



Alzheimer's Disease and Related Disorders (ADRD) Commission Coordinated Care Work Group

Monday, February 2, 2026
2:00pm- 3:30pm

ELECTRONIC MEETING
<https://dsa-virginia.zoomgov.com/j/1607524302>

Meeting Minutes

Members Present electronically:

Ishan Williams, *Chair*
Judy Hackler
Lileeta Harlem

Staff:

George Worthington
Heather Kidd

Welcome & Introductions

Ishan Williams called the meeting to order at 2:04pm, welcomed members, and explained the purpose of the meeting. Attendees introduced themselves.

Ishan Williams, *Chair*

Adoption of Agenda

A motion to approve the agenda as presented was made by Judy Hackler and seconded by Lileeta Harlem. The motion carried unanimously, and the agenda was adopted as presented.

Ishan Williams

Review and Adopt Minutes for November 3, 2025 Meeting

There were no changes to the minutes, and they were adopted as presented.

Ishan Williams

Public Comment

No public comment was received.

Ishan Williams

Updates

- Legislation: George Worthington gave the following legislative update: The General Assembly is underway, and three ADRD recommendations are advancing: extending the Commission to June 30, 2029; allocating \$2.5M for dementia-specific first responder training; and \$2.05M annually for Dementia Care Specialists in Area Agencies on Aging, with the Department for Aging and

George Worthington,
Heather Kidd

Rehabilitative Services (DARS) overseeing centralized training.

- **New Website:** The updated Dementia Capable Virginia site will launch on February 7 with expanded dementia resources. Upcoming updates include adding details on the four dementia care coordination programs, incorporating group feedback, and adding a Spanish-language page and translation of the Dementia Road Map.
- **Social Respite Programs:** Mr. Worthington announced an upcoming DARS webinar hosted by the Virginia Governor’s Council on Aging on March 24. The session will focus on social respite programs, clarify differences from adult day programs, and feature three examples from across the Commonwealth.
- **Implementation Plan Dashboard:** The dashboard will be updated shortly and can be found on the Dementia Services webpage. Mr. Worthington noted that the Dementia Services and Boards & Councils pages have also been updated.
- **Referral Tool:** Mr. Worthington briefly shared information about a new electronic referral tool in Maryland designed to help AAAs better serve people with dementia and their caregivers. He stated that Dementia Services staff will explore a similar tool and funding options with No Wrong Door.
- **Coordinated Care Roundtable:** Heather Kidd reported on the December and January Roundtables, noting a GUIDE case study involving hospice and Dr. Hamid Okhravi’s presentation on new treatments. The next meeting is March 23, 2026, 1–2 PM.

Discussion:

George Worthington

Dementia Care Specialist Program: DARS staff are preparing Dementia Care Specialist (DCS) materials, including scope of work and job descriptions, which will be emailed to the workgroup for review.

- **Regulation Review Plans:** The group reviewed the final draft of the regulation recommendation letter to be submitted to the ADRD Commission. A question was posed about whether group members’ feedback would be included when submitted to the commission for review

and the answer was yes. After submission and possible revision, the final letter would be presented during the public comment period.

Prince William County Dementia Business Community Support Services

Lileeta Harlem

Lileeta Harlem Presented plans for a pilot program in Prince William County to increase dementia awareness and workplace support for caregivers.

Key Points & Feedback:

- Consider aligning the initiative with a broader dementia-friendly effort.
- Potential benefits noted:
 - Reduced absenteeism
 - Improved job performance
 - Lower turnover
- Gaps in employee resources were highlighted
- Capacity concerns discussed; target is 2–3 businesses for the pilot.
- Employee Assistance Programs (EAPs) discussed; Mr. Worthington noted the Dementia State Plan includes a strategy to ensure EAPs know how to access dementia-related resources.

See Slides Below.

New Business

Ishan Williams

No new business was discussed.

Upcoming Meetings:

Ishan Williams

May 4, 2026

August 3, 2026

Meeting Adjournment: Ms. Williams adjourned the meeting at 3:30 pm.

Ishan Williams

Prince William County Dementia Business Community Support Services

A 15-Month Initiative to Support Caregiving
Employees

Presented By: Liletta Harlem



The Growing Caregiving Crisis

Impact on Workforce Productivity and Retention

73%

of employees have caregiving responsibilities

80%

report it affects their productivity

10.9%

of PWC residents are aged 65+

\$14.2B

annual value of unpaid care in Virginia



**Addressing the
Mental Health
Needs of Working
Caregivers:
A Resource Guide**



The Local Impact: With 11.7% of Virginia's seniors living with Alzheimer's, an estimated 6,400 county residents are affected. Nationally, 32% of employees have left jobs due to caregiving demands.

The Business Case for Support

Strategic Benefits of Caregiver Programs

Companies with caregiver support programs see **3x ROI** and **89%** improved employee sentiment.

- ✓ 79% of employees avoid unplanned leave
- ♥ 89% view their employer more positively
- 👥 67% reduced stress in multigenerational teams
- 📈 Decreased turnover and improved productivity

The Caregiver Advantage

Caregivers bring valuable skills to the workplace: enhanced empathy, superior time management, problem-solving abilities, and the capacity to anticipate needs.





Why Prince William County Needs This Now

Strategic Context & Local Opportunity

Population Scale

Virginia's second most populous county with nearly 500,000 residents, creating a massive impact potential.

Diverse Workforce

A highly multicultural population requiring culturally sensitive support structures and resources.

Commuter Stress

Proximity to Washington, D.C. creates long commutes that compound time-management challenges for caregivers.

Economic Strength

Median household income of \$128,873 means employees have resources to invest in care if supported.

Major Employers

Home to PWC Schools, DoD, Sentara Healthcare, and major retailers who set regional standards.

Aging Demographics

Rapidly growing aging population projected to increase significantly by 2050, driving future demand.

Our Mission and Vision

“ Empowering businesses to create a workplace culture that values and supports caregiving employees

CORE PURPOSE

MISSION

To empower Prince William County businesses through Dementia Business Community Support Services by providing them with the tools, resources, and support needed to create a workplace culture that recognizes and supports employees who are caregivers for individuals with dementia.

FUTURE STATE

VISION

To create a thriving and compassionate business community in Prince William County where caregivers feel valued and supported, and where businesses recognize the importance of supporting their employees through all of life's challenges.






Three Core Pillars of Support




Comprehensive Program Structure






Education & Training

-  **1-Hour Awareness Sessions**
Adaptable for employees & managers
-  **Understanding Dementia**
Types, impact, and signs
-  **Effective Communication**
Strategies for interaction

Direct Support & Resources

-  **Caregiver Support Platform**
Online portal with tools & guides
-  **Care Navigation Services**
Professional guidance & referrals
-  **Respite Care Support**
Provider directory & subsidies

Community & Recognition

-  **Business Designation**
Window clings & digital badges
-  **Public Directory**
Promoting participating businesses
-  **Networking Events**
Sharing best practices

15-Month Implementation Timeline

Phased Approach to Launch and Sustainability



Months 1-3

Phase 1: Project Setup and Foundation

- Secure initial funding and establish project team
- Create the online Caregiver Support Platform
- Develop program branding and marketing materials
- Finalize training curriculum and recruit pilot partners



Months 10-15

Phase 3: Program Expansion and Community Engagement

- Officially launch full program with public event
- Launch Community & Recognition program
- Roll out training to larger business audience
- Host first networking event for participants



Months 4-9

Phase 2: Pilot Program and Partnership Development

- Launch pilot program with small business cohort
- Gather feedback and refine program offerings
- Deliver initial training sessions
- Develop healthcare and community partnerships



Ongoing

Phase 4: Sustainability and Future Growth

- Continuously evaluate program effectiveness
- Explore regional expansion opportunities
- Secure long-term funding sources
- Advocate for caregiver-supportive policies

Target Audience & Marketing

Reaching Prince William County's Business Landscape

Primary Audience

- Business Owners & Executives
- HR Managers & Directors
- Community Leaders
- **Key Sectors:** Government, Healthcare, Retail, Services



Digital Marketing

Dedicated website, business directory, and social media engagement.



Public Relations

Press releases, media interviews, and feature stories on impact.



Direct Outreach

Personal invitations to major employers and SMBs.



Partnerships

Collaboration with Chamber of Commerce and Economic Development. Other County and State agencies.

Key Message

"Supporting caregivers improves employee well-being, increases productivity, and enhances corporate reputation."

Measuring Success

Data-Driven Evaluation & Key Performance Indicators



Participating Businesses

Total number of businesses completing training and receiving the official designation.



Employees Trained

Total count of employees who have completed the Dementia Business Community Support Services training.



Platform Engagement

Tracking unique visitors to the support portal and the volume of resource downloads.



Participant Feedback

Surveys and testimonials assessing the program's impact on well-being, stress levels, and job satisfaction.



Community Awareness

Monitoring media mentions, social media engagement, and overall community visibility.

Formal Evaluation: A comprehensive assessment will be conducted at the end of the 15-month period to measure overall effectiveness.

Call to Action

Building a Compassionate Business Community

Join us in creating a workplace culture where no employee has to choose between their career and caring for a loved one.

Our Collective Impact

- ✓ Reduce stress & burnout
- ✓ Improve retention
- ✓ Strengthen local economy
- ✓ Foster inclusion

Your Next Steps

Partner as a Pilot Business →

Spread Awareness in Your Network 🗣️


Advocate for Supportive Policies 📣



Contact and Resources

Let's work together to support our caregiving workforce

PROGRAM RESOURCES

 Caregiver Support Platform
(Launching Month 3)

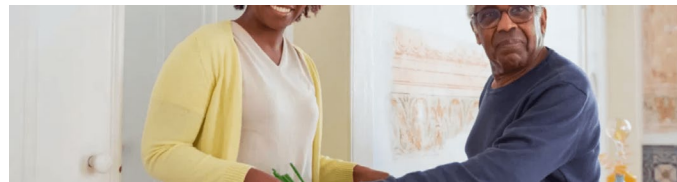
 Business Partner Directory

 Training Registration Portal

 Community Resource Guide

KEY PARTNERSHIPS

- Prince William County Area Agency on Aging
- Local Healthcare Providers & Community Organizations
- Chamber of Commerce & Economic Development
- Alzheimer's Association Virginia Chapter
- Virginia Department of Aging & Rehabilitative Services (DARS)




Get Involved

Contact us to learn about pilot program participation, training opportunities, and partnership possibilities.

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