**OHCA STNA Upskilling Model**

Objective:

The Goal of the OHCA STNA Upskilling Model is to offer career advancement opportunities for the STNA workforce on long-term services and supports settings in order to increase retention and career satisfaction for the direct care workforce, enhance skills and resultant quality of care in our care settings and reduce provider reliance on agency staffing.

Potential Program Collaborators:

OHCA and EFOHCA, The Health Collaborative of Ohio, Regional Workforce Collaborations, Career Technical Education Centers, Community Colleges, National Association of Health Care Asssistants, Ohio Department of Aging, American Health Care Association, various clinical and administrative personnel participating on the OHCA Workforce Sub Committee on STNA Upskilling

STNA Upskilling Levels and Pathways:

1. Roles
   1. PCA/RCA: Personal Case Assistant/Resident Care Assistant
      1. Must meet the requirements in 3701-16-06 for staff that deliver personal care services in a residential care facility
      2. Minimum age requirement of 16 years
      3. First aid and CPR certification
   2. STNA 1: Certified State Tested Nursing Assistant
      1. Must meet the requirements under 3701-17 for nursing assistants, including those in the 4-month period outlined in 3701-17-7.1
   3. STNA 2: STNA Preceptor or Mentor
      1. Minimum time in STNA 1 role of 6 months. Potential partnership with NAHCA CNA Preceptor Certification
      2. Works in conjunction with Human Resources and Nurse Management on providing guidance and support to newly hired STNAs in their first year.
      3. Candidates should have excellent attendance records, documented positive work relationships with supervisors and staff, and exhibit high competencies in all entry level STNA tasks and assignments
      4. Candidates should be recommended by a member of the leadership team for advancement to the preceptor role
      5. Selected preceptors must undergo a leadership related training covering the following topics:
         1. Leadership or Management Development
         2. Measuring and documenting staff competencies
         3. Facility operations policies and procedures
         4. Communication
         5. Crisis Management/De-escalation
   4. STNA 3: STNA Preceptor with Additional Certification or Specialty Training
      1. Minimum STNA 2 with at least 1 year experience as an STNA.
      2. Has completed additional certification or training approved by the OHCA Workforce STNA Upskilling Sub-Committee in the following areas
         1. Dementia
         2. Mental Health/Behavioral Health
         3. Geriatrics
         4. Restorative Nursing
         5. Technology Programs and Devices
   5. STNA 4a/PCT: Patient Care Technician
      1. Minimum STNA 2 for at least 1 year
      2. Completion of the Patient Care Technician Certification with a participating Career Technical Education Center, Community College, or otherwise accredited educational provider
      3. Certification of PCT, in addition to roles of STNA, includes phlebotomy and ECG certification and can perform the following tasks under the direction of a nurse (in accordance with 4723-13):
         1. Performs Blood Sugars
         2. Discontinuation of IVs
         3. Ostomy Change
         4. Preparation of Sterile Fluids
         5. Performs oral suctions
         6. Obtain Pulse Ox
         7. Assist with Incentive Spirometry Equipment
         8. Perform EKG
         9. Collect blood specimens and cultures
         10. Perform point of care testing
   6. STNA 4b/MA-C: Medication Aide Certified
      1. Minimum STNA 2 for at least 1 year or RCA/PCA for at least 1 year in a residential care facility setting.
      2. Completion of the Medication Aide Certification as outlined under OAC 4723-27)
2. Career Pathway Models
   1. Residential Care Facility, RCF Medication Aide Pathway
      1. RCA/PCA
      2. MA-C (this differs from the STNA 4b designation and reimbursement)
   2. Residential Care Facility and Skilled Nursing Facility, Enhanced Medication Aide Pathway
      1. RCA/PCA
      2. STNA 1
      3. STNA 2
      4. STNA 3
      5. STNA 4b
   3. Skilled Nursing Facility, Career Pathway Exploration
      1. RCA/PCA (if applicable)
      2. STNA 1
      3. STNA 2
      4. STNA 3
   4. Skilled Nursing Facility, Career Pathway Complex Medical Model
      1. RCA/PCA (if applicable)
      2. STNA 1
      3. STNA 2
      4. STNA 3
      5. STNA 4A

Program Specifications

1. Approved Certification List
   1. STNA 1
      1. CAN Online
      2. Any STNA Certification Course approved by the Ohio Department of Health
   2. STNA 2
      1. NAHCA CAN Preceptor Course
      2. OHCA Developed Course?
      3. Provider Developed Course that meets the required elements of the CAN preceptor training
   3. STNA 3
      1. Dementia
         1. Alzheimers Association
         2. Certified Dementia Practitioner from MCCDP
         3. CARES
         4. Dementia Friends of Ohio
         5. Provider developed Dementia certification approved by the OHCA Workforce SubCommittee
      2. Geriatrics
         1. NAHCA Geriatric Specialist
      3. Restorative Nursing
         1. Pathway Health Restorative Basics for CNA
         2. Restorative Nurse Aid Certification from Creative Meidcal and Training Solutions
         3. Provider developed training that follows the CAHF model for restorative nursing
      4. Technology
         1. Provider and manufacturer driven?
      5. Mental Health/Crisis Management
         1. Work with Center of Excellence for Behavioral health in Nursing Facilities to develop training program?
   4. STNA 4a
      1. Any Patient Care Technician Certification from an accredited Career Technical Education Center or Community College
   5. STNA 4b
      1. QMA Online
      2. Any Medication Aide Certification course approved by the Ohio Department of Health
2. Return on Investment and Funding Sources
   1. Return on Investment
      1. Diversion of management hours for STNA 2/preceptor
      2. Diversion of LPN hours for STNA 3, 4A and 4B
      3. Measurable Outcomes
         1. Reduction in staffing agency hours
         2. Increase in retention/reduction in staffing turnover costs
         3. Diversion of nursing hours to STNA hours/ resultant reduction in hourly costs
         4. Increased quality of care and patient satisfaction
   2. Funding Sources
      1. Potential Partnership with the MetroHealth HRSA GWEP Dementia Training Certification for STNA 3, training would be at no cost. OHCA has signed LOS and completing subgrantee paperwork.
      2. Potential collaboration with the Ohio Department of Aging
      3. Potential collaboration with the Office of Workforce Transformation
      4. Potential Grant from HRSA for Healthcare Workforce Innovation
      5. Reimbursement geared towards certification/education costs, not stipends for wage increases
3. Employer Obligations
   1. Promotion of program to all STNAs in good standing
   2. Provide education free of charge
   3. Agree to salary increases for each level of at least $1 an hour
   4. Agree to recognize STNA designations from other participating facilities
4. Operationalization Guides
   1. Must include Nurse delegation guides
   2. Proposed appropriate use for PCT and MA-C
   3. Proposed appropriate use and substitution of STNA 3