

## Appendix C.2

### Long-Term Care Worker Development Workgroup

#### ***Suggested Preamble for Workgroup Decision-making:***

The following preamble outlines the factors that will be used to support and guide the Workgroup recommendations:

1. An underlying premise of Washington long-term care system is the value of consumer choice across a full continuum of care with the right to accessible, quality care.
2. The level and content of basic training should be focused upon the client with respect to client care needs, health status, choice and flexibility.
3. An appropriately trained and motivated long term care workforce contributes to the quality of long term care services.
4. There is a need for increased workforce diversity throughout the long term care system.
5. LTC worker training should acknowledge customer diversity and strive to achieve a greater understanding of the relationships between culture and health.
6. The long term care workforce has diverse work-life expectations such as career-advancement and quality job performance
7. The long-term care workforce has variable learning styles, and can benefit from flexibility in training settings, modalities, accessibility and methods.
8. Long term care training should prepare workers to perform in as many long term care settings as possible with economic security and safety.
9. The care and support provided by unpaid long term caregivers should not be disrupted, but enhanced and stabilized by any changes to long term care training and certification.
10. The long-term care workforce should be increased and enhanced to meet current and future needs. New policies and requirements should not result in decreasing the available workforce or the services available to consumers.