

August 2018

Proposed Recommendation from Work Group on Dementia Training

Background:

Throughout spring and summer 2018, a TFAD work group convened to explore dementia care provider training needs to ensure high quality care and support are provided for residents living with dementia in Nevada's nursing homes (i.e., skilled nursing facilities). While this work group was precipitated by the question of how providers are offering *different and enhanced* care with the availability of the Medicaid 'behavioral rate' incentive payments, the group focused on the landscape of training resources available to *all* nursing homes, whether or not they are participating in the behavioral-rate program. The intent of this work group was to assess the training resources currently being used by nursing homes statewide and determine whether there are opportunities for potential improvements.

The work group conducted a survey of all nursing homes statewide to determine their current approach to training staff on dementia care and support, including: the number of training hours provided, the delivery modalities of training programs, the content of training and how they are evaluating training impact. Overall, 19 nursing homes responded to the survey, representing 31% of all nursing homes in Nevada. Top-line results indicate that:

- 1) The current State training requirements are being met *in terms of* initial and annual required *hours*, but there is inconsistency in delivery approach and content;
- 2) 50% of the nursing homes are using 'internal' training resources provided by their corporate headquarters, while the rest are using a range of externally available training options;
- 3) There are multiple delivery modalities being used (e.g., in-person, online, self-directed, consultants, conference and videos);
- 4) There is a wide range of programs being offered (e.g., Hand-in-Hand, CARES, Teepa Snow products);
- 5) While program content and delivery is inconsistent, programs largely include the 'basics of Alzheimer's disease' and content on so-called 'behaviors';
- 6) There is little monitoring or evaluation to determine the impact of training on direct care and support, or training effectiveness in preventing so-called behaviors, which are often a reaction to unmet needs.

The overall conclusion of the work group is that there is obvious inconsistency in dementia training both in terms of program delivery and content, and thus there is a statewide need for widely-available training resources with consistent, high-quality, comprehensive content aligned with the required elements of NRS 449.094, *as well as* current national practice recommendations for supporting quality of life and well-being among nursing home residents living with dementia.

Recommendation: Achieving a Statewide Dementia Training Resource for Nursing Homes

TFAD encourages the State of Nevada to identify and adopt, or to develop, a consistent, high-quality, comprehensive dementia training program, aligned with NRS 449.094 required content elements and current national practice recommendations that is made available to all nursing homes through leveraging key partners in encouraging and implementing the program, including program delivery and evaluation.

Indicators: 1) A high-quality, comprehensive dementia training program is identified or developed and made available to all nursing homes statewide. 2) The identified or developed program is encouraged by key partners. 3) The program is adopted and implemented by an increasing number of nursing homes over a 3-year period.

Funding: 1) Gifts, grants and donations; 2) State appropriation and/or state grants for the proposed dementia training initiative.