



## OHIO NURSING HOME QUALITY IMPROVEMENT PROJECT

### Nursing Facility Competency Certification

#### Description

This project will provide nursing facilities competency-based training for improved patient care per the updated CMS Requirements of Participation effective November 2017. This project addresses the need for documented evidence of nursing services staff competency, including methods of validating that each nursing services staff person is competent in their assigned position. Currently, nursing facility training programs are typically passive and routine, with online training modules and/or lecture driven in-services the norm. The added requirement of competency assessment via return demonstration or observation of multiple competency variables requires training for a skill set new to most nursing facilities. This project is specifically designed to develop and implement a train-the-trainer certification series for nursing facility leadership i.e. Staff Development Coordinators, Directors of Nursing, and MDS /RAI Coordinators.

The project is specifically designed to develop and implement a train-the-trainer certification series for nursing facility leadership, i.e. MDS Coordinators, Staff Development Coordinators, and/or Directors of Nursing. 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.

The project developed by [Proactive Medical Review](#) (PMR) will consist of two consecutive days of in-person training on designing and implementing a competency-based program in a nursing facility. The initial two-day training is followed by a 90-day practice implementation period during which the participants return to their facilities and implement at least one competency program area for the nursing staff. Additionally, an individual one-hour consultation call will be provided to each participating facility during the 90-day practice implementation period, with a PMR consultant, to assist with each participating facility's program development and implementation. During the 90-day period, there will be twelve on-demand training webinars offered on twelve competency topic areas, of which a minimum of three must be completed. The competency webinars are accompanied by a train-the-trainer resource toolkit for each topic focused on a specific quality risk area intended to provide expert guidance on the design and implementation of staff competency development in the facility.

Competency based training toolkits are provided for the following topics:

- Abuse Prevention and Reporting;
- Activities of Daily Living;
- Behavioral Health/Person Centered Care through Non-Pharmacological Approaches;

- Cultural Competency;
- Dementia Care;
- Fall Prevention and Response;
- Identifying Changes in Condition;
- Infection Control/Prevention Basics;
- Medication Administration;
- Pressure Ulcer Prevention;
- Restorative Nursing; and
- Trauma Informed Care.

Each module includes training material for the designated topic and a review of best practices for implementing competency-based staff development programs in that area, followed by a post-test.

### **How to Join**

The in-person training will be held at 4 locations across OH in May-June 2020 and project participation is open to the first 20 facilities that sign up to attend at each location. Participation is limited to 2 individuals at each registered facility. Facilities may sign-up to express interest in participating at this link: <https://lp.constantcontact.com/su/ScA5Ro9/competency>

Information on registering for the program will be shared as soon as it becomes available to those that have expressed interest in participating.

Cost of Participation: Limited to cost of food/beverage for 3 days of training estimated at \$75 or less.

### **Brief Description of Required Activities**

Nursing facilities will participate in 2-day live workshop (available in 4 Ohio locations on or around May 2020) followed by a 90-day practice implementation period when staff development strategies and toolkits provided during live workshops are put into practice. The facility completes three self-study webinars during the 90-day practice implementation period, which are available on-demand and include extensive training material and tools which may be used in the competency program implemented in the facility. Individual facility phone consultations take place to answer questions and assist with implementation of the competency framework and training material. A final live-workshop day is scheduled for fall 2020 emphasizing project sharing from participating nursing facilities, lessons learned and overcoming barriers. A certification assessment is administered during the final workshop day.

Desired Outcome: 25% reduction in F726 Competent Nursing Staff citations for each participating facility and in the statewide aggregate for all participating facilities through final reporting period 2022.

### **Date(s) of Project**

Project Start Date: 1-13-2020

Project End Date: 6-30-2021

**Evidence of Participation in the Project\***

*\*Expected evidence of participation in the project should be kept by the nursing home for use in state survey to demonstrate compliance with Sec. 3721.072 (B) which states that “Beginning July 1, 2013, each nursing home shall participate every two years in at least one of the quality improvement projects included on the list made available by the department of aging under the nursing home quality initiative established under section 173.60 of the Revised Code.”*

1. A certificate of attendance for live workshop and webinar participation;
2. A project implementation summary prepared by the facility during the 90-day implementation period; and
3. A Train-the-Trainer certification provided to those meeting certification requirements including passing score on certification exam with a minimum score of at least 80% on the certification exam.

**Relevant links**

[www.proactivemedicalreview.com](http://www.proactivemedicalreview.com)

[NF Competency Project CMP Proposal](#)

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