DIRECT CARE/SUPPORT WORKFORCE INITIATIVE

DIRECTORY OF LEADERS—Lists and contacts

January 24, 2017
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NAVIGATING THIS DIRECTORY

To help users navigate this Directory, links have been included that allow users to jump directly to the content they are most interested in. For example,

1. Table of Contents includes links to navigate to the list of ideas for each of the five top themes by which the ideas are grouped.
   a. Identify and click on the theme you are most interested in. This will bring you to that theme’s section in this document.
   b. All ideas for action for each theme are provided at the beginning of each section.

2. Lists section include links for each idea to navigate to the specific list of persons willing to lead.
   a. Identify and click on an idea. This will bring you to the idea’s list of leaders
   b. Included in the section for each idea is the list of people who volunteered to lead an effort for that idea
ABOUT THE DIRECT CARE/SUPPORT WORKFORCE INITIATIVE

The intent of the Minnesota Department of Human Services (DHS) Direct Care/Support Workforce Initiative is to help connect people and organizations who want to work together on similar efforts to address the direct care/support workforce shortage. This effort builds upon the top five themes and ideas for action identified at the Direct Care/Support Workforce Summit held July 26, 2016.

To identify people interested in taking action (either in a leadership role or as part of a group), DHS developed and distributed an online interest survey. The online survey was distributed to:

- Attendees of the Direct Care/Support Workforce Summit,
- Organizations represented by the Direct Care/Support Workforce Summit Advisory Committee and the HCBS Partners Panel, and
- Persons who have expressed an interest in this topic via email.

One-hundred-ten (110) individuals responded to the survey and expressed an interest in being a leader, participating in a group, and/or sharing information with others about what they or their organization are doing to address one or more ideas. Twenty-eight (25%) volunteered to lead an effort have been provided lists by theme of what the survey respondents volunteered to help with; as well as the contacts for all survey respondents.

This directory of leaders provides information about the 28 survey respondents who indicated willingness to lead one or more efforts. This directory has two sections.

1) Lists section identifies which ideas for action these 28 persons volunteer to lead. The lists of leaders are organized by the five top themes and within each theme by the ideas for action. The first list in each theme section contains those who volunteered to lead a group for **any activities**.

2) Contacts section includes a table that shares the names, email and phone numbers for those who volunteered to lead in alphabetical order.

All are welcome to use this directory to connect with those willing to lead one or more efforts to address the workforce shortages. Examples of how to use this directory are provided below:

- **I’m interested joining a group.** If you are interested in being part of a group working on an effort, use the List section to identify the theme or idea that interests you. Then reach out to those who indicated an interest in leading an effort about that idea for action or “any activity” for that theme.

- **How do I to get in touch with those leading a group.** After finding the names of those who volunteered to lead, look up their contact information in the Contacts section of the Directory and reach out to them by email or phone. Be sure to specify that you are...
contacting them because you are interested in joining an effort to address the workforce shortage.

- **I’d like to receipt updates about this initiative.** If you would like to receive updates about this initiative send an email to [DHS.AASDUpdates@state.mn.us](mailto:DHS.AASDUpdates@state.mn.us).

**WORKFORCE SUMMIT REPORTS**

All reports produced for and as result of the Direct Care/Support Workforce Summit have been published as searchable DHS electronic documents (or eDocs)*. These reports along with their eDoc number are listed below.

A. Direct Care/Support Workforce Summit: Summary Report and Next Steps (DHS-7271A 10-2016)
B. Workforce Summit Summary Report - Appendix A: List of Organizations invited to Summit and those invited to serve on Advisory Committee (DHS-7271B 11-2016)
C. Workforce Summit Summary Report - Appendix B: Direct Care/Support Workforce Summit materials (DHS-7271C 11-2016)
D. Workforce Summit Summary Report - Appendix C: List of All Solutions Identified by Summit Participants (DHS-7271D 11-2016)
E. Workforce Summit Summary Report - Appendix D: Notes from Direct Care/Support Workforce Summit (DHS-7271E 11-2016)
F. Workforce Summit Summary Report - Appendix E: Summit Major Themes Including Sub-Ideas and Strategies by All Themes (DHS-7271F 11-2016)
G. Workforce Summit Summary Report - Appendix F: Opinion Surveys–All Questions and Results Tables (DHS-7271G 11-2016)
H. Workforce Summit Summary Report - Appendix G: Notes and Handouts from HCBS Partners Panel Meeting (DHS-7271H 11-2016)
I. Workforce Summit Summary Report - Overview Presentation (DHS-7271I 11-2016)

*See also the DHS Searchable document library to download a copy of these eDocs at [mn.gov/dhs/general-public/publications-forms-resources/edocs/](http://mn.gov/dhs/general-public/publications-forms-resources/edocs/)
LISTS

This directory includes two major sections: Lists and Contacts. The Lists section includes for each of the five top themes a list of the ideas, and a list of people interested in leading an effort to take action specific to each idea.

The first list in each theme section contains those who volunteered to lead any activities.

LISTS FOR THEME 1: INCREASE WORKERS’ WAGES AND/OR BENEFITS

The Contacts section provides the full contact information of all the people identified in this directory.

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THEME 1 - Idea 3: Allow workers to benefit from payment incentives ........................................... 5
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THEME 1 - Idea 6: Increase access to daycare or provide daycare as a benefit ................................ 5
THEME 1 - Idea 7: Increase and standardize wages ..................................................................... 6
THEME 1 - Idea 8: Increase benefits for part-time workers ........................................................... 6
THEME 1 - Idea 9: Increase or develop more public assistance ....................................................... 6
THEME 1 - Idea 10: Increased mileage or vehicle reimbursement .................................................. 6
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THEME 1 - Idea 12: Provide scholarships and tuition repayment ...................................................... 7
THEME 1 - Idea 13: Wage increases after training is completed or length of service awards ........ 7
THEME 1 - Idea 14: Shift incentives ............................................................................................... 7
THEME 1 - Idea 15: Targeted rates/wage increases to geographic areas with greatest need ...... 7
THEME 1 - Idea 16: Tax breaks for workers .................................................................................. 7
LIST FOR THEME 1 - Any activities or effort related to this theme

The following persons indicated an interest in helping to lead or be part of group to work on any activities related to increasing workers’ wages and/or benefits.

Will lead the effort

1. Amber Gruffin, At Home Living
2. Chantel Hirdler, Merrick Inc.
3. Gerald Murray, Minnesota Brain Injury Alliance
4. Ric Nelson, MBW Company
5. Jenifer Olson, The Mentor Network
6. Alejandra Sanchez, Alejandra
7. Mark Trebisovsky, Dungarvin Minnesota, LLC

LIST FOR THEME 1 - Idea 2: Affordable transportation

Will lead the effort

1. Chantel Hirdler, Merrick Inc.

LIST FOR THEME 1 - Idea 3: Allow workers to benefit from payment incentives

Will lead the effort

1. Chantel Hirdler, Merrick Inc.

LIST FOR THEME 1 - Idea 4: Bonuses

Will lead the effort

1. Juel Donner, Mahnomen County DAC
2. Mark Earl Felling, Broadened Horizons Inc.
3. Chantel Hirdler, Merrick Inc.
5. Alejandra Sanchez, Alejandra

LIST FOR THEME 1 - Idea 5: Increase access to affordable healthcare

Will lead the effort

1. Chantel Hirdler, Merrick Inc.
2. Alejandra Sanchez, Alejandra

LIST FOR THEME 1 - Idea 6: Increase access to daycare or provide daycare as a benefit

Will lead the effort

1. Chantel Hirdler, Merrick Inc.
2. Alejandra Sanchez, Alejandra
LIST FOR THEME 1 - Idea 7: Increase and standardize wages

Will lead the effort

1. Mark Earl Felling, Broadened Horizons Inc.
2. Chantel Hirdler, Merrick Inc.
4. Lynne Megan, TSE, Inc. - Governor's Council on Developmental Disabilities with this Task Force
5. Kelli Meierhofer
6. Gerald Murray, Minnesota Brain Injury Alliance
7. Alejandra Sanchez, Alejandra
8. Mark Trebisovsky, Dungarvin Minnesota, LLC
9. Barb Turner, ARRM

LIST FOR THEME 1 - Idea 8: Increase benefits for part-time workers

Will lead the effort

1. Chantel Hirdler, Merrick Inc.
2. Kelli Meierhofer
3. Gerald Murray, Minnesota Brain Injury Alliance
4. Alejandra Sanchez, Alejandra

LIST FOR THEME 1 - Idea 9: Increase or develop more public assistance

Will lead the effort

1. Amber Gruffin, At Home Living
2. Chantel Hirdler, Merrick Inc.
3. Kelli Meierhofer
4. Gerald Murray, Minnesota Brain Injury Alliance

LIST FOR THEME 1 - Idea 10: Increased mileage or vehicle reimbursement

Will lead the effort

1. Chantel Hirdler, Merrick Inc.
2. Kelli Meierhofer
3. Alejandra Sanchez, Alejandra
4. Mark Trebisovsky, Dungarvin Minnesota, LLC

LIST FOR THEME 1 - Idea 11: Increased paid leave

Will lead the effort

1. Juel Donner, Mahnomen County DAC
2. Toni Harris
3. Jenifer Olson, The Mentor Network
4. Alejandra Sanchez, Alejandra
LIST FOR THEME 1 - Idea 12: Provide scholarships and tuition repayment

*Will lead the effort*

1. Amber Gruffin, At Home Living
2. Toni Harris
4. Gerald Murray, Minnesota Brain Injury Alliance
5. Jenifer Olson, The Mentor Network
6. Alejandra Sanchez, Alejandra

LIST FOR THEME 1 - Idea 13: Wage increases after training is completed or length of service awards

*Will lead the effort*

1. Amber Gruffin, At Home Living
2. Toni Harris
3. Chantel Hirdler, Merrick Inc.
4. Alejandra Sanchez, Alejandra
5. Mark Trebisovsky, Dungarvin Minnesota, LLC

LIST FOR THEME 1 - Idea 14: Shift incentives

*Will lead the effort*

1. Amber Gruffin, At Home Living
2. Toni Harris
3. Chantel Hirdler, Merrick Inc.
4. Kelli Meierhofer
5. Gerald Murray, Minnesota Brain Injury Alliance
6. Jenifer Olson, The Mentor Network
7. Alejandra Sanchez, Alejandra

LIST FOR THEME 1 - Idea 15: Targeted rates/wage increases to geographic areas with greatest need

*Will lead the effort*

1. Nancy Gurney, Opportunity Services
2. Chantel Hirdler, Merrick Inc.
3. Gerald Murray, Minnesota Brain Injury Alliance
4. Alejandra Sanchez, Alejandra

LIST FOR THEME 1 - Idea 16: Tax breaks for workers

*Will lead the effort*

1. Amber Gruffin, At Home Living
2. Chantel Hirdler, Merrick Inc.
LISTS FOR THEME 2: EXPAND THE WORKER POOL

The Contacts section provides the full contact information of all the people identified in this directory.

THEME 2 - Any activities or effort related to this theme ............................................................... 8
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THEME 2 - Idea 2: Culturally specific training programs ................................................................. 9
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THEME 2 - Idea 4: Develop non-traditional shifts into learning models ........................................ 9
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THEME 2 - Idea 11: Underemployed people ................................................................................ 10
THEME 2 - Idea 12: Undocumented workers ............................................................................... 10
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THEME 2 - Idea 14: Welfare to work participants ......................................................................... 10
THEME 2 - Idea 15: Improve Consumer directed community supports (CDCS) ......................... 10

LIST FOR THEME 2 - Any activities or effort related to this theme

The following persons indicated an interest in helping to lead or be part of group to work on any activities related to expanding the worker pool.

Will lead the effort

1. Amber Gruffin, At Home Living
2. Kelli Meierhofer
3. Ric Nelson, MBW Company
4. Jenifer Olson, The Mentor Network
LIST FOR THEME 2 - Idea 1: Apprenticeship opportunities

Will lead the effort

1. Diane Drost, Mothers Supporting Family Members with Spinal Cord Injuries
2. Jenifer Olson, The Mentor Network

LIST FOR THEME 2 - Idea 2: Culturally specific training programs

Will lead the effort

1. Jenifer Olson, The Mentor Network

LIST FOR THEME 2 - Idea 3: Develop a “Peace Corps” or “Care Corps”

Will lead the effort

1. Diane Drost, Mothers Supporting Family Members with Spinal Cord Injuries
2. Jenifer Olson, The Mentor Network

LIST FOR THEME 2 - Idea 4: Develop non-traditional shifts into learning models

Will lead the effort

1. Jenifer Olson, The Mentor Network

LIST FOR THEME 2 - Idea 5: Expand the worker pool by easing worker criteria/restrictions

Will lead the effort

1. Barb Turner, ARRM

LIST FOR THEME 2 - Idea 6: Increased use of technology

Will lead the effort

1. Mark Earl Felling, Broadened Horizons Inc.
2. Dan Newman, DHS Disability Services Division
3. Jenifer Olson, The Mentor Network

LIST FOR THEME 2 - Idea 7: New immigrant populations

Will lead the effort

1. Jenifer Olson, The Mentor Network

LIST FOR THEME 2 - Idea 8: Older workers

Will lead the effort

1. Jenifer Olson, The Mentor Network
LIST FOR THEME 2 - Idea 9: Other people with disabilities

*Will lead the effort*

1. Nancy Gurney, Opportunity Services
2. Kelli Meierhofer
3. Jenifer Olson, The Mentor Network

LIST FOR THEME 2 - Idea 10: Partner with schools to increase the number of students as workers

*Will lead the effort*

1. Reubenna Cooley, Lutheran Social Service of MN
2. Jenifer Olson, The Mentor Network
3. Laura Ryan, Lutheran Social Service of Minnesota

LIST FOR THEME 2 - Idea 11: Underemployed people

*Will lead the effort*

1. Kelli Meierhofer

LIST FOR THEME 2 - Idea 12: Undocumented workers

*Will lead the effort*

See [LIST FOR THEME 2 - Any activities or effort related to this theme](#)

LIST FOR THEME 2 - Idea 13: Use employee assistance programs to recruit workers

*Will lead the effort*

1. Kelli Meierhofer
2. Jenifer Olson, The Mentor Network

LIST FOR THEME 2 - Idea 14: Welfare to work participants

*Will lead the effort*

1. Jenifer Olson, The Mentor Network

LIST FOR THEME 2 - Idea 15: Improve Consumer directed community supports (CDCS)

*Will lead the effort*

1. Jennifer Drganc, MRCI Client Directed Services
2. Amber Gruffin, At Home Living
3. Kelli Meierhofer
4. Gerald Murray, Minnesota Brain Injury Alliance
LISTS FOR THEME 3: ENHANCE DIRECT CARE/SUPPORT WORKER TRAINING

The Contacts section provides the full contact information of all the people identified in this directory.

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THEME 3 - Idea 11: Training specific to the service participant’s medical condition ....................... 14
THEME 3 - Idea 12: Trainings specific to workers’ job responsibilities ................................................ 14

LIST FOR THEME 3 - Any activities or effort related to this theme

The following persons indicated an interest in helping to lead or be part of group to work on any activities related to enhancing direct care/support worker training.

Will lead the effort

1. Amber Gruffin, At Home Living
2. Kelli Meierhofer
3. Gerald Murray, Minnesota Brain Injury Alliance
4. Ric Nelson, MBW Company
5. Jenifer Olson, The Mentor Network

LIST FOR THEME 3 - Idea 1: Access to better, more standardized training

Will lead the effort

1. Toni Harris
2. Kelli Meierhofer
3. Gerald Murray, Minnesota Brain Injury Alliance
4. Jenifer Olson, The Mentor Network
LIST FOR THEME 3 - Idea 2: Focus on soft skills

Will lead the effort

1. Toni Harris
2. Kelli Meierhofer
3. Gerald Murray, Minnesota Brain Injury Alliance

LIST FOR THEME 3 - Idea 3: Increase training funding for providers

Will lead the effort

1. Juel Donner, Mahnomen County DAC
2. Amber Gruffin, At Home Living
3. Nancy Gurney, Opportunity Services
4. Toni Harris
5. Anne-Marie Kuiper, Summit Academy OIC
6. Kelli Meierhofer
7. Gerald Murray, Minnesota Brain Injury Alliance

LIST FOR THEME 3 - Idea 4: Increased on-the-job or in-person trainings

Will lead the effort

1. Nancy Gurney, Opportunity Services
2. Toni Harris
3. James Martin, Outcomes, Inc
4. Kelli Meierhofer
5. Gerald Murray, Minnesota Brain Injury Alliance
6. Jenifer Olson, The Mentor Network

LIST FOR THEME 3 - Idea 5: Increased trainings on positive supports

Will lead the effort

1. Ashley Edwards, MSOCS
2. Nancy Gurney, Opportunity Services
3. Toni Harris
4. Kelli Meierhofer
5. Gerald Murray, Minnesota Brain Injury Alliance
6. Jenifer Olson, The Mentor Network

LIST FOR THEME 3 - Idea 6: Mentoring program

Will lead the effort

1. Ashley Edwards, MSOCS
2. Toni Harris
3. James Martin, Outcomes, Inc
4. Kelli Meierhofer
5. Gerald Murray, Minnesota Brain Injury Alliance  
6. Jenifer Olson, The Mentor Network

LIST FOR THEME 3 - Idea 7: Peer to peer training

Will lead the effort

1. Ashley Edwards, MSOCS  
2. Nancy Gurney, Opportunity Services  
3. Toni Harris  
4. James Martin, Outcomes, Inc  
5. Kelli Meierhofer  
6. Gerald Murray, Minnesota Brain Injury Alliance  
7. Jenifer Olson, The Mentor Network

LIST FOR THEME 3 - Idea 8: Tailor trainings to the person receiving services

Will lead the effort

1. Ashley Edwards, MSOCS  
2. Toni Harris  
3. James Martin, Outcomes, Inc  
4. Kelli Meierhofer  
5. Gerald Murray, Minnesota Brain Injury Alliance  
6. Jenifer Olson, The Mentor Network

LIST FOR THEME 3 - Idea 9: Train management on creating a better/more supportive workplace

Will lead the effort

1. Toni Harris  
2. James Martin, Outcomes, Inc  
3. Kelli Meierhofer  
4. Gerald Murray, Minnesota Brain Injury Alliance

LIST FOR THEME 3 - Idea 10: Train persons receiving services about their role in managing workers

Will lead the effort

1. Toni Harris  
2. Kelli Meierhofer  
3. Gerald Murray, Minnesota Brain Injury Alliance  
4. Jane Strauss
LIST FOR THEME 3 - Idea 11: Training specific to the service participant’s medical condition

Will lead the effort
1. Toni Harris
2. Kelli Meierhofer
3. Gerald Murray, Minnesota Brain Injury Alliance
4. Jenifer Olson, The Mentor Network

LIST FOR THEME 3 - Idea 12: Trainings specific to workers’ job responsibilities

Will lead the effort
1. Toni Harris
2. James Martin, Outcomes, Inc
3. Kelli Meierhofer
4. Gerald Murray, Minnesota Brain Injury Alliance
5. Jenifer Olson, The Mentor Network
LISTS FOR THEME 4: INCREASED JOB SATISFACTION (INCLUDING QUALITY OF THE JOB)

The Contacts section provides the full contact information of all the people identified in this directory.

THEME 4 – Any activities or effort related to this theme ............................................................. 16
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LIST FOR THEME 4 – Any activities or effort related to this theme

The following persons indicated an interest in helping to lead or be part of group to work on any activities related to increasing job satisfaction (includes efforts designed to improve quality of the job for the worker).

Will lead the effort

1. Heather Davila, Center on Aging
2. Ashley Edwards, MSOCS
3. Amber Gruffin, At Home Living
4. Chantel Hirdler, Merrick Inc.
5. Kelli Meierhofer
6. Gerald Murray, Minnesota Brain Injury Alliance
7. Jenifer Olson, The Mentor Network
8. Mark Trebisovsky, Dungarvin Minnesota, LLC

LIST FOR THEME 4 - Idea 1: Better match workers with the people they support

Will lead the effort

1. Kelli Meierhofer
2. Gerald Murray, Minnesota Brain Injury Alliance

LIST FOR THEME 4 - Idea 2: Bridge formal and informal caregiving

Will lead the effort

1. Amber Gruffin, At Home Living
2. Chantel Hirdler, Merrick Inc.
3. Gerald Murray, Minnesota Brain Injury Alliance

LIST FOR THEME 4 - Idea 3: Communicate to workers they make a difference in people’s lives

Will lead the effort

1. Ashley Edwards, MSOCS
2. Chantel Hirdler, Merrick Inc.
3. Stephanie Johnson, Accurate Home Care
4. Kelli Meierhofer
5. Kelli Milbrath
6. Gerald Murray, Minnesota Brain Injury Alliance

LIST FOR THEME 4 - Idea 4: Consistent or preferred hours

Will lead the effort

1. Ashley Edwards, MSOCS
2. Amber Gruffin, At Home Living
3. Chantel Hirdler, Merrick Inc.
4. Kelli Meierhofer
LIST FOR THEME 4 - Idea 5: Create a positive and supportive work cultures

Will lead the effort

1. Amber Gruffin, At Home Living
2. Chantel Hirdler, Merrick Inc.
3. Stephanie Johnson, Accurate Home Care
4. Kelli Meierhofer
5. Gerald Murray, Minnesota Brain Injury Alliance

LIST FOR THEME 4 - Idea 6: Create and communicate career lattices or advancement opportunities

Will lead the effort

1. Chantel Hirdler, Merrick Inc.
2. James Martin, Outcomes, Inc
3. Kelli Meierhofer
4. Gerald Murray, Minnesota Brain Injury Alliance

LIST FOR THEME 4 - Idea 7: Develop accreditation to validate the importance of work

Will lead the effort

1. Amber Gruffin, At Home Living
2. Chantel Hirdler, Merrick Inc.
3. James Martin, Outcomes, Inc
4. Gerald Murray, Minnesota Brain Injury Alliance
5. Jenifer Olson, The Mentor Network

LIST FOR THEME 4 - Idea 8: Develop recognition programs at the state level for workers

Will lead the effort

1. Chantel Hirdler, Merrick Inc.
2. Gerald Murray, Minnesota Brain Injury Alliance

LIST FOR THEME 4 - Idea 9: Develop support training for workers

Will lead the effort

1. Chantel Hirdler, Merrick Inc.
2. Kelli Meierhofer
3. Gerald Murray, Minnesota Brain Injury Alliance

LIST FOR THEME 4 - Idea 10: Include worker in the person centered planning process and have them engage with rest of care team

Will lead the effort

1. Chantel Hirdler, Merrick Inc.
2. James Martin, Outcomes, Inc  
3. Gerald Murray, Minnesota Brain Injury Alliance

LIST FOR THEME 4 - Idea 11: Increase staffing levels

Will lead the effort

1. Chantel Hirdler, Merrick Inc.  
2. Stephanie Johnson, Accurate Home Care  
3. Kelli Meierhofer  
4. Gerald Murray, Minnesota Brain Injury Alliance

LIST FOR THEME 4 - Idea 12: Increase the quality of management practices

Will lead the effort

1. Amber Gruffin, At Home Living  
2. Stephanie Johnson, Accurate Home Care  
3. James Martin, Outcomes, Inc  
4. Kelli Meierhofer  
5. Gerald Murray, Minnesota Brain Injury Alliance  
6. Mark Trebisovsky, Dungarvin Minnesota, LLC

LIST FOR THEME 4 - Idea 13: Increase the quality of workers

Will lead the effort

1. Stephanie Johnson, Accurate Home Care  
2. James Martin, Outcomes, Inc  
3. Kelli Meierhofer  
4. Gerald Murray, Minnesota Brain Injury Alliance

LIST FOR THEME 4 - Idea 14: Increase workplace safety

Will lead the effort

1. Chantel Hirdler, Merrick Inc.  
2. Kelli Meierhofer  
3. Gerald Murray, Minnesota Brain Injury Alliance  
4. Jenifer Olson, The Mentor Network

LIST FOR THEME 4 - Idea 15: Make direct care support jobs more flexible

Will lead the effort

1. Amber Gruffin, At Home Living  
2. Chantel Hirdler, Merrick Inc.  
3. Kelli Meierhofer  
4. Gerald Murray, Minnesota Brain Injury Alliance
LIST FOR THEME 4 - Idea 16: Reduce/streamline the amount of paperwork

Will lead the effort

1. Mark Earl Felling, Broadened Horizons Inc.
2. Chantel Hirdler, Merrick Inc.
3. James Martin, Outcomes, Inc
4. Kelli Meierhofer
5. Gerald Murray, Minnesota Brain Injury Alliance

LIST FOR THEME 4 - Idea 17: Treat staff like you would treat people receiving services, in a person centered way

Will lead the effort

1. Ashley Edwards, MSOCS
2. Amber Gruffin, At Home Living
3. James Martin, Outcomes, Inc
4. Kelli Meierhofer
5. Gerald Murray, Minnesota Brain Injury Alliance
6. Mark Trebisovsky, Dungarvin Minnesota, LLC

LIST FOR THEME 4 - Idea 18: Improve CDCS

Will lead the effort

1. Amber Gruffin, At Home Living
2. Chantel Hirdler, Merrick Inc.
3. Gerald Murray, Minnesota Brain Injury Alliance
LISTS FOR THEME 5: BUILD PUBLIC AWARENESS

The Contacts section provides the full contact information of all the people identified in this directory.

THEME 5 - Any activities or effort related to this theme ............................................................. 20
THEME 5 - Idea 1: Include/leverage counties and advocates ...................................................... 20
THEME 5 - Idea 2: Market to other professions ........................................................................... 20
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THEME 5 - Idea 4: Public awareness campaign for worker recruitment ...................................... 21
THEME 5 - Idea 5: Public awareness campaign to bring awareness of workforce shortage ...... 21
THEME 5 - Idea 6: Targeted recruitment through public awareness ............................................. 21

LIST FOR THEME 5 - Any activities or effort related to this theme

The following persons indicated an interest in helping to lead or be part of group to work on any activities related to building public awareness.

Will lead the effort

1. Amber Gruffin, At Home Living
2. Kelli Meierhofer
3. Gerald Murray, Minnesota Brain Injury Alliance
4. Jenifer Olson, The Mentor Network
5. Mark Trebisovsky, Dungarvin Minnesota, LLC

LIST FOR THEME 5 - Idea 1: Include/leverage counties and advocates

Will lead the effort

1. Juel Donner, Mahnomen County DAC
2. Gerald Murray, Minnesota Brain Injury Alliance
3. Kim A. Pettman

LIST FOR THEME 5 - Idea 2: Market to other professions

Will lead the effort

1. Juel Donner, Mahnomen County DAC
2. Amber Gruffin, At Home Living
3. Gerald Murray, Minnesota Brain Injury Alliance

LIST FOR THEME 5 - Idea 3: Promote live-in caregivers

Will lead the effort

1. Amber Gruffin, At Home Living
2. Gerald Murray, Minnesota Brain Injury Alliance
LIST FOR THEME 5 - Idea 4: Public awareness campaign for worker recruitment

*Will lead the effort*

1. James Martin, Outcomes, Inc
2. Gerald Murray, Minnesota Brain Injury Alliance
3. Jenifer Olson, The Mentor Network

LIST FOR THEME 5 - Idea 5: Public awareness campaign to bring awareness of workforce shortage

*Will lead the effort*

1. Stephanie Johnson, Accurate Home Care
2. James Martin, Outcomes, Inc
3. Gerald Murray, Minnesota Brain Injury Alliance
4. Kim A. Pettman
1. Sheena Schar
2. Jenna Seegmiller, REM Hennepin
4. Jane Strauss
5. Mark Trebisovsky, Dungarvin Minnesota, LLC
6. Barb Turner, ARRM
7. Liz Westrom, VOA-MN SPSN-MN

LIST FOR THEME 5 - Idea 6: Targeted recruitment through public awareness

*Will lead the effort*

1. Stephanie Johnson, Accurate Home Care
2. James Martin, Outcomes, Inc
3. Gerald Murray, Minnesota Brain Injury Alliance
4. Kim A. Pettman
The Contacts section lists alphabetically the full contact information of the 28 people identified in this directory of leaders. This information was collected through the interest survey and is provided to help those interested in working on these efforts to connect those who volunteered to lead efforts to address the direct care/support worker shortage. (See Lists section for the lists leaders by idea and theme.)

**TABLE  Leaders only – Full contact information**

<table>
<thead>
<tr>
<th>First Name</th>
<th>Last Name</th>
<th>Organization (if applicable)</th>
<th>Title (if applicable)</th>
<th>Email</th>
<th>Phone number</th>
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