



December 4, 2006

Dear All:

Attached you will find the complete set of recommendations that has been received from the community so far. You have worked very hard to create these solutions to address poverty in our community and to improve the quality of life for all Athenians. Thank you for your work!

There are over 100 recommendations addressing a variety of issues including Education, Early Learning, Dependent Care, the Economy, Housing, Health, Workforce, Mentoring, Service Providers, Transportation, and Adult Education.

Your participation and recommendations have made several things very clear. First, poverty affects all of us. It reflects negatively on our community and limits economic growth. Poverty makes government, education, health care, and social services more expensive not just for the poor, but for everyone.

As a community we have learned that the issues of poverty are interrelated and must be addressed with a holistic approach. High expectations must be maintained not only of our citizens, but also of our institutions. Business as usual is not working. To break the cycle of poverty we need innovation and creativity.

During the next two months we will continue working with the committee chairs and Steering Committee to research and refine the recommendations. The Steering Committee will agree upon the set of PPA recommendations at its retreat in February. These PPA recommendations will be posted on the web and discussed with you at Town Meetings in March prior to them being sent to the Co-Conveners for their approval. Your continued involvement is critical to ultimate success.

Thank you for your commitment to our community!

Sincerely,
Steve Jones, Chairman
Partners For A Prosperous Athens

COMMITTEE RECOMMENDATION WORKSHEET

I. List the Learning(s) that this recommendation is addressing

Addresses Learning #1: Caregivers for elders and people living with disabilities need support with emergency care, respite care, and transportation.

- **WRITE THE COMMITTEE RECOMMENDATION** (limit focus to one subject or action item, more than one recommendation may be needed to address a particular learning):**

In order to meet the growing needs of caregivers for elderly and persons with developmental disabilities, the dependent care committee recommends that an outreach and education program be implemented to train individuals living in Athens Clarke County with an income of no more than 150% of the federal poverty line to become Certified Nurse Assistants (CNAs).

This recommendation seeks to address the needs of the ACC community as well as helps break the cycle of poverty in three ways:

1. This program provides a marketable skill for people living at or near poverty.
2. This program provides increased availability of skilled caregivers who can provide respite for persons providing dependent care to elders or disabled adults.
3. This program decreases the likelihood that the dependent caregiver will need to reduce her or his own work hours (a pattern that can place the caregiver at increased risk for impoverishment).

This recommendation will allow dependent caregivers to receive emergency care and regularly scheduled respite care because it provides training specifically for elders and adults with disabilities.

- **Identify any research, or other kinds of information that was used to craft this recommendation.** (add additional sheets as necessary)
 1. Community conversations and committee meetings.
 2. Interviewing community members.
 3. Investigating training programs
 4. Review of current literature.
- **Identify additional research or information that could help clarify this committee recommendation. List potential sources if possible.**
 1. how do we follow-up on those trained (to keep them in Athens)?

2. What funding opportunities are available for training program?
 3. Age distribution for Latino Population in Athens (are there elders?)
(asked Catholic Social Services--very few elderly Latino's in ACC)
- **Indicate people or groups that we have talked to help clarify this committee recommendation.**

Those who offers Certified Nurse Assistant (CNA) training in Athens:

- 1- Athens Tech (called Patient Care Assisting)

Length of program: Usually completed within 6 months or two quarters. Occasionally, it is possible to complete the program in 3 months, but due to course scheduling, this is not always an option.

Costs: \$15 nonrefundable application fee

Approximately \$500 to complete program in two quarters (\$31 per credit hour)

Approximately \$350 to complete program in one quarter

Availability of Hope Grants (Most certificate students are eligible and this covers all but a \$35 technology fee)

Admission Requirements: Completed and signed application for admission and a \$ 15 application fee; Official high school or GED transcripts and/or official college transcripts; Valid ASSET, COMPASS, SAT , ACT test scores; A signed drug testing and/or background check

- 2- Family Life Enrichment Center (CNA certification)

Length of program: 6-8 weeks

Costs: none. Must be paid employee of the Family Life Enrichment Center entire time; classes are only offered on a need basis

Admission Requirements: Completed application on site providing drivers license and social security card; References required; Background check required

- 3- Even Start Family Literacy Program (in collaboration with Athens Tech)

Length of program: takes 5-6 months, 3hrs 2 days a week. (90hrs training, 40 hrs clinical)

Costs: none. Must be Even Start students.

Admission Requirements: students need to be at the 7th/8th grade level for testing purposes. After courses are complete they take the state

exam, then the course instructor registers them to Certified Nurse Assistant (CNA) state board.

-Committee member also talked with St. Mary's Hospital, Athens Regional, several nursing homes, and the Council on Aging.

- **Indicate people or groups that we need to talk to help clarify this committee recommendation. List any recommended locations.**
 - 1 Foundations that might be willing to offer scholarships or funding
 - 2 Are their existing programs that require background checks but are able to obtain them for a reduced rate?

- **What kind of action or resources would be necessary to implement the recommendation?**
 1. Way to ensure the CNAs will stay in Athens once they are trained (ex: provide a voucher (suggested \$250) at the end of 12 months of employment as CNA in ACC area.
 2. Identifying and encourage people to enroll in the program; along with major promotional/awareness campaign
 3. Require a background check that clears (this needs to be built into the budget)
 4. Waiver of the ACT/SAT requirements for entrance into program (Kiesha Ryals is investigating)
 5. Further develop the CNA curriculum to meet the needs of ACC elders to include: a career track that would allow for personal care assistant training in both medical and social needs; tracks within the program to address needs of elders, needs of adults with disabilities, needs of children with disabilities; provide a certificate in Respite Care; continue to enhance/develop CNA training program.
 6. A CNA training voucher (suggested \$250) could be provided for people at or below 150% of poverty who qualify for Hope Grant—for books, uniforms, supplies, etc...Need a funding source
 7. Provide CNA training voucher and tuition for people at or below 150% of poverty who do not qualify for Hope Grant (obtain funding)
 8. Need for a supervisor.

- **Indicate what forces and influences are likely to occur that will support or oppose implementation.**

Forces that support (please list):

Existing agencies, PPA committees, health care community/industries,

Force	Support/Resources provided
Healthcare community/industries: hospitals, homemaker program, Aging	Job opportunities, supervision, mentors, clients, training.

services, hospice...	
Other agencies: Goodwill, Athens Tech, St Mary's, Family Life Enrichment center, "A Place for Mom"	Training, funding, referrals
Prescreening	Assures safety of caregivers and recipients

Forces that oppose (please list):

Force	Contingency
not having childcare	Providing it? (UGA students in Ed or in CHFD)
Transportation	Timeframe-if day, public transportation (free for UGA students, is it free for Athens Tech?) Volunteer Bank Carpooling
Time of classes: Childcare? Could they have other jobs?	Solution would be to vary class times. Provide training at different sites.
Background check	Build cost into the budget. Investigate existing programs to perform.
Literacy/illiteracy	High school diploma, GED—partner with Education committee.

Adult Dependent Care Recommendation #2

Summary of Recommendation:

There are needs in our adult dependent care community such as lawn care, home repair, transportation, and meal preparation that can not be fulfilled using traditional methods. Hence, there needs to be a system by which these everyday needs can be filled without overlapping with already existing services. We propose the development and implementation of a time/service barter system to meet these needs.

Statement of Problem:

There are needs in our adult dependent care community that can not be fulfilled using traditional methods because these particular needs are not marketable or enduring. Simple needs such as: lawn care, home repair, transportation and meal preparation are examples of such needs. Although these services could be addressed by a regular company or agency, often a dependent adult doesn't require these services on a regular basis but may need them only on special occasions. In addition, those persons living at or near poverty may not have the financial resources to purchase assistance. Hence, there needs to be a system by which these everyday needs can be filled without increasing financial burdens and without duplicating already existing services.

Recommendation:

We propose the development and implementation of a time/service barter system. Examples of established programs already exist in many communities across the United States. The most popular of these, Time Banks USA (www.timebanks.org) is based on a concept developed by Edgar S. Cahn. Briefly, Edgar S. Cahn is a graduate of Yale Law School. His involvement in social reform began in the 1960's. Over the years, Mr. Cahn has written several books dealing with establishing reform ideas that deal with the war on poverty. His two most famous books, *No more throw away people: The co-production imperative* and *Time Dollars* (co-author Jonathan Rowe, Rodale Press 1992) have been the basis for the development of TimeBanks USA. In addition to TimeBanks USA, Mr. Cahn also is the creator of Time Dollars, a service-based barter system. This system was developed in 1980 as a means "to validate and reward the work of the disenfranchised" by enabling them to rebuild their communities through social welfare initiatives. Later, in 1995, Mr. Cahn further developed a concept, Co-production, that provides a framework for reform of service exchange. Co-production refers to the idea that those who receive service can then also contribute back to the community by donating their own personal service time. Thus, a system to combat poverty was established that did not rely on money but instead relied on the trading of service.

Many examples of TimeBanks USA programs already exist with more than 60 outreach programs in 33 states. In order to use this established system, TimeBanks USA offers both software and training programs designed for communities to use to implement these ideas into their communities. For example, the most basic entry into TimeBanks USA is an introductory software program called, *Wow! Time Banking*. The cost of the software is \$49 for 6 months of use. It is designed for communities to learn more about laying down the foundation of a structured framework for the Time Dollars system. Most

important in the *Wow!* introduction package is the TimeBanks USA Community Weaver software. This software program is specifically designed to help communities record in a database earned/redeemed Time Dollars. Additionally, TimeBanks USA offers more extensive training options such as seminars and training programs.

Our committee recommends either purchasing the software to implement a TimeBanks program in Athens Clarke County or developing our own service-based barter system.

Potential Examples of Implementation into the Athens community:

Lawn care, transportation, adult sitting...

Example 1: Transportation

Those people who do not have personal transportation can take part in a program that trades earned service hours for need hours. For example, an elderly lady who does not own a car or is unable to drive and needs to get to her doctor's appointment. If she was enrolled in the service program, she could be accumulating time dollar credits that she could possibly redeem to "rent" a ride on a community owned vehicle. She would earn time dollar credits by providing a service she can perform. Perhaps she could help prepare a meal for a working mother or maybe she could do some clothes mending. In our barter/service program, her needs could be met by the simple exchange of service for service. Again, this is accomplished without any money exchanging hands. Additionally, there is an insurance that the system can not be "taken advantage of" because the woman could only redeem service if she had accumulated her own Time Dollars by providing a tradable service.

Example 2: Basic housework/Adult sitting

Another possible example of how the time service could be implemented into our community could be the taking care of basic housework and adult sitting. For example, a man who cares for his elderly mother may need to take an occasional day off from caring for her so he can run some personal chores. He may need a personal day to do such basic and necessary things as picking up his children from school or attending a parent teacher conference. If this man was enrolled in the service program, he could use his earned time dollars to "pay" an adult sitter to come and stay with his mother while he ran his errands. The exciting bonus to this example is that the person who is "hired" to be the adult sitter, could themselves be a TimeBanks member and could be earning his/her own Time dollars which could be used for any number of needed services.

Many more examples can be imagined, only our creativity and willingness to get involved can limit the potential of such a program. Once the system is established, there are numerous ways in which many different needs can be addressed and fulfilled.

Background/Justification of Need:

The Athens Clarke County community provides many services to the older adults through multiple service providers. However the growth of the older population is far exceeding the ability to provide service. Currently in Clarke County there are 10,800 individuals over the age of 60 with over 1,543 within poverty. The Area Agency on Aging Gateway staff has a waiting list of services for Clarke County. Currently there are 98 people waiting for Meals on Wheels, 25 people requesting respite, and over 50 needing homemaker/personal care services. A person may be on the waiting list for an average of 8 months or more. In this interim time, periodic support, such as that provided through a TimeBanks system, could help reduce caregiver burden.

Challenges/Concerns:

Cost, training period, getting it started concerns...start up, development of Athens specific infrastructure