 hours
- HMM** Health Monitoring & Maintenance – Services that support and maintain a individual's health an provide functional support of certain conditions. Estimated course length: 27 hours

Based upon the combination of Core with other modules, an individual becomes eligible for a state-approved Advanced Training Certificate, awarded upon successful completion of an exam. Exams are proctored and offered at all Iowa community colleges.

### Advanced Training Certificates

Community Living Professional = **CORE** + **HCL** + **IADL** + **PS** + exam

Personal Support Professional = **CORE** + **IADL** + **PS** + **PADL** + exam

Health Support Professional = **CORE** + **PADL** + **HMM** + exam

## How Can I Access Prepare to Care Training?

- » The Core training is available online at <http://directcare.training-source.org/>.
- » Contact your local community college's health occupations department and ask if they offer the Prepare to Care training.
- » Prepare to Care must be taught by trained, approved instructors. If you are interested in becoming an instructor, visit [www.iowapreparetocare.com](http://www.iowapreparetocare.com) to review the criteria and apply.

Learn more about Prepare to Care at [www.iowapreparetocare.com](http://www.iowapreparetocare.com) or contact [directcare@idph.iowa.gov](mailto:directcare@idph.iowa.gov).

Prepare to Care was developed as part of the Direct Care Workforce Initiative, a legislatively directed project of the Iowa Department of Public Health to standardize training and increase stability of the direct care workforce.