



LCBDD News & Updates!

Good afternoon to all of our Provider partners! Sending along a bunch of items for you. (Scroll all the way down to make sure you don't miss anything you might be interested in.) Please let me know if you have any questions on anything.

Thanks,
David

Transformation Series + Summit March/April/May 2019

This important series (happening March through May 2019) helps providers of all shapes and sizes across Ohio plan and implement more community-based supports. This year, we've streamlined the series to include 6 great provider models, and they will offer both live and online presentations about how they have transformed their supports, as well as how they continue to make changes to increase quality. These "Transformations-at-a-Glance" are happening in March and April. The Transformation Summit happens May 14, 2019 at the Quest Conference Center in Columbus. To register and get more info: https://ohioemploymentfirst.org/view.php?nav_id=214

OPRA's EVV web page

If you're looking for in-depth information on EVV, OPRA's EVV page is a great resource. <http://www.opra.org/electronic-visit-verification-evv/>

Scheduling Preventive Care, Screenings



[This alert](#) provides critical information to caregivers about making sure people with developmental disabilities they serve are scheduled for routine cancer screenings and renew their commitment to healthy living.

EMA Survey

The Licking County Emergency Management Agency is leading a project to update the County Wide All Natural Hazards Mitigation Plan. This questionnaire is designed to help the team leading this project understand the concerns the citizens of Licking County have about the



LCBDD News & Updates!

hazards which their communities face. Your responses will help guide the development of this important plan.

<https://www.surveymonkey.com/r/LCCANHMP19?fbclid=IwAR0q9O-uUWQdYaAj9ETm4UjMbdYSuDXNMfRKmHNjNfkUht9y8cSFdPvbaaE>

The perspectives of the people we support and their families - and the providers who support them who may have to act in a disaster - could be helpful to this survey. Some of our concerns might not be considered otherwise.

Safety Grants available from BWC

If you are an employer wanting to ensure the safety of your workers when carrying out the services they provide to developmentally disabled children and adults, you have a partner in BWC. Our *Employers Working with Persons with Developmental Disabilities Grant Program (EWPDD)* provides financial assistance to purchase training and/or equipment to substantially reduce or eliminate injuries or illnesses associated with working with developmentally disabled children and adults.

Qualified employers may receive up to \$20,000 with a 5-to-1 match for equipment or no match for training for the duration of the EWPDD grant program.

Please see the attachment for additional info.

Recruitment & Retention Slides from a recent presentation are attached.

Garbage Disposal Do's and Don'ts

Please share the attached information sheet with DSPs working in people's homes.

If you have a garbage disposal in your kitchen, you know that it's a great appliance that makes household duties less demanding. But if not operated or maintained properly, a garbage disposal can easily break down, block and clog the drains and cause a long list of expensive plumbing and drain nightmares.

Garbage Disposal Do's and Dont's

Good Practices Today Can Prevent Major Plumbing and Drain Problems Tomorrow!

If you have a garbage disposal in your kitchen, you know that it's a great appliance that makes household duties less demanding. But if not operated or maintained properly, a garbage disposal can easily break down, block and clog the drains and cause a long list of expensive plumbing and drain nightmares.

Clogged drains are a major inconvenience and garbage disposal repair can be a costly proposition. Fortunately, most garbage disposal troubles are completely unnecessary, and garbage disposal care and maintenance is extremely easy. Treat your garbage disposal well, and it will treat you well, in return. Below, we describe the mistakes you should avoid and the actions you should take in order to keep your garbage disposal working smoothly for many years and minimize the likelihood that you'll need to call for plumbing or drain cleaning services.

Proper maintenance and operation will extend the life of your garbage disposal and prevent plumbing and drain mishaps.



Clogged drains are a major inconvenience and garbage disposal repair can be a costly proposition. Fortunately, most garbage disposal troubles are completely unnecessary, and garbage disposal care and maintenance is extremely easy. Treat your garbage disposal well, and it will treat you well, in return. Below, we describe the mistakes you should avoid and the actions you should take in order to keep your garbage disposal working smoothly for many years and minimize the likelihood that you'll need to call for plumbing or drain cleaning services.

Garbage Disposal Do's:

- Do keep your garbage disposal clean. Pour a little dish soap inside and let the garbage disposal run for a minute or so with some cold water after washing dishes.
- Do run your garbage disposal regularly. Frequent use prevents rust and corrosion, assures that all parts stay moving and prevents obstructions from accumulating.

- Do grind food waste w/ a strong flow of cold water. Why cold water? It will cause any grease or oils that may get into the unit to solidify, so that they can be chopped up before reaching the trap.
- Do grind certain hard materials such as small chicken and fish bones, egg shells, small fruit pits, etc. A scouring action is created by these particles inside the grind chamber that cleans the garbage disposal's walls.
- Do cut large items into smaller pieces. Put them into the garbage disposal one at a time instead of trying to shove a large amount in at once.

Garbage Disposal Don'ts:

The most important rule of thumb: ***Don't Put Anything In The Garbage Disposal That Is Not Biodegradable Food.*** A garbage disposal is not a trash can; it's for food scraps only. Non food items can damage both blades and the motor. When in doubt, throw it out!

- Don't grind glass, plastic, metal or even paper.
- Don't grind anything combustible.
- Don't grind cigarette butts
- Don't pour grease, oil or fat into your garbage disposal or drain. Grease will slowly accumulate and impede your garbage disposal's grinding ability as well as clog drains.
- Don't use hot water when grinding food waste. Hot water will cause grease to liquefy and accumulate, causing drains to clog.
- Don't grind extremely fibrous material like corn husks, celery stalks, onion skins, and artichokes. Fibers from these can tangle and jam the garbage disposal motor and block drains .
- Don't turn off the motor or water until grinding is completed. When grinding is complete, turn off the the garbage disposal first. Let water continue to run for at least 15 seconds, flushing out any remaining particles. Then turn off water.
- Don't put too many potato peels down the garbage disposal. The starches in the potatoes will turn into a thick paste and may cause blades to stick.
- Don't put large amounts of food down the garbage disposal. Feed food into the garbage disposal a little at a time with the cold water running; this will help the food scraps flow down freely through the drain pipes and plumbing.
- Don't put expandable foods into your garbage disposal. Foods like pasta and rice expand when you add water in a pot; they do the same thing once inside your pipes or garbage disposal and are the cause of many jams and clogs.
- Don't grind large animal bones (beef, pork etc.).
- Avoid putting coffee grounds down the garbage disposal. They won't harm the garbage disposal and they'll actually help eliminate odors. However, they can accumulate in drains and pipes, causing clogs. Best to avoid.
- Don't use harsh chemicals like bleach or drain cleaners. They can damage blades and pipes. Borax is a natural sink cleaner and sanitizer that effectively works on odor-causing mold and mildew that accumulates in garbage disposals. (See more below).

Keeping Your Garbage Disposal Running Problem-Free

Ice is an extremely effective and inexpensive method for cleaning your garbage disposal, sharpening the blades and breaking up any grease build-up which has accumulated. Just toss a few ice cubes into the garbage disposal and run it. As the garbage disposal chops into the ice cubes, the ice chips will effectively scour all the hard to reach areas of the unit, and melt down the drain. Try this once or twice a month to keep your garbage disposal in fine working order.

To Remove or Prevent Nasty Garbage Disposal Smells

Here are some natural methods to clean your garbage disposal that are good for the environment and very inexpensive.

- Periodically, take a lemon or orange and toss it into the disposal. The oils and juice from the fruits and peels naturally clean the walls inside the garbage disposal and create a fresh, long-lasting scent.
- Freeze vinegar in ice cube trays and run those down the disposal. This will keep your blades sharp while safely killing odor-causing bacteria.
- For stubborn odors pour baking soda into the drain and let it set for several hours before running the water and garbage disposal.

For really stubborn odors, use a safe cleaning product like Borax. Just pour 3-4 tablespoons of Borax down the drain and let it sit for an hour. Then turn on the hot water and flush the borax away.



Employers Working with Persons with Developmental Disabilities Grant Program

Partnering with employers

If you are an employer wanting to ensure the safety of your workers when carrying out the services they provide to developmentally disabled children and adults, you have a partner in BWC. Our Employers Working with Persons with Developmental Disabilities Grant Program (EWPDD) provides financial assistance to purchase training and/or equipment to substantially reduce or eliminate injuries or illnesses associated with working with developmentally disabled children and adults.

Program basics

Qualified employers may receive up to \$20,000 with a 5-to-1 match for equipment or no match for training for the duration of the EWPDD grant program. Eligible equipment and training includes:

- o Ceiling lifts.
- o Floor-based lifting devices.
- o Ambulation devices.
- o Bathing and toileting chairs.
- o Hi-low tables.
- o Non-violent de-escalation and/or trauma informed care training and care training certification.
- o Multi-sensory environment equipment.

At the time of application, the employer must:

- o Be a state-fund private or public employer taxing district employer.
- o Work with children/adults with disabilities. All applicants must provide information in their application that clearly describes the services they provide to this population.
- o Have active Ohio workers' compensation coverage, and maintain continuous active coverage while participating in the program.
- o Not have more than 40 days of cumulative lapses in workers' compensation coverage within the prior 12 months.
- o Be current with respect to all payments due BWC as defined in Ohio Administrative Code 4123-17-14.
- o Have been in existence for at least two years.
- o Have reported payroll for at least one full policy year.
- o Timely report actual payroll for the preceding policy year and pay any premium due upon reconciliation of estimated premium and actual premium.
- o Safety Intervention Grant (SIG) Program participants must be current on receipt documentation and reporting to be eligible to apply for the EWPDD program.

Employers working with the developmentally disabled may apply for the EWPDD grant even if they have received \$40,000 or less in their current SIG program eligibility cycle.

Shared best practices

Recipients agree to share results of their EWPDD grant benefits. This allows BWC to communicate grant results with other employers and/or research organizations in the form of best practices.

How to reach BWC's EWPDD program

Telephone: 1-800-644-6292

Fax: 1-614-365-4972

Email: dshsg@bwc.state.oh.us

Web: www.bwc.ohio.gov

Recruitment and Retention

By Monica Armstrong



U.S. Bureau of Labor Statistics

According to statistics from 2016:

The average salaried worker in private industry	7.7 years
The average entry level worker in private industry	2.2 years
The average Millennial averaged between	18-24 months

Why is it so difficult to recruit?

Low wages and no perks



Lowest unemployment in over a decade



In direct competition with food, retail, hospitality, tourism and more.

These jobs come with perks



And better pay/benefits



The Millennial generation is highly educated and under-employed. Little to no interest in entry level employment.

35% high school diploma or GED



65% have a BA or Masters Degree



The nature of the job makes it difficult to recruitment

Demanding and challenging work



Employees feel isolated



Schedules and other circumstances make it tough to competitively recruit.

Unattractive schedules
Weekends evenings & holidays

A generation who doesn't
always need to work



"YO, MOM!...DAD! THEY KICKED ME OUT OF ZUCCOTTI PARK, SO I'M BACK TO OCCUPY YOUR BASEMENT...."

How can I recruit differently?

Use current staff and give referral bonuses



Involve your team. Discover where local people socialize.





Develop recruiting relationships with local colleges or universities

Utilize social media

Facebook, twitter, and Instagram



Develop YouTube videos and blogs posts



Target specific ads – Not advertising for DSP

Lets make a practice add for:

Gardener, landscaper, seamstress,
expert, history buff, cook,

baker, artist, photographer, dog walker,

movie buff, classic car expert, sports fan,

animal lover, music lover, musician, etc.



Now that we have successfully recruited,
How do we keep them?



Keep them by keeping them happy.



Employees stay when they are:



Paid Well



Mentored



Challenged



Promoted



Involved



Appreciated



Valued



On a Mission



Empowered



Trusted

Mentoring:

Mentoring is a relationship established between an experienced knowledgeable staff and an inexperienced newer staff.



• Mentoring employees

Challenge:

- Create opportunities for them to learn and excel.
Outside training sessions? Committees?
- Permission to fail, learn, and grow.
Encourage employees to do their best and use failure as a lesson.
- Help them identify strengths and weaknesses.
Develop a list and help them identify ways to grow.

*Listen kid you might as well give up
you don't stand a chance!*



Promote:

Give opportunities to internal candidates and you will:

Motivate employees to work harder

Opportunities creates happy people and higher retention

Internal hires adapt quicker to new roles.

Involvement:

- Many employees in today's market quickly feel uninspired and bored by their work and leave within 2 years.
- Align your company with a purpose
- Provide health and wellness opportunities
- Emphasize personal wins
- Set up a fun and recreation team
- Provide coaching and training opportunities
- Start an employee newsletter
- Include them in problem solving meetings

Appreciate and Value Your Employees



**Employee
Appreciation**

Mission:

A company that creates the right Culture will have an advantage when it comes to attracting and keeping good employees.



**“It’s not a great mission statement,
but we’ll revise it if things get better.”**

Empower Your Employees

1. Your employees will be more accountable
2. They will be more attentive
3. They will feel more valued
4. They will become more invested
5. Problems get resolved faster
6. Better customer service

. Companies
need
to be
constantly
looking for ways to
improve their retention rates.



What can you do to accomplish this?

- Enrich an employee's work experience
- Develop a culture of loyalty
- Provide coaching
- Create a career path
- Promote a healthy workplace



Retention

You need to know what motivates your employees,
what prompts them to change jobs,
and why they like working for your organization.

Ask your staff why they stay.

Why?

Today's workforce wants:

Recognized and rewarded

Part of a team

Constant feedback

Career advancement

Flexible work schedule

Benefits tailored to their needs

To have an impact

Personal satisfaction over job stability and financial security.

We can't stop
employees from
leaving unless we have
a plan to make
them stay.



Take a fresh approach

Company rules and regulations should be there to benefit employees

Do you have unnecessary rules you could get rid of?

Evaluations are important for an employee to stay motivated and avoid looking for another job

Avoid using it in a punitive way

Employee recognition is one the most important factors in retaining employees

Spend time on this!

Can your benefits be altered to include other areas?

Flexible time instead of traditional benefits

CONCLUSION

Employees are the major assets of any organization.



An organization must work hard towards retaining those who really are important for the organization.