

Session Title: Competency Based Training Workshop

Presented By:

- Shelly Maffia, MSN, MBA, RN, LNHA, QCP, Director of Regulatory Services
Shelly Maffia is a Registered Nurse and Nursing Home Administrator with over 15 years of experience serving in long term care leadership and consulting positions, including positions as Director of Nursing, Administrator, and Corporate Nurse Consultant and Training Positions. She earned the QAPI Certified Professional (QCP) credential from the American Association of Nurse Assessment Coordination (AANAC), which was established to promote the highest standards for QAPI program implementation in the long-term care profession.

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Proactive Medical Review and Consulting

Course Description:

This session will assist SNF providers in effective implementation of competency-based staff development and training programs. Participants will gain the skills needed to design, implement, and assess their own individual nursing facility competency-based training program in order to serve the care needs of their resident population.

Projected Learning Outcomes/Course Objectives: At the conclusion of the session, the learner will:

1. Describe the components of a staff competency training program
2. Identify the regulatory requirements related to staff competency
3. Identify processes for assessing competency upon hire and on an on-going basis.
4. Identify examples of how staff competency deficiencies are commonly cited in the new LTCSP
5. Identify strategies for engaging adult learners
6. Identify effective teaching methods based on different learning styles

Course Content

Day 1

8:30 Nursing Facility Competency Certification Program participant requirements and expectations

9:00 Significance of Competency Training

Differentiating skills assessment versus competency assessment

10:00 Break

10:15 Staff Competency

- Review of regulatory requirements & Interpretive Guidance related to staff competency
- Discussion of expectable means to assess staff competency

- Review of citation examples related to staff competency

12:00 – 1:00 Lunch

1:00 Competency Based Training Program

- Orientation Program
- Nursing Assistant Training

2:30 Break

2:45 Competency Based Training Program

- Ongoing In-Service Education
- Coordination of Educational Resources

4:00 Dismissal

Day 2

8:30 Staff Development

- Role of the educator
- Competency Needs Determination

10:00 Break

10:15 Staff Development

- Principles of Adult Education
- Learning Styles

12:00- 1:00 Lunch

1:00 Staff Development

- Teaching Methods
- Evaluating effectiveness of training programs

2:30 Break

2:45 90-day Practice Implementation Period Expectations

3:45 Program Evaluation

4:00 Dismissal

Target Audience: Staff Development Coordinator, Nurse Educators, Director of Nursing, Assistant Director of Nursing, Nurse Managers

Contact Hours: 12