

BACKGROUND

Better Jobs Better Care (BJBC) was a four-year, \$15.5 million research and demonstration program funded by the Robert Wood Johnson Foundation and The Atlantic Philanthropies. The program focused on changing long-term care policy and practice that reduced vacancy and turnover rates among direct care staff and improved workforce quality. Through two types of grants – state demonstration and applied research and evaluation – BJBC tested new approaches to providing a more stable and qualified long-term care staff and systematically evaluated what works best to achieve this objective.

BJBC was directed and managed by the Institute for the Future of Aging Services (IFAS), American Association of Homes and Services for the Aging (AAHSA). Technical assistance was provided by PHI (formerly the Paraprofessional Healthcare Institute).

BJBC Projects

The five state demonstration and eight research grantees used different paths to study and test what could help reduce direct care worker turnover and build a quality and committed workforce. The demonstration projects built multi-stakeholder coalitions that sought to improve the quality of direct care worker jobs through the policy and practice initiatives that best worked for their state. The research projects studied a variety of innovations to improve the recruitment and retention of these frontline caregivers. They looked at new potential pools of workers, the training that direct care workers and their supervisors want and need, the effect of management practices on job satisfaction and the impact competitive wages and benefits has on attracting and retaining workers.

The five state demonstration grants were awarded to:

- ◆ For Iowa – Iowa CareGivers Association
- ◆ For North Carolina – North Carolina Foundation for Advanced Health Programs
- ◆ For Oregon – Oregon Works!
- ◆ For Pennsylvania - Center for Advocacy for the Rights and Interests of the Elderly (CARIE)
- ◆ For Vermont - Community of Vermont Elders (COVE)

The eight research grants were awarded to:

- ◆ Boston University, School of Public Health
- ◆ Brandeis University, Schneider Institute for Health Policy
- ◆ Connecticut College
- ◆ Cornell University, Cornell Institute for Translational Research on Aging
- ◆ Margaret Blenkner Institute, Benjamin Rose Institute
- ◆ Operation ABLE of Michigan
- ◆ University of California, Los Angeles, School of Public Affairs
- ◆ University of North Carolina, Chapel Hill, Cecil G. Sheps Center for Health Services Research

The evaluation component of the grant was awarded to:

- ◆ The Pennsylvania State University, Center for Health Care and Policy Research