



IDENTIFYING AND RETAINING A STRONG CAREGIVER WORKFORCE

CARING FOR THE FORMAL CAREGIVER

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THREATS

- MAJOR NEW JOB GROWTH IN THE AREAS OF TEMPORARY AND PART TIME WORK AT HOME
- POLITICAL RESTRICTIONS THAT RESTRICT EMPLOYER WORKFORCE DEVELOPMENT IN THE AREAS OF INTERNSHIPS, AND OJT
- LABOR LAW REQUIREMENTS THAT LIMIT EMPLOYEE FLEXIBILITY AND CLIENT CHOICE



OBSTACLES

ACCESS TO DEPENDABLE TRANSPORTATION

TRAFFIC GRID-LOCK LIMITS AVAILABLE HOURS OF WORK

SECURE NEIGHBORHOODS AND HOMES



SOLUTIONS

- TARGET THE MATURE WORKFORCE
- PROVIDE SCHOLARSHIPS AND START UP SUPPORT
- ATTRACT POTENTIAL AIDES THROUGH COMMUNITY ORGANIZATIONS
- CREATE A SUPPORTIVE ENVIRONMENT



OPPORTUNITIES

- REWARD PERFORMANCE WITH ADDITIONAL INCOME THROUGH ADDITIONAL HOURS
- INTRODUCE VOLUNTEERS TO THE PROFESSION OF CAREGIVING
- RECRUIT FAMILY MEMBERS OF CLIENTS AND PROVIDE A LEARNING LADDER TO THE EMPLOYEE ROLE