



Connecticut Money Follows the Person and Community First Choice Online Training Programs 2017

**Evaluation Report from Boston University
December 2017**



**Center for Aging and Disability
Education and Research**
Boston University School of Social Work

I. INTRODUCTION

The Center for Aging and Disability Education and Research (CADER), is dedicated to workforce development in the aging and the disability fields through educational innovation, workforce change, and research. Located at Boston University School of Social Work, CADER builds upon the School's historical commitment to aging and disability research and practice.

For this project, CADER partnered with the Center on Aging at the University of Connecticut Health Center (UCHC) and Connecticut's Department of Social Services to provide a competency-based online training program that addresses the core skills, knowledge, and values needed for effective practice in the Money Follows the Person program. The Connecticut Money Follows the Person (MFP) Training Program is comprised of six of CADER's online courses, which were reviewed and selected by Connecticut's Department of Social Services and the UCHC's Center on Aging. The six courses needed to receive a certificate are: (1) Core Issues in Aging and Disability; (2) Assessment with Older Adults and Persons with Disabilities; (3) Consumer Control, Choice, and Direction; (4) Working with Informal Caregivers; (5) Aging in Place; and (6) A Guide to the Aging and Disability Networks. The Connecticut Community First Choice (CFC) Training Program is comprised of two of CADER's online courses, which were reviewed and selected by Connecticut's Department of Social Services and the UCHC's Center on Aging. The two courses needed to receive a certificate are: (1) Core Issues in Aging and Disability and (2) Consumer Control, Choice, and Direction.

CADER programs and courses apply a competency-based approach. Health and human service practice with older adults and people with disabilities is complex. It requires competence, professional judgment, and critical thinking to translate knowledge, skills, and values into effective practice behaviors. At the beginning and end of each course, participants are asked to rate their skill level using the following scale: 0 - Not skilled at all; 1 - Beginning skill; 2 - Moderate skill; 3 - Advanced skill; 4 - Expert skill. At the end of each of the courses, participants were also asked to complete a course evaluation in order to gauge whether they felt that the training benefitted their practice. Participants rated their satisfaction level with each course using a scale of one to five (1, strongly disagree; 2, disagree; 3, neutral; 4, agree; 5, strongly agree). In the upcoming sections, the demographic profile, pre- and post-competency results, and course evaluation results are presented for each of the training programs.

II. LEARNER PROFILE

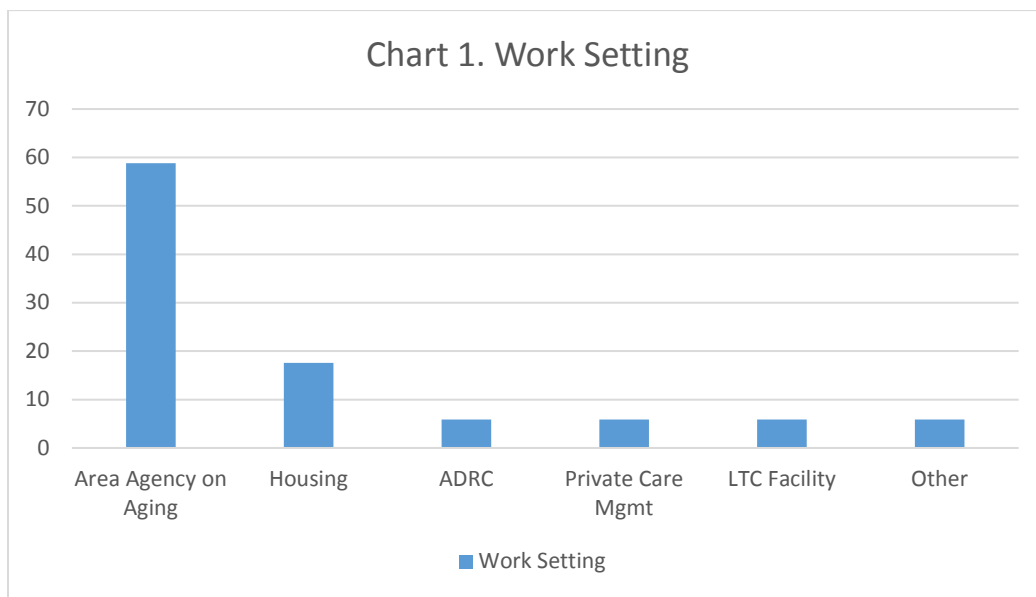
Connecticut Community First Choice (CFC) Training Program

One (1) person was enrolled and completed the CFC Training Program. This participant was a 43 year-old female who self-identified as African-American/Black. She works for a Home Health Agency and has an Associate's degree. This participant has an average of 5 years working in the fields of aging and disability services.

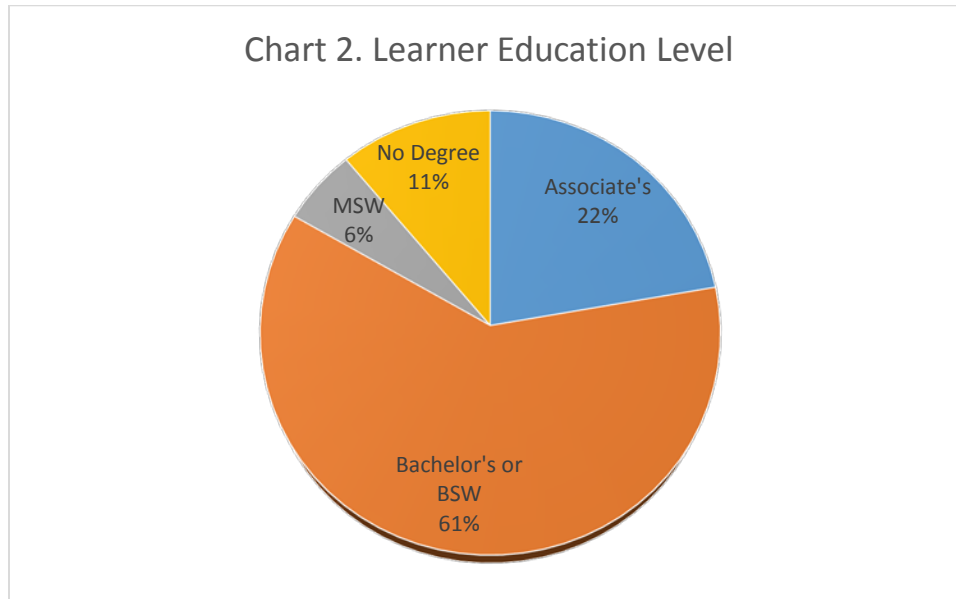
Connecticut Money Follows the Person (MFP) Training Program

All 17 (100%) of the participants in the 2017 cohort who are expected to complete the MFP Training Program have enrolled in the program. Thus far 15 of the 17 participants (88.2%) who are expected to complete the program have done so.

Of the 17 participants who have enrolled in the MFP Training Program, 76.5% (13) were female and 23.5% (4) were male with an average age of 30 years old. Nine participants self-identified as White (52.9%), five (29.4%) self-identified as Hispanic/Latino, and three (17.6%) self-identified as African-American/Black. Most participants work in an Area Agency on Aging, please see Chart 1 below for the various work settings identified in the MFP Training Program.



Approximately 88% of the participants had some higher education degree with most having a Bachelor's degree or BSW, see Chart 2 below. The average number of years participants have worked in the field of aging was 2.1 years (range was 0-10 years). The average number of years participants have worked in the field of disability was 1.8 years (range was 0-10 years).



III. COURSE RESULTS BY TRAINING PROGRAM

Connecticut Community First Choice (CFC) Training Program

One learner enrolled and completed the CFC Training Program in the 2017 cohort. For both courses: (1) *Core Issues in Aging and Disability* and (2) *Consumer Control, Choice, and Direction*, this person self-reported advanced skill in all competencies in both pre and post-test; therefore, showing no change in competency levels. Based on the course evaluation, this participant *strongly agreed* that both courses:

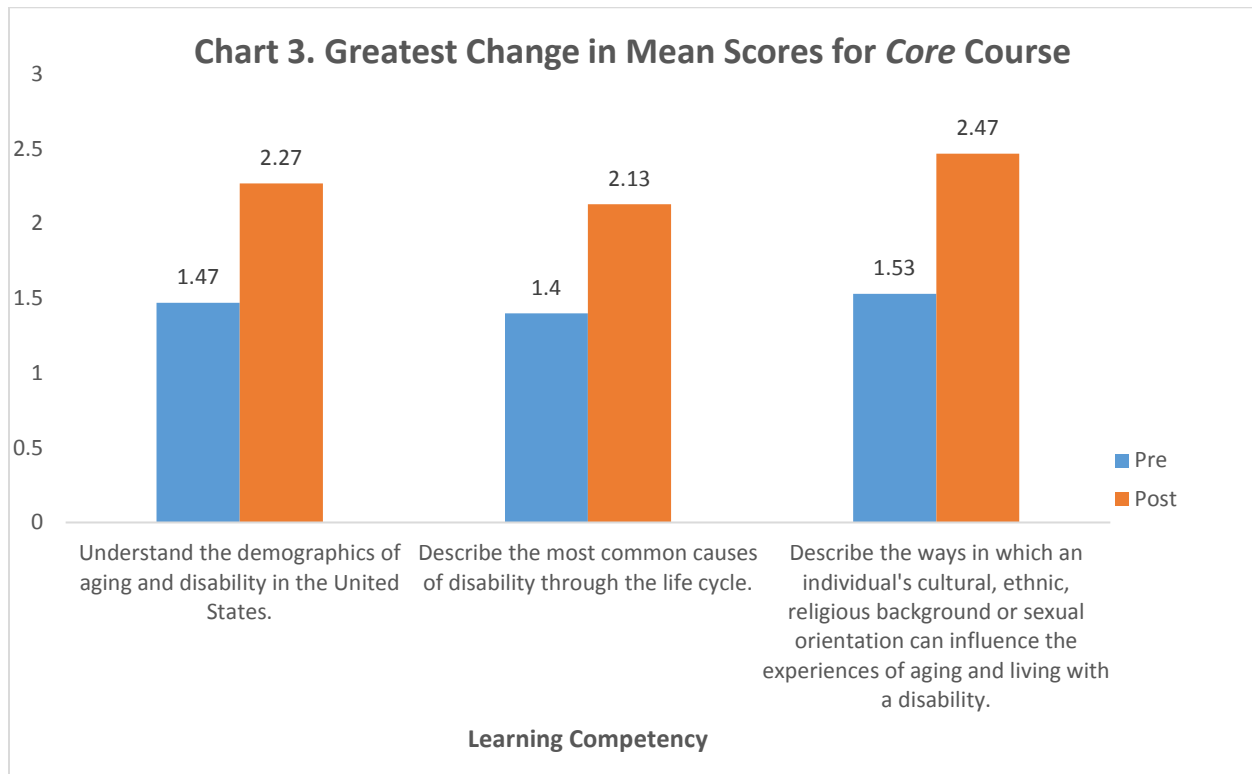
- met its intended learning objectives;
- expanded their knowledge and understanding in the topic area;
- would help them apply practice skills in the topic area; and
- will help them in their work with older adults and/or with people with disabilities.

Connecticut Money Follows the Person (MFP) Training Program

Seventeen (17) learners enrolled in the Money Follows the Person (MFP) Training Program in the 2017 cohort. Fifteen (15) learners (88.2%) completed all six courses in the training program.

Course #1: Core Issues in Aging and Disability

Of the 17 participants that enrolled, 17 (100%) completed this course. Increases in scores from pre-test to post-test across the competencies ranged from 36% to 60.9% and were statistically significant ($p < .05$). The competencies with the greatest increases in mean scores from pre-test to post-test in this course are outlined in Chart 3 below.

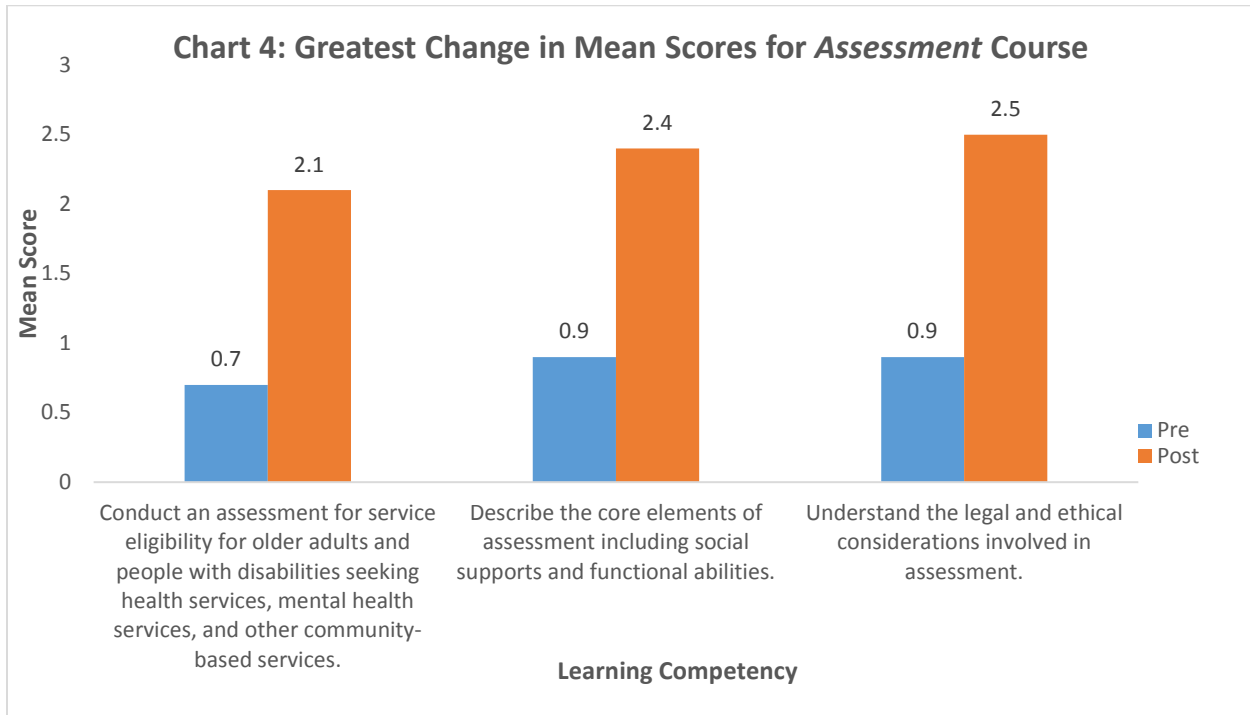


Of the 17 participants who completed this course, 16 (94.1%) also completed the course evaluation.

- Of these participants, 100% agreed or strongly agreed that **the training will help them in their work with older adults and/or with people with disabilities.**
- One hundred percent (100%) agreed or strongly agreed that **the training would help them apply practice skills in the topic area.**
- Ninety-four percent (93.8%) agreed or strongly agreed that **the training expanded their knowledge and understanding in the topic area.**

Course #2: Assessment with Older Adults and Persons with Disabilities

Of the 17 participants that enrolled, 16 (94.1%) completed this course. Increases in scores from pre-test to post-test across the competencies ranged from 27.8% to 200% and were statistically significant ($p < .05$). The competencies with the greatest increases in mean scores from pre-test to post-test in this course are outlined in Chart 4 below.

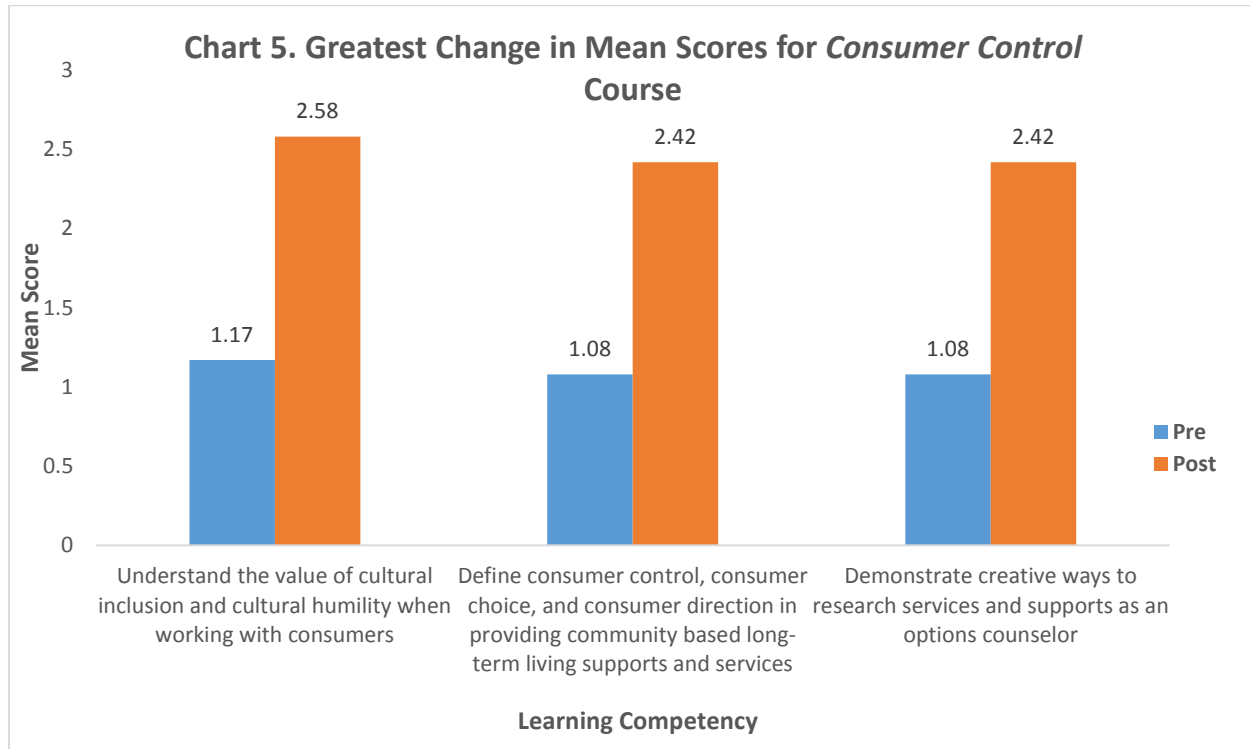


Of the 16 who completed this course, 13 (81.3%) also completed the course evaluation.

- Seventy-seven percent (76.9%) agreed or strongly agreed that **the training will help them in their work with older adults and/or with people with disabilities.**
- Eighty-five percent (85.6%) agreed or strongly agreed that **the training would help them apply practice skills in the topic area.**
- Eighty-five percent (85.6%) agreed or strongly agreed that **the training expanded their knowledge and understanding in the topic area.**

Course #3: Consumer Control, Choice, and Direction

Of the 17 participants that enrolled, 16 (94.1%) completed this course. Increases in scores from pre-test to post-test across the competencies ranged from 27.8% to 200% and were statistically significant ($p < .05$). The competencies with the greatest increases in mean scores from pre-test to post-test in this course are outlined in Chart 5 below.

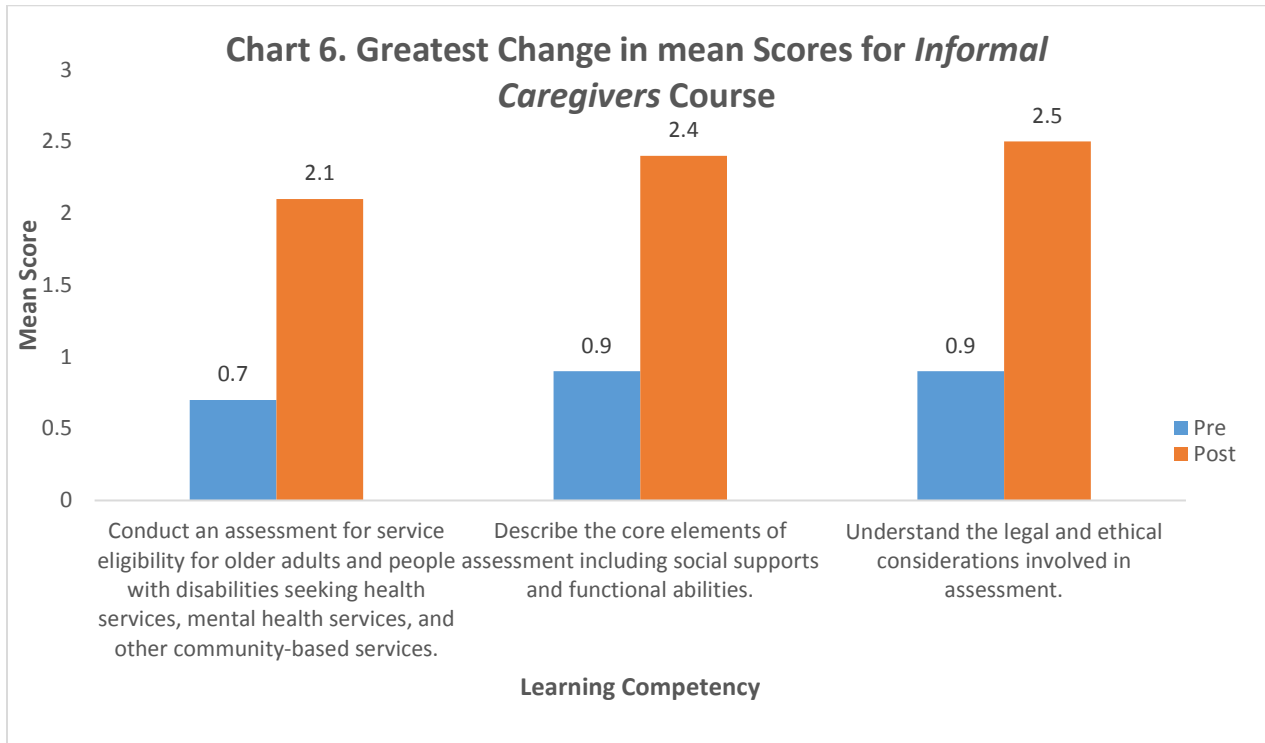


Fifteen of the 16 participants who completed this course completed the course evaluation.

- Of these participants, eighty percent (80%) agreed or strongly agreed that **the training will help them in their work with older adults and/or with people with disabilities.**
- Eighty percent (80%) agreed or strongly agreed that **the training would help them apply practice skills in the topic area.**
- Eighty percent (80%) agreed or strongly agreed that **the training expanded their knowledge and understanding in the topic area.**

Course #4: Working with Informal Caregivers

Of the 17 participants that enrolled, 15 (88.2%) completed this course. Increases in scores from pre-test to post-test across the competencies ranged from 26.3% to 200% and were statistically significant ($p < .05$). The competencies with the greatest increases in mean scores from pre-test to post-test in this course are outlined in Chart 6 below.

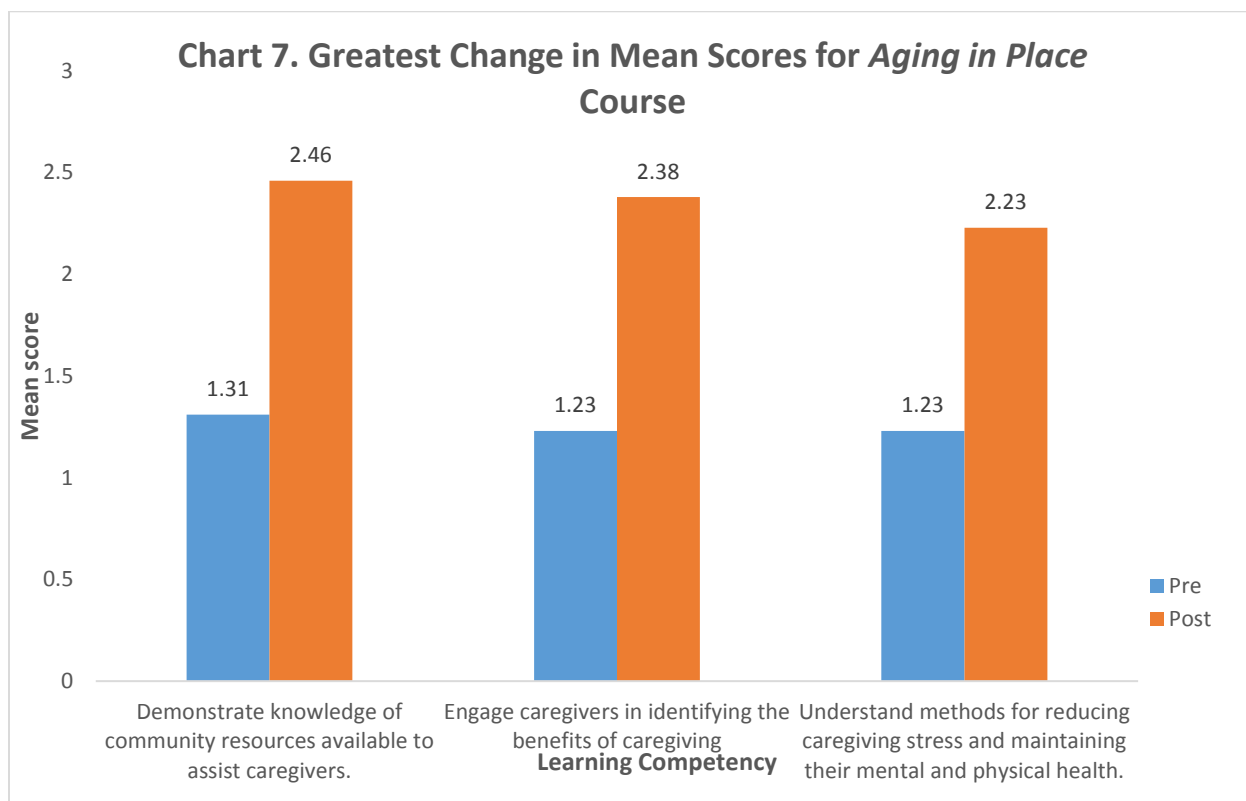


All fifteen of the participants who completed this course completed the course evaluation.

- Eighty percent (80%) agreed or strongly agreed that **the training will help them in their work with older adults and/or with people with disabilities.**
- Seventy-three percent (73.3%) agreed or strongly agreed that **the training would help them apply practice skills in the topic area.**
- Eighty percent (80%) agreed or strongly agreed that **the training expanded their knowledge and understanding in the topic area.**

Course #5: Aging in Place

Of the 17 participants that enrolled, 15 (88.2%) completed this course. Increases in scores from pre-test to post-test across the competencies ranged from 47.4% to 93.8% and were statistically significant ($p < .05$). The competencies with the greatest increases in mean scores from pre-test to post-test in this course are outlined in Chart 7 below.

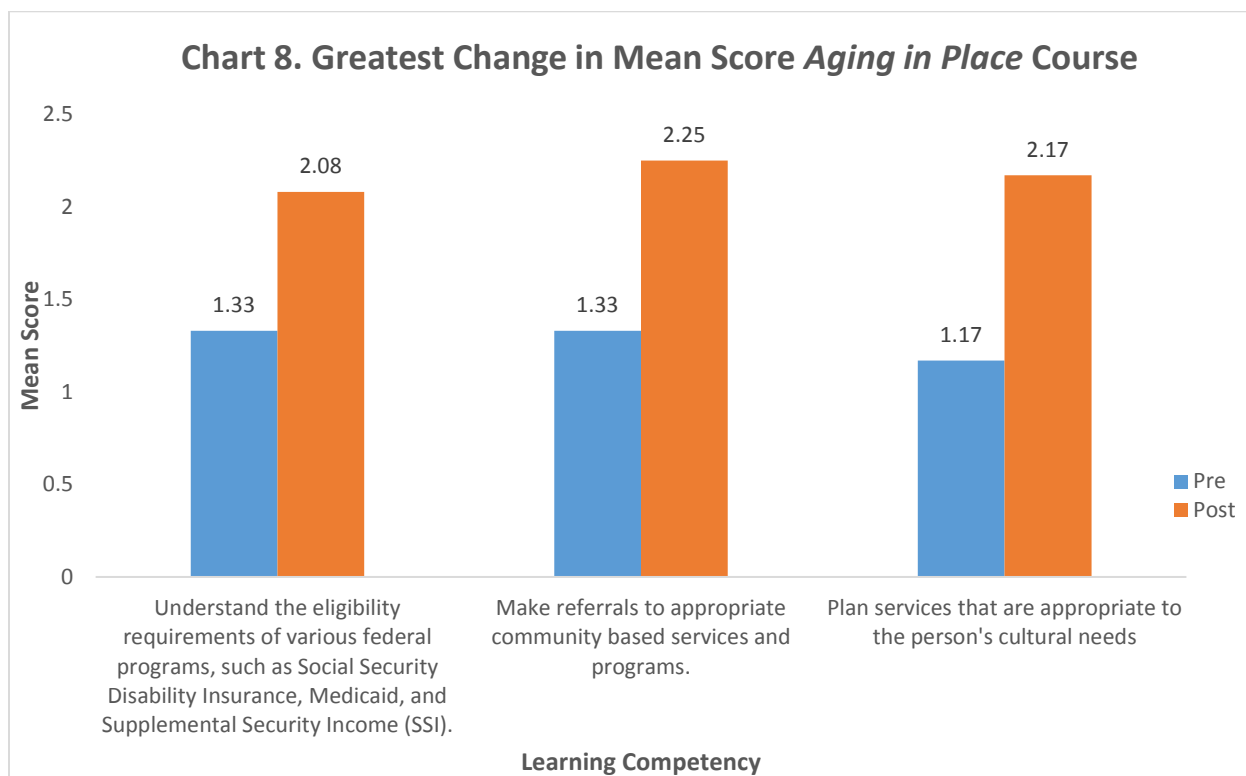


All fifteen of the participants who completed this course completed the course evaluation.

- Eighty percent (80%) agreed or strongly agreed that **the training will help them in their work with older adults and/or with people with disabilities.**
- Eighty percent (80%) agreed or strongly agreed that **the training would help them apply practice skills in the topic area.**
- Eighty percent (80%) agreed or strongly agreed that **the training expanded their knowledge and understanding in the topic area.**

Course #6: A Guide to the Aging & Disability Networks

Of the 17 participants that enrolled, 15 (88.2%) completed this course. Increases in scores from pre-test to post-test across the competencies ranged from 22.3% to 85.7% and were statistically significant ($p < .05$). The competencies with the greatest increases in mean scores from pre-test to post-test in this course are outlined in Chart 8 below.



Fourteen of the fifteen participants who completed this course completed the course evaluation.

- Seventy-nine percent (78.6%) agreed or strongly agreed that **the training will help them in their work with older adults and/or with people with disabilities.**
- Seventy-nine percent (78.6%) agreed or strongly agreed that **the training would help them apply practice skills in the topic area.**
- Seventy-nine percent (78.6%) agreed or strongly agreed that **the training expanded their knowledge and understanding in the topic area.**

IV. COURSE QUIZ DATA BY TRAINING PROGRAM

Each of the courses in the training programs contained a course quiz at the end, for which participants were required to obtain a score of 75% or higher in order to receive a certificate of completion for that course. Overall, participants scored high on these quizzes, indicating a solid understanding of the course content.

Connecticut Money Follows the Person (MFP) Training Program (6 course program)

The following data are based on the first passing grades (above 75%) of the seventeen learners who were enrolled in the MFP Training Program. Average scores would be higher if learners' highest scores were used.

- Course 1: *Core Issues in Aging and Disabilities*. The average score of their first passing grade was 86%.
- Course 2: *Assessment in Practice with Older Adults & Persons with Disabilities*. The average score was 91%.
- Course 3: *Consumer Control, Choice, & Direction in Options Counseling*. The average score was 86%.
- Course 4: *Working with Informal Caregivers*. The average score was 89%.
- Course 5: *Aging in Place*. The average score was 92%.
- Course 6: *A Guide to the Aging and Disability Networks*. The average score was 80%.

Connecticut Community First Choice (CFC) Training Program (2 course program)

The following data are based on the first passing grades (above 75%) of the one learner who were enrolled in the CFC Training Program.

- Course 1: *Core Issues in Aging and Disabilities*. The score of the learner's first passing grade was 80%.
- Course 2: *Consumer Control, Choice, & Direction in Options Counseling*. The score of the learner's first passing grade was 100%.

V. SUMMARY

Participants in both the Community First Choice (CFC) and Money Follows the Person (MFP) Training Programs reported that they learned a great deal of relevant information that they will use in their work with aging and disability populations. Highlights include:

- Eighty-three percent (82.6%) of participants in the MFP Training Programs agreed or strongly agreed that the training will help them in their work with older adults and/or with people with disabilities.
- The average quiz score (first passing attempt) for all six courses in the MFP Training Program was 87%.
- The average quiz score for the two courses in the CFC Training Program was 93%.
- Eighty-three percent (82.9%) of participants in the MFP Training Programs agreed or strongly agreed that the courses will help them in their work with older adults and/or with people with disabilities.
- Eighty-three percent (83%) of participants in the MFP Training Programs agreed or strongly agreed that the training expanded their knowledge and understanding in the topic area.