

Mattie Brady

Abstract

Objective: The purpose of this quality improvement project was to increase knowledge and workplace satisfaction of direct care staff working in a memory care assisted living facility, through the development and implementation of a dementia training curriculum.

Methods: This QI project was implemented over a 12 week period at a memory care assisted living facility. The intervention utilized video based lectures along with interactive outlines as the format for the dementia training. Curricula was based on the Alzheimer's Association essentiALZ criteria along with principles from the Hearthstone Institutes "I'm Still Here" approach to care. Knowledge and workplace satisfaction were evaluated through a pre and post-test design. Workplace satisfaction was analyzed through the use of the Satisfaction of Employees in Health Care (SEHC) Survey. This Likert survey allowed for sum differences to be compared pre and post education intervention

Results: 30 direct care staff (defined as registered nurses, licensed practical nurses, certified nursing assistants, and unlicensed care assistants) participated in the training with improvement noted in both direct care staff knowledge and workplace satisfaction. Knowledge was assessed pre and post education intervention through sum score comparison, with pretest score 80.7% and 89.6% for posttest average. This represented an overall improvement in scores by 8.9% after the completion of the dementia training module. The pre intervention workplace satisfaction mean score was found to be 58.1 points as compared to 63.0 points post intervention, improving a total of 5 points, which was found to be statistically significant.

Conclusions: While additional research is required to determine the most effective training for direct care staff working with persons with dementia, this quality improvement project found a positive impact on direct care staff through the improvement in knowledge and overall workplace satisfaction after completing dementia specific training.