Identified Long-Term CNA Curriculum Issues—First List

LTC Conference March 2006

1. Initially identified **content areas** that need to be expanded in the existing curriculum:

   - Person-centered care
   - Dementia care
   - Team building
   - Problem solving
   - Communications
   - Safe work practices
   - End-of-life care

2. The **delivery** of the curriculum needs attention:

   - Numbers of classroom hours, clinical or lab hours.
   - More adult learned centered training approaches used in the curriculum.

3. CNA **curriculum infra-structure** needs to align with new curriculum and today's trainees, training programs, approved trainers:

   - Approved trainers---any changes in needed credentials, experiences to be a trainer, how to roll out or orient the new curriculum to the currently approved trainers.
   - Approved programs---any changes in needed classroom, clinicals; how to roll out or orient new programs to the new curriculum, literary requirements
   - Testing—changes needed to testing content, protocols, etc.
   - Registry—changes needed to data collection, the online registration or update, etc.

4. **Costs/ benefits** for an expanded training program.

   - What is being spent now by nursing homes, approved programs, Work First, Michigan Works agencies, ISDs, community colleges?
   - How many hours are being spent in initial training?
   - How many hours in orientation on the job that might be better spent in initial training?
   - Reduction in turnover
   - Improvement in quality

5. Other **systems and integration** issues

   - Impact of electronic records
   - Career ladders
   - State defined "orientation" programs
   - Impact on other direct care jobs and training efforts
   - CNA curriculum as credit for LPN, RN, and other health care occupations