

WISH
Educational Advancement Initiative
1/1/2025

A Career Ladder Initiative is designed to promote professional growth and development within the nursing home environment. This initiative can help staff at various levels gain the skills and qualifications necessary for career advancement while ultimately enhancing the quality of care provided to residents. Below is a structured overview:

Structure of the Career Ladder

Clinical

Objectives

1. **Enhance Employee Retention:** Provide clear pathways for advancement to reduce turnover.
2. **Improve Quality of Care:** Elevate staff skills, resulting in better resident care.
3. **Promote Professional Development:** Equip staff with the necessary tools and training for career progression.

Clinical Ladder

1. **Entry-Level Positions:**
 - a. **Certified Nursing Assistant (CNA):**
 - i. Provide foundational care, assist with daily living activities, and support nursing staff.
 - ii. Pathway to further education and training programs.
2. **Intermediate-Level Positions:**
 - a. **Licensed Practical Nurse (LPN):**
 - i. Work under the supervision of RNs, administer medications, and provide basic nursing care.
 - ii. Opportunity for mentorship from RNs and participation in skill enhancement programs.
 - b. **Medication Aide:**
 - i. Specialize in medication administration and management.
 - ii. Training programs to transition from CNA to this role.
3. **Advanced-Level Positions:**
 - a. **Registered Nurse (RN):**

- i. Oversee patient care, manage LPNs and CNAs, develop care plans, and ensure regulatory compliance.
 - ii. Encourage participation in continuing education and obtaining bachelor's degrees in nursing (BSN).
 - b. **Clinical Coordinator/Supervisor:**
 - i. Manage staff, coordinate care services, and ensure quality standards are met.
- 4. **Leadership and Administrative Roles:**
 - a. **Director of Nursing (DON):**
 - i. Oversee nursing practice, manage nursing staff, and collaborate with administration for quality improvement.
 - b. **Administrator:**
 - i. Responsible for the overall operation of the facility, requiring a strong background in healthcare administration.

Non-clinical

Objectives

1. **Professional Development:** Equip staff in various roles with the knowledge and skills necessary for career growth.
2. **Quality Improvement:** Enhance overall service delivery and resident satisfaction through training and education.
3. **Retention and Morale:** Foster an environment of growth and opportunity to improve staff retention.

Non-clinical Target Areas for Educational Advancement

1. **Dietary Services**
 - **Training Topics:**
 - Nutritional guidelines and dietary requirements for older adults.
 - Food safety and sanitation practices.
 - Meal planning and preparation for specific dietary needs (e.g., diabetic, low-sodium).
 - **Educational Opportunities:**
 - Workshops on nutrition and dietetics, certifications in food service management.
 - Courses in culinary arts or dietary technology through accredited institutions.

2. Housekeeping

- **Training Topics:**
 - Infection control and prevention measures.
 - Effective cleaning and sanitation techniques.
 - Safety and hazard management in the workplace.
- **Educational Opportunities:**
 - Certification programs in housekeeping or environmental services.
 - Workshops focusing on health and safety regulations, including OSHA standards.

3. Activities

- **Training Topics:**
 - Person-centered approach to activities programming.
 - Understanding the physical and emotional needs of residents.
 - Therapeutic activities and their benefits for resident engagement.
- **Educational Opportunities:**
 - Classes in recreational therapy, arts and crafts, or gerontology.
 - Workshops on organizing and facilitating activities for diverse groups.

4. Social Services

- **Training Topics:**
 - Case management and care coordination.
 - Understanding mental health issues and resources for residents.
 - Laws and regulations regarding resident rights and access to services.
- **Educational Opportunities:**
 - Continuing education courses in social work, gerontology, or counseling.
 - Certifications in case management or social services.

5. Human Resources

- **Training Topics:**
 - Labor laws and regulations affecting nursing home facilities.
 - Employee engagement strategies and performance management.
 - Conflict resolution and effective communication skills.
- **Educational Opportunities:**
 - HR certification programs (e.g., SHRM or PHR).
 - Workshops on recruitment, retention strategies, and staff development.

6. Business Office

- **Training Topics:**

- Financial management and budgeting in a healthcare setting.
- Billing and coding practices specific to nursing homes.
- Health information management and electronic health records (EHR).
- **Educational Opportunities:**
 - Courses in healthcare administration, accounting, or health information management.
 - Workshops focused on compliance and management of financial operations within a healthcare setting.

Conclusion

By offering an Educational Advancement nursing homes can foster professional growth, enhance job satisfaction, and ultimately improve the care provided to residents. This initiative will create a knowledgeable, skilled, and committed workforce that can respond to the evolving needs of the nursing home community.