

Dementia Education for Staff in Memory Care Facilities

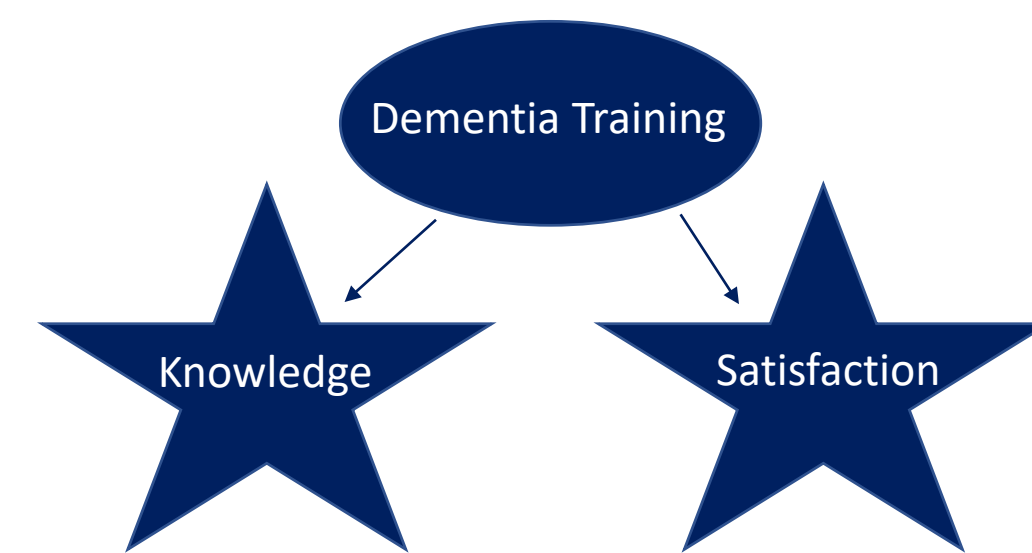
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Background/ Aims

- ~75% of dementia care worldwide, occurs within memory care or long term care facilities (Fazio, Pace, Maslow, Zimmerman, & Kallmyer, 2018).
- Most care is provided by direct care staff (RNs, LPNs, CNAs and unlicensed care assistants).
- **Direct care staff providing care for residents in memory care facilities often lack dementia specific education to provide comprehensive care** (Peterson, Berg-Weger, McGillick, & Schwartz, 2002).



Aim 1: Determine the effects of the dementia training program on direct care **staff knowledge**.

Aim 2: Determine the effects of the dementia training program on direct care staff **job satisfaction**.

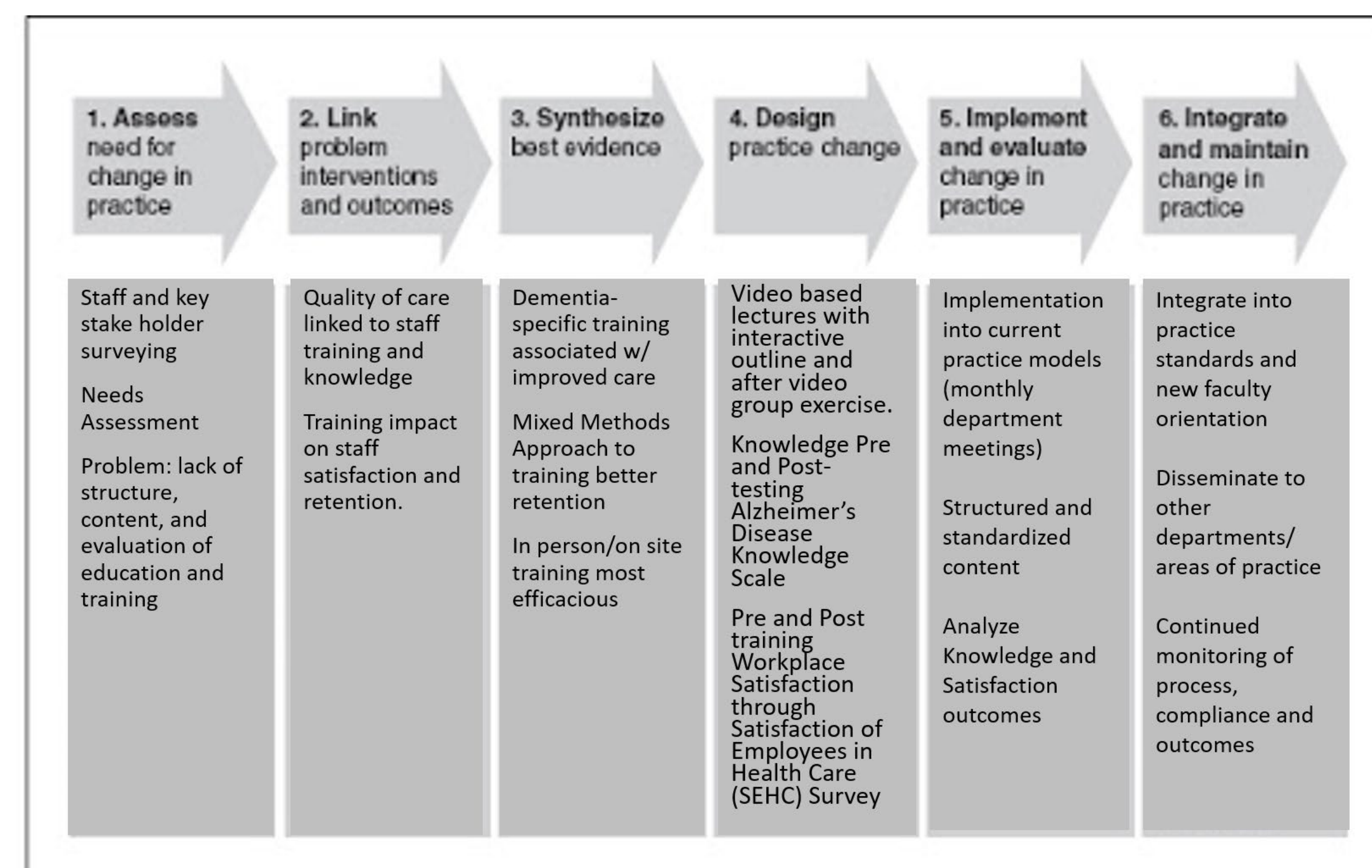
Methods

Implemented over a 12 week period

Design: Pre-test and Post-test

Sample Size: 30 direct care staff

Setting: 42-bed memory care assisted living facility

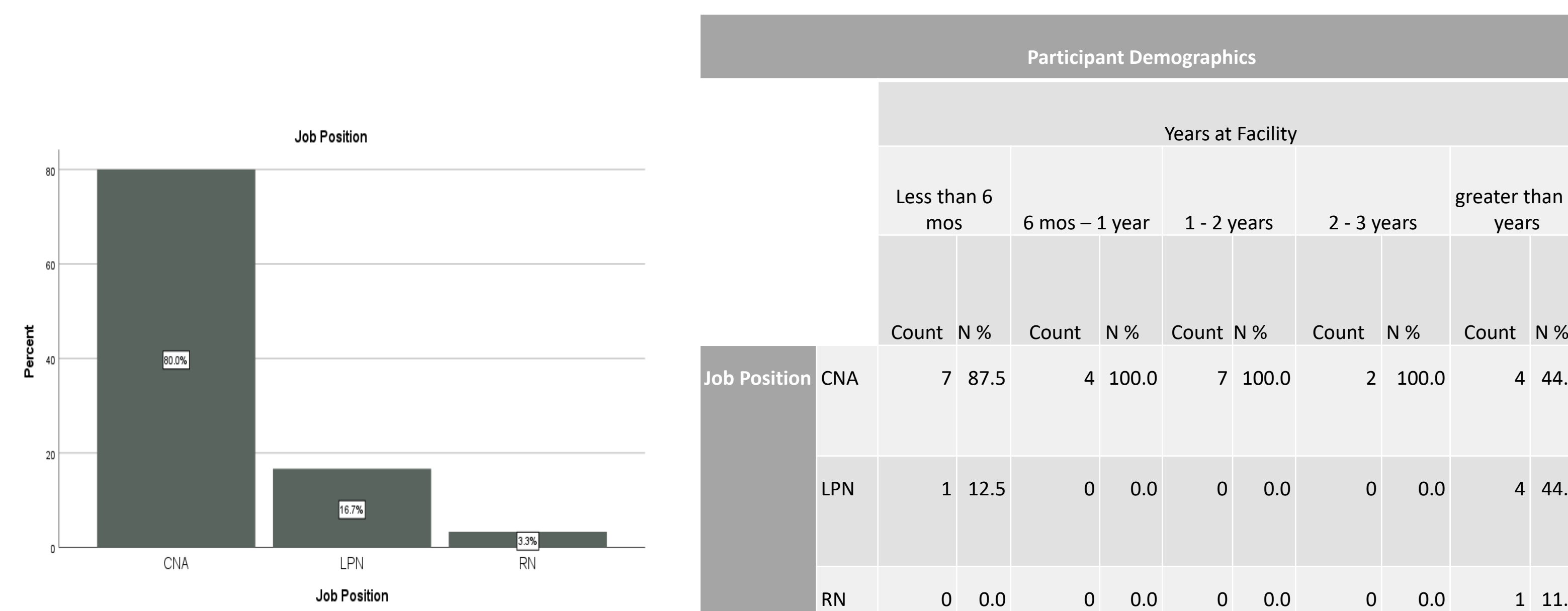


Intervention

Develop and implement a dementia training curriculum for direct care staff working in a memory care assisted living facility.

- Video based lectures
 - Hearthstone Institute "I'm Still Here" Approach to Care
 - Alzheimer's Association essentiALZ criteria
- Interactive topic outlines
- Unit specific pre/post testing
- Satisfaction of Employees in Health Care (SEHC) Survey

Sample Characteristics



Acknowledgments

- Project Advisor: Valerie Cotter DrNP
- Organizational Mentor: Tara Horr MD
- Facility Executive Director: Chris Kincaid
- Quality Improvement Coordinator: Chris Cohelo
- Facility Educator: Misty Hogan

Results

- 28 (93%) direct care staff completed the course in its entirety.
- Mean pretest scores = 80.7% Mean posttest score = 89.6% .
- **Knowledge test scores improved by 8.9%** after the completion of the dementia training.
- Pre intervention satisfaction mean = 58.1. Post intervention satisfaction score 63.0
- **Workplace satisfaction score improved by 4.9 points** after the completion of the training.

Conclusion

- With the number of individuals affected by dementia continuing to grow, the importance of creating effective and sustainable training for caregivers is imperative.
- Research shows that proper care for the dementia population can improve the quality of their lives (Hughes, et al., 2008).
- This QI Project revealed a positive impact on direct care staff through improvement in knowledge and overall workplace satisfaction after completing dementia specific training.

Sustainability

- Institution review, evaluation, and adaptations → 12 module curriculum.
- Workplace satisfaction and staff turnover rates
- Evaluate knowledge retention
- Facility Educator Training
- Model Dissemination
 - Conferences
 - Facility Collaborations

