



PROGRAM OVERVIEW

The Geriatric Nursing Assistant Career Development Program (GNACD) operates throughout New York State to improve recruitment, retention and skills development of Certified Nursing Assistants (CNAs) working in long term care facilities. The program will develop a recognized advanced credential for CNAs and assist long term care (LTC) employers with institutionalizing career ladders for CNAs. This grant funded program will provide training to approximately 72 staff development coordinators and 360 CNAs over a 3-year period. The GNACD recruitment component offers regional CNA recruitment and career education events and establishes working relationships between long term care employers and their regional workforce investment boards. The GNACD program is operated by the Foundation for Quality Care, which is the research and education affiliate of the New York State Health Facilities Association (NYSHFA).

PROGRAM GOALS:

- Improve recruitment of CNAs into long term care settings.
- Improve CNA retention through career ladder education, training and rewards.
- Enhance CNA skills and competencies critical to long term care, e.g. dementia and rehabilitative care.
- Develop an advanced credential for CNAs that is generally recognized by LTC employers.
- Assist LTC employers in establishing pathways for CNA career advancement.

KEY PROGRAM ELEMENTS

Regional Kick-Off Meetings

Any New York State long term care facility interested in participating in the GNACD program must attend an initial half day kick-off meeting. The purpose of this meeting is to provide a detailed overview of the program benefits and responsibilities and to ensure that the program has “buy-in” from key facility leadership staff including the Administrator, Director of Nursing and Staff Development Coordinator. Each year, kick-off meetings will be offered in two different regions of the State. After the meeting, interested facilities will need to sign a letter of agreement to participate in the Program.

GNACD Career Ladder Train-the-Trainer

Once a facility has agreed to participate, they will send their Staff Development Coordinator / Educator (SDC) to a one (1) day train-the-trainer session. This session will provide information on adult learning principles and also familiarize the SDC with the content of the 27-hour CNA Career Ladder education curriculum. The training will also discuss logistics of setting up in-service training teams, creating career pathways and program evaluation.

GNACD Career Ladder In-service Education

This education component is the core element of the GNACD Program. Following the Train-the-Trainer, the SDCs will return to their facility and establish an in-service training team, select the initial group of CNA trainees and implement the 27-hour CNA Career Ladder Training Program. The training consists of nine (9), three hour modules conducted over a 9 to 18 week period. The target class size for the training session is 5 CNAs. The GNACD program staff will provide on and off-site technical support during the in-service training programs. The support will include guidance on establishing CNA Career Pathways and program evaluation.

Training Team Booster Session

Three to six months following the completion of the education program the participating training teams will reconvene for a ½ day program booster session to conduct a self-assessment of their programs and share successes and challenges in implementing the program.

Recruitment Element

The GNACD program staff will arrange and attend working meetings between regional workforce investment boards (WIBs) and LTC employers. The program staff in coordination with partnering WIBs and educational institutions will host regional career fairs and days of education focused on long term care and opportunities for CNAs. Each partnering WIB will act as a convener for LTC employers to communicate emerging skill needs of entry level caregivers to regional educational institutions.

CAREER LADDER EDUCATION CONTENT

The 27 Hour GNACD Career ladder education program is based on the CNA Career Ladders Made Easy, a field-tested curriculum developed by faculty from the Cornell Institute for Translational Research on Aging (CITRA). An outline of the nine 3-hour modules of training is provided below:

- Patient Safety
- Teamwork & Cooperation
- Aging and Illness
- Communication
- Nutrition
- Spirituality and Dying
- Residents' Quality of Life
- Dementia Care
- Importance of Family



PARTICIPATING EMPLOYER RESPONSIBILITIES:

To participate in the GNACD program LTC employers must execute a letter of agreement with the Foundation for Quality Care which includes, but is not limited to, the following key responsibilities:

- Provide SDC and CNAs paid time to participate in the program.
- Provide Career Ladder Training to a minimum of five (5) CNAs.
- Develop and institutionalize CNA pathways for advancement.
- Establish and provide rewards to CNAs that complete the GNACD Education Program.
- Cooperate with program partners to collect, report and share program data.
- Contribute a one time non-refundable fee of \$200 per facility to cover costs of course materials.

PROGRAM PARTNERS:

The following organizations are working partners for this project:

New York State Health Facilities Association

Faculty from the Cornell Institute for Translational Research on Aging

LifeWorks Learning, LLC

**State University of New York
Institute of Technology**

National Association of Health Care Assistants

Paraprofessional Healthcare Institute (PHI)

CNY Works

PROGRAM FUNDING:

The GNACD program is funded by a three-year grant from the Jacob and Valeria Langeloth Foundation. The estimated value of the program is approximately \$1,100 per participant, (*i.e. if a facility sends 1 SDC and 5 CNAs through the program the value would be approximately \$6,600 per facility*).

Facility Costs: As previously noted, each employer will be required to contribute a one time non-refundable fee of \$200 per facility to cover course materials. Any travel expenses related to the training sessions will also be the employer's responsibility. Most other costs are covered by the grant.

PROGRAM CONTACTS:

For more information on the GNACD Program please contact:

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