



Direct Care Worker Employers JOIN an Employer Led Collaborative

Advance DCW Recruitment, Retention and Success!
(DCW Success = Employer Success)

Background:

- A DCW Employer Led Collaborative was established in 2021 by IMPART Alliance, funded by the Michigan Labor and Economic Opportunities (LEO) unit.
- 18 employer organizations joined and helped achieve major milestones for addressing the DCW shortage and advancing the DCW workforce in Michigan including:
 - Establishing DCW Competency, Professional and Ethical Guidelines.
 - Developing a model DCW training program that aligns with all the state-adopted Competency Guidelines.
 - Working with the MDHHS DCW Advisory Committee to explore development of four new categories of DCWs that are aligned with the state competency guidelines and start the process of establishing recognized credentials for each of these categories.
- The success of these joint efforts led to IMPART receiving a \$25 million grant from MDHHS to build on the LEO project in ways that will expand novel recruitment and retention strategies.

**IMPART Alliance is now reactivating the Employer Collaborative because
PROGRESS will only happen with Employers at the table!**

Benefits of Joining the Collaborative:

- Lead the development of a statewide DCW Employer Network.
- Expand a competent direct care workforce that will lead to lower turnover rates, greater job and client satisfaction, improved health outcomes, and cost savings. Excellent ROI!
- Develop DCW training that meets employer's specifications.
- Establish industry-recognized training credentials that lead to professionalizing the DCW workforce.
- Align with new statewide DCW Competency and Training Guidelines, Credentials, and Career Pathways.
- Increase technical support geared to your individual needs and activities such as tapping into talent funds.
- Increase access to information and involvement in state-level advocacy and policy reforms.

Other Opportunities:

- Include your organization's name in marketing materials and sponsorship opportunities.
- Increase recognition by peers & employees with awards for quality standards & being a DCW champion.
- Access potential funding for piloting novel recruitment and retention strategies.
- Receive IMPART Alliance training subscriptions at reduced cost.
- Participate in cutting edge research.
- Attend Webinar Series featuring hot topics of interest to you.
- Develop new opportunities based on your needs and input!

You are not alone. Let's make change together.

Contact IMPART Alliance for more information. Email: impart@msu.edu; luz@msu.edu.

Web: <https://impartalliance.msu.edu>.

IMPART Alliance is housed at Michigan State University in the College of Osteopathic Medicine. Its main goal is to help Michigan expand and support the direct care workforce. This project is supported by a grant to IMPART Alliance from the Michigan Department of Health and Human Services.