

**From:** [Amy Dewitt-Smith](#)  
**To:** [Dawn Lyons](#)  
**Subject:** Re: FW: PCA Workgroup  
**Date:** Wednesday, October 21, 2020 2:08:43 PM

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Hi Dawn,

When I read the email about this workgroup, it sounded like it's focused more on the PCA workforce that is specific to healthcare. I'm not very familiar with the state requirements for PCA services because my background is in home and community based waiver services for people with I/DD. It's a different certification/licensing process. I am definitely open to streamlining the training requirements for direct support workers. N4 moved all of the state mandated disability service provider employee trainings to an online format due to COVID affecting our ability to do trainings in-person. I'd like to pilot sharing these trainings with other community providers and then can use grant funds and/or minimal fees to providers to help cover the cost of the software. I haven't heard that any other community service provider is doing online courses, so this might be a great way to onboard new direct service workers more quickly, as well as improve compliance with annual training requirements.

I think the training piece is separate from the field experience/cross referral collaboration with academic institutions with healthcare programs. I would like to see more academic institutions with healthcare programs partnering with organizations serving people with I/DD, mental health disorders, dementia, etc. because students in healthcare programs often do not get much experience outside of chronic diseases and we end up with a healthcare system that does not effectively serve people with co-occurring disorders or diagnoses.

All of this being said, this year has been incredibly overwhelming for me as I've had to juggle the implementation of our new direct service program, navigate changes to transportation, and tackle recruitment barriers all due to COVID. I co-chair the Nevada Lifespan Respite Care Coalition's member meetings, co-facilitate the DD council's statewide transit association planning, and participate in Dementia Friendly Nevada, the AARP Age Friendly Reno initiative, among lots of extra meetings and outreach activities. I had to give up teaching my spring gerontology class at UNR (which I really enjoyed doing) because my plate is just too full this year. Onboarding a new bookkeeper and trying to hire direct service workers is a huge priority right now so I can get things rolling with the implementation of our statewide transit system pilot project. It feels hard to catch up right now, so I'm concerned about joining any more workgroups even though I promise that I wish I had time to do it all!

If someone can get a list of all of the healthcare education programs in the state, as well as a list of the various types of in-home service programs the state funds (PCA, I/DD, aging, mental health, etc.), then the group could crosswalk the training requirements (both orientation/onboarding and ongoing annual training) for the different in-home service providers to see how significant the overlap is. If the majority of training requirements overlap, then the group could have a discussion about streamlining the trainings and exploring both in-person and online options. Once that is done, you would need to document the field experience/internship requirements of the academic institutions and could develop a campaign to partner. If the schools knew what level of training direct service workers received as a result of their employment with community service providers, they would likely be motivated to refer students for work opportunities and/or internships. Vice versa, the state could expand and improve the quality of the healthcare workforce by providing information about healthcare

education opportunities to community service provider employees who might be interested in advancing their career. A tuition discount for community service provider employees would bolster the commitment of the employee (to stay with their employer) as well as increase the number of people applying to academic programs. It could be a win-win, particularly for people living in the rural areas who need to know about education programs that could be completed all or in-part online.

See... I have lots of ideas and such minimal time to do it all. Oy! If the workgroup is still working in the first or second quarter of 2021, I would be happy to jump in and/or I can make sure I stay up-to-date on your emails about the group's progress. I will be hiring a part-time operations manager next month (hopefully), so the person I hire for this position might be able to attend after they complete their regular training with N4.

Thanks so much,  
Amy

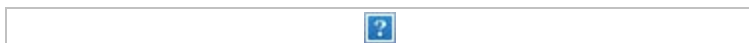
## Amy Dewitt-Smith, MPA

Executive Director



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W [neighbornv.org](http://neighbornv.org)



*Do you know someone looking for a rewarding career opportunity in a growing nonprofit organization where they can make a difference? Let them know about becoming an [N4 Community Care Partner!](#)*

On Wed, Oct 21, 2020 at 1:10 PM Dawn Lyons <[DLyons@adsd.nv.gov](mailto:DLyons@adsd.nv.gov)> wrote:

Hi, Amy,

I wasn't sure if you wanted to be a part of this workgroup, but here is the invitation if you do.

Thanks,

Dawn

-----Original Appointment-----

From:

Sent: Thursday, October 15, 2020 10:27 AM

To: Dawn Lyons; Patricia Unruh; Kimberly Glass; Lisa Bonie; julie weissman; Jennifer Richards; julie weissman; Mary Evilsizer

Cc: [sncilnv](#)

Subject: PCA Workgroup

When: Wednesday, November 4, 2020 11:30 AM-1:30 PM America/Los\_Angeles.

Where: <https://us02web.zoom.us/j/9299041434?pwd=NmM5Tk1Od3ltRzg1enhRYTU3WDdUZz09>

NV SILC is inviting you to a scheduled Zoom meeting. It may not last the entire 2 hours, but I wanted to give us enough time to get a plan started.

Join Zoom Meeting

<https://us02web.zoom.us/j/9299041434?pwd=NmM5Tk1Od3ltRzg1enhRYTU3WDdUZz09>

Meeting ID: 929 904 1434

Passcode: NVSILC

One tap mobile

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Meeting ID: 929 904 1434

Passcode: 707401

Find your local number: <https://us02web.zoom.us/j/9299041434?pwd=NmM5Tk1Od3ltRzg1enhRYTU3WDdUZz09>