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## **M E M O R A N D U M**

**To: Detroit Long Term Care System Change Task Force**

**From: Anita Caref, Chair**

**Date: November 24, 2008**

**Re: Training Subcommittee Report**

### **ITEMS FOR INFORMATION**

The Training Subcommittee met on November 12, 2008 to conduct business. Four out of the nine members attended. The Subcommittee members include representatives from SEIU Healthcare Michigan, Cassie Stern Healthcare Workers Education & Training Center, Wayne State University Institute of Gerontology and School of Medicine, Wayne County Community College, NexCare Health Systems, Heartland Healthcare Care Center Georgian East, and Paraprofessional Healthcare Institute.

### **SUMMARY OF FIRST MEETING**

The subcommittee discussed the current criteria to become a Certified Nursing Assistant (CNA) in the State of Michigan. Members spoke on the different CNA training programs offered by educational institutions in Detroit and the Wayne County area. It was noted at the meeting that the Michigan Long Term Care Advisory Commission Workforce Development Workgroup have begun to formulate recommendations for improving the Michigan Model Certified Nurse Assistant curriculum and training program. (State & Federal regulations mandate 75 hours.)

As a result of the initial discussion, the subcommittee has agreed to focus its work plan on an enhance continuing education program for certified nursing assistants. Currently, the State of Michigan enforces the Federal requirement of an annual "regular" in-service education program of 12 hours. Two points were expressed during the meeting that (1) some providers are not educating staff on topics to deal with the complex case mix of clients entering their facilities; and (2) at some facilities CNAs are being trained on the same topics each year and do not receive new information on topics that are meaningful and beneficial to their job.

## **SUBCOMMITTEE WORK PLAN**

In preparation for making recommendations to the Leadership & Steering Committee for regulatory consideration the Subcommittee will explore:

- An enhanced continuing (annual) education program, which will increase the knowledge base of CNAs and allow them to improve the quality of care they provide.
- Increasing the current number of continuing education hours required annually by Federal regulations (CMS).

Specific areas the subcommittee will explore for the continuing education program:

- Team Communication
- Conflict Resolution
- Team Building
- Various Clinical Care Topics

Other areas the subcommittee will explore in correlation to this plan and to prepare for the increase number of consumers (baby boomers) that will need LTC services:

- Peer Mentoring Models
- Employee Recruitment and Retention Models

## **NEXT SUBCOMMITTEE MEETING**

The next Training subcommittee meeting is scheduled for January 5, 2009 and it will be held at the SEIU Detroit office.

*Moving Towards Enhancing the Quality of Care*

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