

HOW THE FINDINGS ARE ORGANIZED

The findings from BJBC’s eight research and evaluation projects are presented in the next section, along with information on what they mean to long-term providers. The findings are organized into the following categories:

- ◆ Possible Pools of Direct Care Workers: Older Workers
- ◆ Possible Pools of Direct Care Workers: Family and Friends
- ◆ Retention: Importance of Wages and Benefits
- ◆ Retention: The Importance of Supervisors
- ◆ What Supervisors Want and Need in Training
- ◆ Retention: Importance of Job Satisfaction
- ◆ Retention: Importance of Career Enhancements
- ◆ Effect of Direct Care Worker Job Commitment on Residents
- ◆ Retention: The Role of a Retention Specialist
- ◆ Training Direct Care Workers: Initial Training
- ◆ Training Direct Care Workers: Orientation
- ◆ Training Direct Care Workers: Continuing Education
- ◆ Developing Cultural Competence

The research results are listed under the column, “**What we learned...**” How these results apply to providers’ everyday practice are listed under the column “**What it means to you...**”

To link a finding to the specific research project, look for one of the following abbreviations in parenthesis, after each research finding. These abbreviations correspond with the eight research projects.

(BU) – Boston University

(Brandeis) – Brandeis University

(Conn) – Connecticut College

(Cornell) – Cornell University

(Benjamin Rose) – Margaret Blenkner Research Institute, Benjamin Rose Institute

(Operation ABLÉ) – Operation ABLÉ of Michigan

(UCLA) – University of California, Los Angeles

(UNC) – University of North Carolina