

**2019 Workforce Initiatives
underway through the work
of the Foundation
include the following:**

The Department of Labor recently expanded its **apprenticeship** program, providing grant money for the state to implement this expanded program. LeadingAge Ohio has connected with the Ohio Association of Community Colleges to identify our members who might be interested in the opportunity. STNA programs are an obvious place to start, since all community colleges offer this program. LeadingAge Ohio works with the community college to establish the program and then helps members: 1) to review the STNA training materials to ensure they are consistent with their own STNA requirements, 2) to employ the students as they attend the class and then guarantee them a job as an STNA (assuming they have performed in a manner consistent with your expectations) once they finish/pass their class. A plan for approaching additional strategically located community colleges is in place.

Employer Resource Networks (ERN[®]) foster business engagement across a community in "an innovation of human service resources and education to move employees toward success," providing tools for employees to navigate challenges to their successful employment (transportation, child care, domestic abuse, payday shortfalls, etc.) The Grand Rapids-based ERN[®] program is working with LeadingAge Ohio as a partner to help foster growth across Ohio.

C3P(O) is an **alternative path to obtain a high school diploma** and find a lifelong career. The curriculum, which was developed by the Ohio Alliance of Direct Support Professionals, is a combination of on-site internship work with community agencies and classroom work based on the **DSPaths curriculum**. Beginning in their junior year the students work toward obtaining a DSPaths Certificate of Initial Proficiency (CIP) and as seniors, the students continue working to achieve their DSPaths Certificate of Advanced Proficiency (CAP). The students are matched with providers who serve as mentors to the participants throughout their journey. Upon graduation, the hope is that these students will find -positions as DSPs and continue working in the field. LeadingAge Ohio is pursuing a similar curriculum for aging services providers.

The **Careers That Love You Back** posters identify 21 career choices in the field of aging and end-of-life services. This project supplements existing intergenerational programs by fostering early awareness and interest in the field of aging services in K-6 grades, laying the foundation for later career readiness and training. This project extends the career pipeline, creating positive associations with aging in young children. The careers are varied – from nursing to business office and human resource management, communications and culinary arts. Posters include a teacher's guide and instructions for approaching school districts served by members' employees. Posters are ready for printing and distribution!

Grant funding searches to fund the above are also underway. In addition,

- an **Elder Care Certification program** has been developed with Ohio State University's Alber Enterprise Center and is currently being piloted by Vanguard-Sentinel Career and Technology Center (Fostoria, Tiffin, Upper Sandusky area);
- a **Dementia Certification program** has been developed and is being piloted at this same school;
- a **middle school curriculum** focused on aging services has been developed and is awaiting deployment;
- a university partner is being sought to assist in launching a Capital University-developed survey studying nurses' attitudes toward aging and end-of-life issues.

In 2019, two \$2500 Clark R. Law Executive Management Scholarships will be granted. The application deadline for scholarship applications is June 15.