

Project Synopsis Program Enrichment

Name of Organization	Home Care, Inc., Lawrence
Name of Project	Developing and integrating the Home Health Aide into the clinical team
Total Grant Amount Requested	\$49,183.00
Total Match Amount	\$41,810.00
Total Number of <u>Unduplicated</u> Participants the Project will serve	62
Total number of Participants Receiving a Wage Increase	32
Average Hourly Wage Increase	\$.25
Describe other Program Elements/Outcomes	<p>An increase in the skill level and an understanding of a new model of providing ADL services to patients as measured by a competency test completed at the end of training.</p> <p>An understanding of the use of clinical pathways in different patient populations and teaching on the role of pathways to guide patient care, leading to high quality patient care outcomes and increased independence as measured by a competency test and a review of baseline data on outcome improvements 6 months after the training is completed.</p> <p>The appropriate use of “cueing tools” as a guide to encourage patient participation and promote patient independence in ADL as measured by a competency test completed at the end of training and observations recorded by the clinician during subsequent patient care.</p> <p>Home Health Aides that are more confident, self directed and have a high level of self esteem working with the clinical team as measured by improvement in bathing, transfer and ambulation as measured by outcome data.</p> <p>A 2007 Home Health Compare review of baseline data on 12 publically reported quality measures on outcome</p>

	<p>improvements of patients indicated that there was no significant improvement in patient's independence when they were receiving assistance with Activities of Daily Living (ADL) from a Home Health Aide. Additional training is necessary to teach the Home Health Aide how to provide ADL, but also function as a teacher and coach, encouraging patients to assist as much as possible working toward patient independence. In this way, patients gradually learn self-care techniques and become more independent. In order for the agency to shift to this new training model, the Home Health Aide must be integrated with the clinical team, learn about clinical pathways and learn teaching and coaching techniques. Home Health Aides also need more one-on-one support and encouragement than originally anticipated. They must learn how to communicate effectively with supervisors and clinicians and play a more active role in the care of the patient. Our approach is to use the skill and expertise of a multidisciplinary team of professionals from Home Health VNA and HomeCare, Inc. to develop curriculum and provide all training. These professionals know first hand the culture of the organization as well as the complex issues facing our Home Health Aides. The instruction and service delivery methods will include role playing and peer demonstrations in our specially equipped training laboratory, teaching reinforcement using problem solving tips sheets, designed by the Interdisciplinary Team, as well as classroom instruction. All participants will be tested for competency after completing each training session. In addition to Home Health Aide training, a new component to this initiative is the training of clinicians. Clinicians working with, and supervising, Home Health Aides will be trained on how to integrate the Home Health Aide as part of the clinical team. At the conclusion of training 32 Home Health Aides and 30 clinicians will have increased skills. Retention rates for this division of Home Health Aides will remain stable at 22%.</p>
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Employee Release Time: 100%

Partners: N/A

Subcontractors: N/A