

Project Synopsis Clinical Skills

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| Name of Organization | Habilitation Assistance Corporation, Plymouth |
| Name of Project | |
| Total Grant Amount Requested | \$44,083.00 |
| Total Match Amount | \$25,751.00 |
| Total Number of <u>Unduplicated</u> Participants the Project will serve | 24 |
| Total number of Participants Receiving a Wage Increase | 24 |
| Average Hourly Wage Increase | \$.25 |
| Describe other Program Elements/Outcomes | <p>The specific outcome of this grant is to provide a maximum of 24 habilitative staff the essential skills necessary to be a more valuable resource to the overall clinical team. It is only with such a skill set that the individuals served will realize the full benefit of the services provided.</p> <ul style="list-style-type: none"> • Advocacy and Team Building • Pharmacology • Nutrition • Aging, Death and Dying • Functional Adaptive Communication Skills • Adult Group Creative Activities. • The Human Connection • Mobility Training • Psychiatric Disorders • Social Boundaries <p>While the curriculum and class materials exist for some of the courses described above, some of the courses will be developed using ECCLI funding. The fee paid to instructors will include both their time to teach the</p> |

classes as well as any curriculum/material preparation time. The scheduling of classes was based on the readiness of the instructor to teach the class. The general teaching strategies in the classes described above will include a combination of didactic lecture, role-play and competency based assessments. Faculty responsible for each class will lecture to the student on the essential components, theory, and application of the critical issues related to the topics at hand. Additionally, staff will be responsible to engage in role play scenarios as well as to bring to the class real life examples of the subjects being covered, allowing the faculty the opportunity to assist the staff in understanding and applying the information presented to their actual service issues. Staff will be required to demonstrate competency through both written assessments of their skills as well as objective assessment of this knowledge. Due to the large geographic area served by H.A.C., some of the classes will be taught in multiple locations to minimize the time and expense required for staff to travel to other sites. In order to enhance the ability to maximize the real life experience of the students, three of the classes will be taught in three work sites.

The overall expected outcome of this project is for a maximum of 24 H.A.C. employees to complete 10 classes, for a total of 48 hours of instruction, the results of which should include a combination of:

- direct improvement in the knowledge and skills of the staff participating in the training,
- the quality of the services received by the individuals served,
- an improved relationship with the permanent staff of the nursing homes/foster homes in which the individuals live,
- and, a replication of the increased retention of staff (76%) realized as a result of the previous ECCLI training programs.

The primary expectation, that being the improved knowledge and skills of the staff participating in this

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| | <p>program, will be evaluated either by a written quiz or return demonstration of skills acquired following each component of the program. These will be in the form of pre and post-tests per class. Additionally, staff will be required to provide a brief in-service to their peers during regular staff meetings at their respective work sites. Hopefully this will foster the staff's level of confidence and competency.</p> <p>The provision of staff training without objective feedback in a staff management process is generally ineffective in changing staff's work behavior. Therefore, objective supervisor assessments will be completed on a pre/post basis of all participants in this program. An assessment tool will be developed which will provide empirical evidence of the staff's performance. It is our hope that by demonstrating improvement in staff skills, there will also be recognition of these improvements by nursing home staff and also an improvement in the acceptance of these staff within the nursing home/home health care system.</p> |
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Employee Release Time: 100%

Partners: N/A

Subcontractors: Massasoit Community College