



Partnership to Improve Dementia Care: CNA New Hire Orientation Tool Kit - 2023

The Partnership to Improve Dementia Care work product goals for 2022-23 included the deliverable: Review CNA new hire orientation for Skilled Nursing Facilities [SNFs] and Residential Care facilities for the Elderly [RCFEs] as it pertains to dementia care. Identify and create recommended topics/materials.

SNFs and RCFEs are required to provide orientation for new hires prior to them beginning direct patient care. The goal of providing orientation at each facility is to familiarize new staff with the resident population's needs, and facility policies and procedures to better ensure competencies. Residents with a dementia diagnosis can have far more complex needs and may require different approaches to: care, awareness of a resident's abilities, and ways to provide direct care in a sensitive, compassionate, and skilled manner. These training modules or materials can also serve to refresh staffs' knowledge and measure competency through in-service training or pre-approved continuing education units.

The Partnership workgroup conducted a literature review of training materials, identified the scope of topics covered in those materials, grouped those materials for each topic, and provided weblinks to access training materials. Some videos, PowerPoints and Handouts have been developed by the workgroup, and are identified as such. Most resources identified are without cost, while those charging a fee are denoted by "\$". *Completed pre-and-post tests will be posted along with the Video.*

It is our hope that this document will continue to be updated as new materials are released and serve as the basis for orientation, in-service and continuing education for staffs working in skilled nursing, assisted living, home health, hospice, adult day care, and other settings where care is provided.

Our goal is to review and update this toolkit on an annual basis. We invite you to submit articles, charts, training materials that will improve the content of this Toolkit to: Brenda@brklutzconsultingllc.com

This Orientation Training Tool Kit is posted on the Partnership to Improve Dementia Care website: [California Partnership for Improved Dementia Care and Other Resources for Dementia Care \(leadingageca.org\)](http://CaliforniaPartnershipforImprovedDementiaCareandOtherResourcesforDementiaCare(leadingageca.org))

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A. New Hire Orientation Tool Kit – Modules

Understanding Dementias/How ADLS and Thinking Changes as Disease Progresses.

Topic Description	Resources and Links
<p>Understanding Dementias: Provide a basic understanding of what dementia is, what can appear as a dementia.</p>	<ul style="list-style-type: none"> • Partnership Video #2: Dementia – What is it? [2021] Download Handouts (PDF) Download Slides (PPT)
<p>Understanding how Activities of Daily Living [ADLs] and Thinking Changes as Disease Progresses: Education on the disease process, including the progression of the disease, memory loss, psychiatric and behavioral symptoms.</p>	<ul style="list-style-type: none"> • HRSA Training Modules on Dementia: Train Health Care Workers About Dementia Bureau of Health Workforce (hrsa.gov) • Alzheimer’s Association: “Alzheimer’s and Dementias”. Alzheimer’s Association Alzheimer’s Disease & Dementia Help • Second Wind Dreams: Virtual Dementia Tour for Direct Care Staff and Families; and Online Training - Virtual Dementia Tour® - Second Wind Dreams [\$] • Embodied Labs: Seeing the world through the eyes of those you care for. Embodied Labs - Immersive Training Platform [\$] • Teepa Snow, MS, OTR/L, FAOTA ♦ Dementia Care & Training Specialist, Positive Approach, LLC ♦ Consulting Associate, Duke University School of Nursing: “Understanding Dementias and Symptoms. Understanding Dementia handouts (nasmm.org) • National Institute on Aging: “Basics of Alzheimer’s Disease and Other Dementias”. Basics of Alzheimer’s Disease and Dementia National Institute on Aging (nih.gov) • Healthcare Interactive: “Online Dementia Training, Certification and Credentialing”. [\$] HealthCare Interactive Online Dementia Care Training and Certification Programs HealthCare Interactive (hcinteractive.com)

Behavior As Communication

Topic Description	Resources and Links
Symptom Anticipation, pain assessment, how residents with dementia might communicate needs discomfort, pain, hunger, sadness, thirst, or anxiety.	<ul style="list-style-type: none"> • Dementia Australia has excellent fact sheets: Help sheets Dementia Australia
	<ul style="list-style-type: none"> • Alzheimer's Association "Communication »: Communication Alzheimer's Association
	<ul style="list-style-type: none"> • Victoria Department of Health & Dementia Australia: Dementia – Communication, Dementia - communication - Better Health Channel
	<ul style="list-style-type: none"> • Alzheimer's Association "Wandering": Title goes here (wix.com)
	<ul style="list-style-type: none"> • Table: Review of Non-pharmacologic Approaches for Treating Behavioral and Psychological Symptoms of Dementia, Kolanowski, A., & Van Haitsma, K.

Personal Care for Residents with Dementia.

Topic Description	Resources and Links
<p>Learn how personal care techniques might differ from care for other residents, including:</p> <ul style="list-style-type: none"> -Dental Care -Bathing -Toileting -Dressing -Medication administration [General Information about how changes in medication can affect cognition or abilities] -Ambulation 	<ul style="list-style-type: none"> • Family Caregiver Alliance has excellent resources/fact sheets and videos: Caregiver Resources - Family Caregiver Alliance • Nursing Home Help, Sinclair School of Nursing [Wisconsin]: Hand in Hand: A Training Series for Nursing Homes (Updated) Nursing Home Help • Bathing without a Battle, University of North Carolina: Bathing without a Battle (unc.edu) • Creative Bathing Techniques: Creative Bathing Techniques (leadingageca.org) • Hatch – A Pleasant Bathing Experience/Quality Partners of Rhode Island: Microsoft Word - Pleasant Bathing_092407-finalt.doc (leadingageca.org)
<p>Advantages of consistent assignment.</p> <p>Consistent Staff Assignment benefits all Residents, but particularly residents with a dementia diagnosis to provide the added comfort of familiar faces and routines.</p>	<ul style="list-style-type: none"> • California Culture Change Coalition : Consistent Assignment Implementation Kit - Advantages of consistent assignment. <p>CCCC Webinar #1: Planning to Introduce the Change. Webinar One - Consistent Assignment - YouTube</p> <p>CCCC Webinar #2: Planning the Schedules and Assignments. Webinar Two - Consistent Assignment - YouTube</p> <p>CCCC Webinar #3: Planning for the Long Term. Webinar Three - Consistent Assignment - YouTube</p> <p>CCCC Webinar #4: Staff Training [Recommended to view first]. Webinar Four - Consistent Assignment - YouTube</p>

Personal Care for Residents with Dementia.

Topic Description	Resources and Links
Advantages of Consistent Assignment [Cont'd]	<p>Appendix 5: Article, "A Case for Consistent Assignment". (47-52) CaregivingB 606.1 (leadingageca.org)</p> <p>Appendix 6: Article, "A Keystone for Excellence". (35-37) CaregivingB 707.1 (leadingageca.org)</p> <p>Appendix 7: Article, "The Ties that Bind". db6a43_74749e512f9a4ccab16540368a1a33d1.pdf (leadingageca.org)</p>

Skills Development for Handling Challenging Behaviors/Practical Problem-Solving Skills

Topic Description	Resources and Links
<p>Challenging Behaviors. -Learn about “triggering” stimuli and de-escalating challenging behaviors through various techniques.</p> <p>-Resident-to-resident aggression.</p> <p>Practical Problem-solving Skills. -How to respond to agitation and/or wandering, sundowning, rummaging, crying, and repetitive questioning.</p> <p>-Understanding possible underlying causes.</p> <p>-How to listen, speak, act, and react.</p> <p>-Responses that may be counterproductive.</p>	<ul style="list-style-type: none"> • Partnership Video 3: COVID-19 Tips for Reducing Emotional Distress in Patients with Dementia » Download Handouts (PDF) [2020] • Dementia Australia has excellent fact sheets: Help sheets Dementia Australia • Alzheimer's Association “Behaviors”: Behaviors and Alzheimer's Disease Brochure (wix.com) • Cornell University: educate staff about prevalence of resident-to-resident aggression (RRA) in LTC facilities, how to recognize and address it in own facilities. Improving Resident Relationships in Long-Term Care (IRRL) - CITRA (cornell.edu) • Table: Efficacious and Feasible Non-pharmacological Approaches for Behavioral and Psychological Symptoms of Dementia, Kolanowski, A., & Van Haitsma, K. • Wisconsin Department of Health Services: “Resident-to-Resident Altercation Flowchart”. Resident to Resident Altercation Flowchart, P-00361 (wisconsin.gov)

Fundamentals of Person-Centered Care for Individuals with Dementias

Topic Description	Resources and Links
<p>Fundamentals of Person-Centered Care for individuals with dementia.</p> <p>-Individual Resident Needs.</p> <p>-Resident Choice</p> <p>-Importance of getting to know each resident.</p> <p>- Recognizing each resident as an individual with unique needs, wants, interests, experiences, joys, and sorrows, and how those are honored.</p>	<ul style="list-style-type: none"> • Partnership Video 4: How to Reduce Wandering in Patients with Dementia » Download Handout (PDF) [2020]
	<ul style="list-style-type: none"> • Partnership Video 5: Optimizing Dementia Care in the Era of COVID-19 [2020] » Download Handouts (PDF) [2020]
	<ul style="list-style-type: none"> • Partnership Video 4: Nonpharmacological Interventions for Dementia Care [2021] » Download Handout (PDF) » Download Slides (PPT)
	<ul style="list-style-type: none"> • Dementia Australia has excellent fact sheets: Help sheets Dementia Australia
	<ul style="list-style-type: none"> • Pinterest: Collection of Person-Centered Care Fact Sheets/Posters, (188) Pinterest
	<ul style="list-style-type: none"> • Karen Schindler, Provider, 08/14: A Passport To Better Care (providermagazine.com)
	<ul style="list-style-type: none"> • UCLA, Dementia Care: Caregiver Training Videos. Caregiver Training Videos - Dementia Care UCLA Health
	<ul style="list-style-type: none"> • Lois Cutler & Rosalie Kane, Practical Strategies for Improving Nursing Home Environment – Toward Better Quality of Life Manual. db6a43_aa9a10ad99c24ac9aca49f1a3b394df6.pdf (leadingageca.org)

Food Service and Dementia [Importance of Choice]

Topic Description	Resources and Links
<p>Dining, Hydration and Nutrition.</p> <p>-Learn about ensuring adequate nutrition and hydration.</p> <p>-Techniques such as prompting, assistance with dining.</p> <p>-Understand food choices and preferences.</p>	<ul style="list-style-type: none"> • Irish Dietetic and Nutrition Institute [IDNI]: Fact sheets related to dining and nutrition for residents with dementia. Dementia; The Dining Experience - IDNI and Nutrition and Dementia Guide NEW ** Nutrition and Dementia guide now available - IDNI
	<ul style="list-style-type: none"> • Second Wind Dreams: Online Virtual Training on what it's like to have dementias and dining - Online Trainings - Second Wind Dreams [\$]
	<ul style="list-style-type: none"> • Embodied Labs: Seeing the world through the eyes of those you care for. Embodied Labs - Immersive Training Platform [\$]
	<ul style="list-style-type: none"> • CCCC Breaking Bread Together [PowerPoint]: Microsoft PowerPoint - California Culture Change Coalition August 2008 [Read-Only] [Compatibility Mode] (leadingageca.org)
	<ul style="list-style-type: none"> • CCCC Celebrity Chef [PowerPoint]. Bringing Home to the Nursing Home (leadingageca.org)
	<ul style="list-style-type: none"> • HM Composite, Inc. It's all about the Food – Improving Satisfaction [PowerPoint]. Title of Presentation (leadingageca.org)

Addressing the Social Needs of Persons with Dementia.

Topic Description	Resources and Links
<p>Meaningful Activities and Meeting Social Needs.</p> <p>-Learn about providing meaningful activities and orientation techniques for each person with dementias.</p> <p>-Using music or other similar activities that are meaningful to each resident.</p>	<ul style="list-style-type: none"> <li data-bbox="854 354 1892 479">• Partnership Video 1: Activities for Patients with Dementia: Creative Ideas During COVID-19 » Download Handouts (PDF) <li data-bbox="854 479 1892 578">• Careforth: 50 Tips to keep Residents with Dementia engaged. Activities for Dementia Patients: 50 Tips and Ideas to Keep Patients with Dementia Engaged (careforth.com) <li data-bbox="854 578 1892 634">• Alzheimer's Association. Activities - Activities Alzheimer's Association <li data-bbox="854 634 1892 734">• Dementia Australia has excellent videos on Meaningful Activities [Available in multiple languages]: Help sheets Dementia Australia <li data-bbox="854 734 1892 829">• Insight Dementia Care Center: The Art of Activities and Engagement: The Art of Activities and Engagement (insightmcc.org)

Basic Skills/Information for Families and Visitors about Dementia

Topic Description	Resources and Links
<p>Communicating with Family, Friends, and Visitors.</p> <p>-What to know when interacting with family members, friends, or other visitors.</p> <p>-How to communicate information about the resident in relation to their dementia diagnosis.</p>	<ul style="list-style-type: none"> • Partnership Video 6: Optimizing Person Centered and Family Dementia Care in the Era of COVID-19 » Download Handouts (PDF) [2020] • Michigan Dementia Coalition, Knowledge and Skilled Needed for Dementia Care: A Guide for Direct Care Workers, demcompguide-181812-7.pdf (interiorhealth.ca) [Note: Contains a Chapter on working with family and friends]
<p>Helpful Resources, Support and Training Available for Families and Friends</p>	<ul style="list-style-type: none"> • Family Caregiver Alliance: Home - Family Caregiver Alliance • Family Caregiver Alliance: CalGrows Free Training & Career Coaching for CA Caregivers

Stress-Coping Skills for Direct Care Staff

Topic Description	Resources and Links
<p>Direct Staff Self-Care and ways of Coping with Stress.</p>	<ul style="list-style-type: none"> <li data-bbox="856 358 1890 479"> <p>• Partnership Video 2: Coping and Stress Management During a Pandemic » Download Handouts (PDF) [2020]</p> <li data-bbox="856 483 1890 781"> <p>• National Library of Medicine, Sample Articles. Alleviating staff stress in care homes for people with dementia: protocol for stepped-wedge cluster randomised trial to evaluate a web-based Mindfulness- Stress Reduction course - PMC (nih.gov)</p> <p>• Michigan Dementia Coalition, Knowledge and Skills Needed for Dementia Care: A Guide for Direct Care Workers, demcompguide-181812-7.pdf (interiorhealth.ca) [Note: Contains a Chapter on Direct Care Worker Self-Care]</p> <li data-bbox="856 786 1890 922"> <p>• Psychogeriatrics, "Changes in job stress and coping skills among caregivers after dementia care practitioner training", Changes in job stress and coping skills among caregivers after dementia care practitioner training - PubMed (nih.gov)</p>

Late Stages/Palliative Care/End of Life

Topic Description	Resources and Links
<p>Learn about:</p> <ul style="list-style-type: none"> -Comfort care for resident with memory loss. -Sensory care during end-of-life. -Decision-making and capacity 	<ul style="list-style-type: none"> • Alzheimer's Association – Late Stage Caregiving: Late-Stage Alzheimer's & Dementia Caregiving alz.org • Dakota Geriatrics videos to help caregivers navigate palliative care for residents with dementia, Navigating Late Stages of Dementia for Caregivers - Dakota Geriatric Workforce Enhancement Program (dakotageriatrics.org) • Tim Gieseke, CALTCM “Wave”, Hard Choices at the End of Life (caltcm.org) • Coalition for Compassionate Care of California: Provides a variety of resources related to palliative care and end-of-life care/decision making: https://coalitionccc.org/CCCC/Resources/Tools-and-Resources.aspx

SECTION B: Post-Orientation Modules

Topic Description	Resources and Links
<p>Depression and Dementia.</p> <p>-Understanding the difference between depression and anxiety that may or may not be a symptom of dementia.</p> <p>Note: This video is more for the IDT team or facility staffs involved in determining the root cause(s) of indicators requiring updated care plan, consider processes, etc.</p> <p>Dementia and Core Nurse Competencies</p>	<ul style="list-style-type: none"> • Healthline article, “Understanding the Link between Depression and Dementia”, Dementia and Depression: What's the Connection? (healthline.com) • Alzheimer's Society UK, “Depression and Dementia”, Depression and dementia Alzheimer's Society (alzheimers.org.uk) • Ann M. Mayo, RN, DNSc, FAAN, “Dementia-Specific Nursing Care Competencies for Nursing Education and Long -Term Care Practice”, 2022. Dementia-Specific Nursing Care Competencies for Nursing Education and Long-Term Care Practice - PubMed (nih.gov)

SECTION C: Other Orientation Modules Mandated by California or Federal Requirements

Topic Description	Resources and Links
<p>Resident Rights. [Informed Consent, sexuality and promoting dignity].</p> <p>-Recognizing that residents with dementias retain their rights with a dementia diagnosis.</p> <p>-Emphasizing resident rights for all residents.</p> <p>-Informed Consent.</p> <p>-Respecting sexuality and gender Identification¹.</p>	<ul style="list-style-type: none"> • Dementia Justice Project [Australia], “Human Right for People Living with Dementia”, Human Rights for People Living with Dementia (dementiajustice.org)
	<ul style="list-style-type: none"> • Psychology Today, “The Complicated Relationship between Dementia and Sexuality”, The Complicated Relationship Between Dementia and Sexuality Psychology Today
	<ul style="list-style-type: none"> • Memory and Brain Wellness: The Intersection of LGBTQ Identity and Dementia - Memory and Brain Wellness Center (washington.edu)
	<ul style="list-style-type: none"> • Cornell University: educates staff about prevalence of resident-to-resident aggression (RRA) in LTC facilities, how to recognize and address it in own facilities. Improving Resident Relationships in Long-Term Care (IRRL) - CITRA (cornell.edu)
	<ul style="list-style-type: none"> • California Alliance for Nursing Home Reform [CANHR]: LGBTQ Long-Term Care Resources, LGBT Long Term Care Resources – CANHR
	<ul style="list-style-type: none"> • California Department of Public Health, “AFL 17-24 - Senate Bill (SB) 219 Long-Term Care Facilities: Rights of Residents”. AFL-17-24 (ca.gov)
	<ul style="list-style-type: none"> • California Department of Public Health, “AFL 18-21 - Lesbian, Gay, Bisexual, and Transgender (LGBT) Training Requirements”. AFL-18-21 (ca.gov)
	<ul style="list-style-type: none"> • Centers for Medicare and Medicaid Services [CMS], Resident Rights and Quality of Care, Residents' Rights & Quality of Care CMS

¹ SNFs and other LTC facilities [As defined in H&S 1418] and RCFEs are mandated to provide training once every two years designed to eliminate and prevent discrimination based on actual or perceived sexual orientation, gender identity and gender expression. [R.N., L.V.N., C.N.A., and Medical Director] [See Title 22, §72517(c) and H&S §1439.50 – 1439.54]

SECTION C: Other Orientation Modules Mandated by California or Federal Requirements

Topic Description	Resources and Links
	<ul style="list-style-type: none"> <li data-bbox="854 370 1881 440">• California Department of Public Health, Center for Health Care Quality, Fact sheets on resident rights: Nursing Home Residents' Rights (ca.gov) <li data-bbox="854 461 1850 531">• California Culture Change Coalition: Informed Consent Toolkit: <i>[Link to be posted on the CCCC webpage on LeadingAge California's website]</i> <li data-bbox="854 552 1887 621">• Verywell Health, "Preserving the Dignity of Dementia Patients", Preserving the Dignity of Dementia Patients (verywellhealth.com)
<p data-bbox="201 651 737 711">Elder Abuse Prevention, Investigation and Reporting.</p> <p data-bbox="247 716 753 808">-Residents with dementia may be more vulnerable to abuse, neglect, or misappropriation that other residents.</p> <p data-bbox="247 846 774 938">-Distinguish between interventions due to challenging behaviors and a violation of resident rights.</p> <p data-bbox="201 976 806 1036">-Understand the differences between resident-to-resident altercation and abuse</p>	<ul style="list-style-type: none"> <li data-bbox="854 651 1818 721">• National Center on Elder Abuse, Keck School of Medicine, USC, NCEA - Home (acl.gov) <li data-bbox="854 725 1864 818">• The National Long-Term Care Ombudsman Resource Center, "Resident-to-Resident Mistreatment Long-Term Care Ombudsman Advocacy". resident-to-resident-mistreatment-ref-guide-final.pdf (ltcombudsman.org) <p data-bbox="854 846 1881 938">California Department of Public Health, "AFL 21-26: Mandated Reporting Requirements of Potential Abuse, Neglect, Exploitation, or Mistreatment of Elders or Dependent Adults". AFL 21-26 (ca.gov)</p>

SECTION D: Orientation Training Requirements Across Care Settings.

California Licensing Requirements				
SNF/CLHF ²	Assisted Living [RCFE]	Home Health	Hospice	ADHC
<ul style="list-style-type: none"> 16 hours of orientation w/in first 40 hours of employment required for NA and © – does not specify training on dementia. Must have 8 hours of the 16 hours orientation prior to direct resident care. <p>H&S §1337.1.³</p>	<ul style="list-style-type: none"> Required to complete 40 hours of training. Required to complete 12 hours of training in dementia care. 20 of the 40 hours must be completed prior to independently providing direct patient care. Of those 20 hours, 6 must be specifically on dementia care. The remaining 20 hours must be completed within the first 40 hours of employment, 6 hours of which are specifically on dementia care. <p>H&S §1569.625 & 1569.626</p>	<ul style="list-style-type: none"> No requirement for orientation. No requirement for training on dementias. Administrator is responsible for hiring qualified staff, ensuring adequate staff education. <p>H&S §1725 to 1742 mentions training.</p>	<ul style="list-style-type: none"> Requires orientation and training for most staff and volunteers. No specific state requirements for # of hours. No specific state or federal requirements related to dementia. <p>H&S §1745 – 1759 No State Regulations. Statutes specify compliance with: Standards of Quality.pdf (memberclicks.net)</p>	<ul style="list-style-type: none"> Each employee shall have either training or related experience in the job assigned. Planned in-service education program, including orientation, skill training and continuing education for employees. All staff members receive in-service training in first aid and in cardiopulmonary resuscitation within first 6 months of employment. <p>H&S §1584 requires special training if center uses delayed egress devices [mentions dementia]</p>

² CLHFs must meet SNF requirements unless specifically excluded by H&S §1267.13. There are no state regulations for CLHFs.

³ There are specific requirements related to dementia care, for the Nurse Aide Training program, but not specified for the orientation. [H&S §1337.1(b)(4)]

SECTION D: Orientation Training Requirements Across Care Settings.

California Licensing Requirements				
SNF/CLHF ⁴	Assisted Living [RCFE]	Home Health	Hospice	ADHC
Title 22, §72517 [Staff Development]	Title 22, §87707 ⁵			
H&S §1337.3(1)	<ul style="list-style-type: none"> Requires 20 hours training per year, 8 hours of which must be on dementia care. 			
Federal Medicare Requirements of Participation				
<p>Federal Medicare Requirements of Participation⁶⁷</p> <p>Requires SNF to provide orientation training to hospice and/or home health agency staff who are caring for residents. [42 CFR 483.70 – Hospice Care]⁸</p>	There are no federal requirements for RCFEs [Assisted Living]		<p>42 CFR 418.112(f) requires orientation for hospice staff providing care in a SNF/NF or ICFIDD.</p> <p>42 CFR 418.78(a) requires orientation and training for volunteers.</p> <p>Other sections require hospice to provide orientation, training, and competency in specific skills.</p>	

⁴ CLHFs must meet SNF requirements unless specifically excluded by H&S §1267.13. There are no state regulations for CLHFs.

⁵ Special staff training is required if an Assisted Living Facility advertises or otherwise holds out that they provide specialized dementia care.

⁶ Appendix PP [10/21/22] 42 CFR 483.95(g) requires direct care staff Inservice on care for residents with a dementia diagnosis.

⁷ The facility must provide staff orientation and training on the prohibition of all forms of abuse, neglect, and exploitation prohibition. The training must address forms of abuse, neglect, misappropriation of resident property, exploitation, and dementia management.

⁸ The designated [SNF] employee is responsible for assuring that orientation is provided to hospice staff. This orientation is meant to address the overall facility environment including policies, rights, record keeping and forms requirements. It is important for the nursing home to document and have available information regarding hospice staff orientation. NOTE: Refer to §418.112(f). In addition to the orientation that nursing homes must provide to hospice staff, hospices must provide orientation to nursing home staff providing care for hospice patients.

Forms Related to Training Program Approvals from CDPH

California Department of Public Health: Form 278A Orientation Program Content for Nurse Assistants: [NURSE ASSISTANT ORIENTATION PROGRAM CONTENT \(ca.gov\)](#)

Note: There is no Equivalent form for Home Health Aide Orientation

SECTION E : Sample Lesson Plan Templates & Related Tools.

Source	Link
Washington State Department of Health	Lesson Planning Tips: Nursing Assistant Training Program Lesson Planning Tips (wa.gov)
Washington State Department of Health	NA Training Program Template WA State.pdf
Fox Valley Technical College [Wisconsin]	Training Manual contains lesson plans for each module: Microsoft Word – 543-300H Nursing Assistant Program Student Handbook 2018-19 (chilton.k12.wi.us)

SECTION F: Additional Resources

Source	Link
Centers for Medicare and Medicaid Services	Medicare Requirements of Participation, Appendix PP [10/21/22]: 42 CFR 483.10 [Resident Rights]: SOM – Appendix PP (cms.gov)
Michigan Dementia Coalition	Knowledge and Skilled Needed for Dementia Care: A Guide for Direct Care Workers, demcompguide-181812-7.pdf (interiorhealth.ca)
HRSA Healthcare Workforce	Train Health Care Workers about Dementia, Train Health Care Workers About Dementia Bureau of Health Workforce (hrsa.gov) Note: Contains PPTs, Faculty Guides to Accompany the PPT, and additional resources.
Dementia Poem	Caregivers Voice: Posted by Cardiff and Vale University Health Board, National Health Service [Wales]: Dementia poem (nhs.wales)
Family Caregiver Alliance	Free fact sheets, trainings, webinars, videos on a wide range of topics applicable for caring for residents with dementia [focused on family caregivers, but most of the information is broadly helpful]. All Resources – Family Caregiver Alliance
Bing Search	communication with dementia patients – Bing images
Mariposa Training	Various training modules related to dementia care. Cost for training. Dementia Care – Certification Training (webflow.io)
UCLA: Dementia Care – Caregiver Training Videos	Provides important information toward understanding and managing behaviors associated with dementia. These videos will provide practical tools to use in a variety of settings to create a safe, comfortable environment both for the person with dementia and the caregiver. Caregiver Training Videos – Dementia Care UCLA Health
Health Services Advisory Group [HSAG]:	Tools and Resources: HSAG

SECTION F: Additional Resources

<p>Ralph C. Wilson Foundation, “Tight Knit: Multiple Documentaries”.</p>	<p>Tight Knit™ A Project by Ralph C. Wilson Jr. Foundation the stories provide different experiences, they are universal in recognizing the family caregiver as a vital and selfless part of every community, deserving our unlimited support, attention, and advocacy.</p>
<p>Michigan Medicine Podcast: University of Michigan. “Minding Memory: Exploring Research on Alzheimer’s and Other Dementias”.</p>	<p>Minding Memory Podcast Michigan Medicine</p>
<p>State of Wisconsin, Department of Health Services, Division of Long Term Care. “Person-Directed Dementia Care Assessment Tool”.</p>	<p>Person Directed Dementia Care Assessment Tool, P-20084 (wisconsin.gov)</p>