

# 1163...REVISITED

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# Learning Outcomes

- ▣ Review how this initiative came about
- ▣ Identify key components of the initiative that will change the way you do business
- ▣ Plan various methods of implementation
  - Discuss possible staffing changes
  - Identify areas of concern and strength
- ▣ Questions/answers

# What's this all about?

- ▣ SEIU in-home caregiver union
- ▣ Wants more training
- ▣ Wants certification
- ▣ Wants DSHS to pay for it all
  - Assisted living communities are wrapped up in the wording of the initiative, thereby including all AL caregivers in the mix

# Where we've been

- ▣ I-1029 in 2008
  - Postponement
  - Implementation in January 2011
  - Postponement in Spring 2011
- ▣ I-1163 in 2011
  - Ballot vote in November
  - Implementation in January 2012

# What's WHCA been doing?

- ▣ Trying to get AL excluded based on oversight and currently high training standards
- ▣ Creating a training program that will minimize impact while exceeding the standards
- ▣ Identifying alternative methods to meet the letter of the initiative while supporting member communities' interests
- ▣ Learning the details of the new law and sharing those details with members

# Pieces of the 1163 puzzle

- ▣ Defined long term care worker
- ▣ Federal fingerprint checks
- ▣ 75 hours of training for untrained newly hired long term care workers
  - 5 hours orientation/safety training
  - 70 hours core basic and population specific
- ▣ Certification exam and credential with DOH
- ▣ Continuing education
  - From 10 to 12 hours per year, due on birthday
  - Preapproved curriculum and trainer by DSHS

# Who is a long term care worker?

- ▣ RN, LPN
- ▣ NAC
- ▣ HCA
- ▣ Caregiver who met the training requirements in effect on the date of their hire AND who worked in a home- and community-based care setting sometime in 2011 (EXEMPT WORKER)

# Exempt worker

- ▣ Still needs specialty training within 90 days of employment, depending on facility's resident population
- ▣ Must keep proof of exemption in personnel file
  - dates worked in 2011, proof of orientation, RFOC/basic training, specialty training
    - Give copy to worker, should s/he decide to work elsewhere
- ▣ Exempt workers can choose to take HCA exam and become certified without taking the 75-hour training program

# Fingerprint checks

- ▣ Only done on newly hired long term care workers
- ▣ Do the regular state DSHS check first
  - In Box #3, write “FINGERPRINT CHECK REQUIRED”
- ▣ When results arrive, an “OCA” number is included
- ▣ Use this OCA number on the Fingerprint Appointment Request form
- ▣ Arrange an appointment and get it done!
  - [www.adsa.dshs.wa.gov/1163](http://www.adsa.dshs.wa.gov/1163)

# Fingerprint results

- ▣ Go to DSHS, DOH, and the employee
- ▣ “Findings” notice goes to employer. Get the details from the employee
- ▣ Fingerprint results cannot be shared amongst facilities
- ▣ Only done ONCE, upon hire, and never again
  - Even if employee changes jobs
- ▣ Cost covered by DSHS

# 5 hours orientation and safety

- ▣ For all newly hired long term care workers including RNs, LPNs, NACs, HCA, exempt workers, and future HCAs.
- ▣ Must be done before routine interaction with residents
- ▣ Curriculum must be preapproved by DSHS
  - Freebies on the DSHS website, or
  - WHCA has an approved curriculum, or
  - Create your own
- ▣ Certificate issued by facility, but on a DSHS-designed form with the training program # pre-printed on it
  - [www.adsa.dshs.wa.gov/1163](http://www.adsa.dshs.wa.gov/1163) to apply

# Core basic

- ▣ All the learning outcomes from RFOC, plus
- ▣ Enhanced skills demonstrations/practice
- ▣ Additional curriculum contents as developer desires
  - Curriculum and trainer(s) must be pre-approved by DSHS
  - Certificate of completion must be on a DSHS-issued certificate with the training program's pre-printed number

# Population specific

- ▣ Different depending on care setting
- ▣ AL, AFH LTC workers must have specifics (dementia, mental health, DD). Can become part of the 70 hours, or CE courses afterwards
  - In-home care workers do not currently need dementia, mental health, DD...so if you hire HCAs from in-home care arenas, you'll have to ensure they receive these classes.
  - MH/Dementia/DD certificates must be DSHS-issued with the training program's number pre-printed on it.
- ▣ Nurse delegation or medication training cannot count towards population specific

# Applying to become a HCA

- ▣ Once the FBI check comes back and the worker is cleared, s/he must apply to become a HCA through DOH
  - <http://www.doh.wa.gov/hsqa/HCAides/default.htm>
  - \$60 application fee
- ▣ DO THIS ASAP! The registration number will need to be included on the application to test
- ▣ Check back often to see if registration number is available:
  - <https://fortress.wa.gov/doh/providercredentialsearch/SearchCriteria.aspx>

# Proof of completion

- ▣ All certificates from all trainers/programs
  - Must be on DSHS-issued certificates
  - Must add up to 75 hours

# Applying for testing

- ▣ Done with training and have proof of completion (certificates) – go to:
- ▣ <http://www.prometric.com/WADOH/Default.htm>
- ▣ Cost of testing: \$115

# Testing

- ▣ Written
  - Computerized, 50 questions, t/f, multiple choice
- ▣ Skills
  - 5 total
    - ▣ Two unprompted (handwashing, communication)
    - ▣ Three prompted (three different domains)
- ▣ Immediate feedback upon completion

# Certification

- ▣ Renewals cost \$60 per year
- ▣ Must have proof of 12 hours of CE linked to renewal each year
  - Attestation form

# Review: Timeline

- ▣ 5 hours: Orientation/safety before having routine interaction with residents
- ▣ 70 hours: Core basic and population specific within 120 days of starting work
- ▣ Certification as a HCA within 150 days of starting work
- ▣ *Must have direct supervision until certification is achieved*

# Continuing education

- ▣ Get it DONE by June 30, 2012 and...
  - Only have to have 10 hours
  - No need to get pre-approved through DSHS
  - Next due your birthday 2013
- ▣ Miss the boat?
  - 12 hours by birthday (after June 30)
  - Must be pre-approved by DSHS
    - ▣ Preapproval includes curriculum AND instructor.  
Must submit request for approval at least 45 days before planning to offer the class

# Continuing education

- ▣ Keeper of the 12-hour training certificate
  - Boarding home, most likely
  - If worker gets trained by multiple entities, one of them must attest to the 12 hours of approved training for purposes of HCA renewal and proof of fulfilling CE
  - Must be on a DSHS-issued certificate

# Continuing education (cont')

- ▣ ALL LTC workers
  - RNs, LPNs, NAC, HCAs, exempt workers, and administrator/designee
  - Original certificates with worker; copies in personnel file
  - No proof of CE? No work!

# What to do?

- ▣ Use CarePro, WHCA's facility-based training program
  - 5 hours in-person orientation/safety, 50 hours online basic training, 12 hours in person skills practice, 10 hours classroom dementia/mental health training
- ▣ Develop your own 75 hour HCA curriculum and get it approved through DSHS

# What to do?

- ▣ Hire only NACs and provide them with orientation/safety upon hire and mental health/dementia specialty within 90 days
- ▣ Start a NAC training program in your assisted living
  - Similar requirements to HCA training
  - Consider offering approved training to others as well – nursing homes, pre-nursing students, etc.

# Other suggestions

- ▣ Consider an in-house staff development person
  - Caregiver trainer; keeper of organized education and training files; developer, trainer, and tracker of CE
- ▣ Consider a corporate staff development person
- ▣ Ship your newly hired staff out to a community-based trainer

Questions?

# Contact Information

- ▣ Vicki McNealley
  - 360.352.3304
  - [vickimcnealley@whca.org](mailto:vickimcnealley@whca.org)
- ▣ aQuire Training Solutions (CarePro)
  - 877.843.8374
  - [www.aquiretraining.com/carepro](http://www.aquiretraining.com/carepro)
- ▣ Robin Dale
  - Contact Vicki at the WHCA offices; she will get in contact with Robin