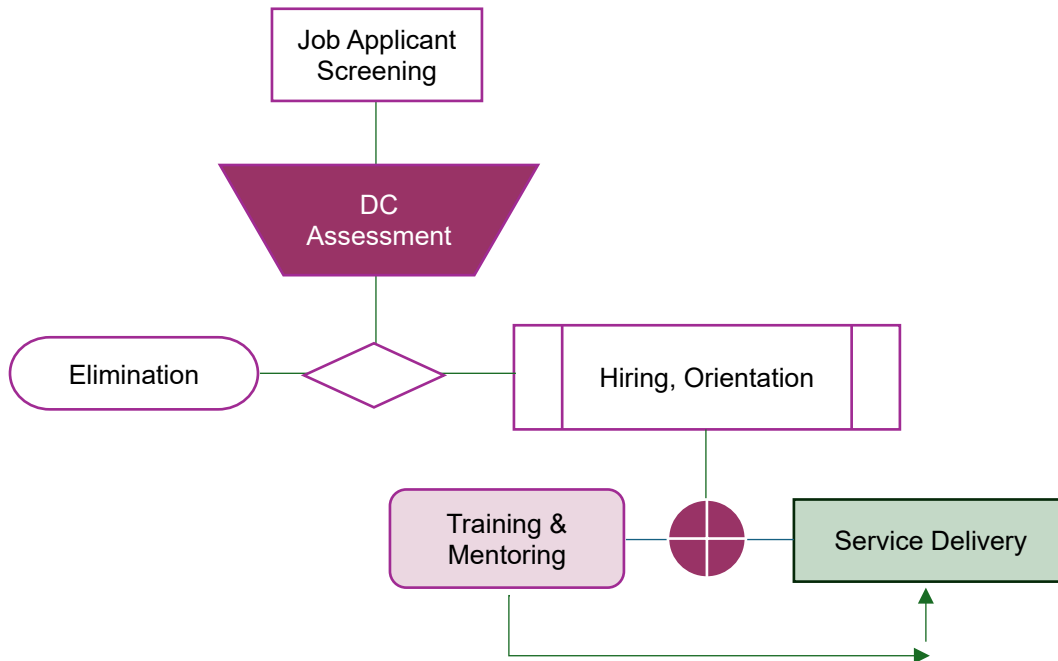




Dementia Care Provider Assessment

PURPOSE This assessment is designed to screen the job candidate for suitability as a dementia care provider and identify a course of educational programming, if necessary, to bridge any skill gaps necessary for satisfactory role fulfillment.



MISSION DELIVERY “...assist and ultimately embrace the person living with dementia...”

OBJECTIVE FOCUS Dementia Competency

STRATEGY Workforce development

TACTIC Incorporate aptitude as criteria for hiring and determinant of training for dementia care staff by implementing a standardized method for screening and identification of appropriate remedial protocols (prescriptive education)

AUDIENCE Administrators of dementia care communities

VALUE PROPOSITION Those employers who implement the assessment tool and prescriptive training protocols create a path of advancement which may **attract more applicants**.

Workforce development initiatives address a growing preparedness gap and make it possible to provide better care, more consistently. Service excellence is a **compelling market distinction** for dementia care communities in recruitment of both staff and residents.



IMPLEMENTATION The assessment identifies dynamic styles or skills in interpersonal communication, ascertains whether the individual has the emotional stability and flexibility to modify their style for success in care provision, and informs the plan for remediation as necessary. The styles are:

- (1) **POSTURE and STRUCTURE** – describes one’s **natural approach in any interpersonal encounter**.
- (2) **PERCEPTION and CONCEPTION** – considers one’s ability to **dynamically read and respond to a given situation**.
- (3) **STRATEGY and EXECUTION** – involves **designing and carrying out a reflective response**, rather than a reflexive one.

RESULTS A person’s interpersonal style or skillset has direct influence on their dementia care competence. When these styles are aligned with dementia care principles and practices **quality, person-centered care is more likely to result**.

Based on the results of a job candidate’s (or industry recruit) assessment, assisted living facility administrators (or home health organization) can identify where to place that individual and, if s/he will be caring for persons with dementia, what soft-skills training is called for to help them succeed.

Those who are accepted into and complete any recommended dementia soft-skills training may earn recognition within a proprietary credentialing system which establishes a **clear path of professional advancement** and commands **increased compensation** for the direct care worker, commensurate with skill as well as experience.

Residents, guests, and clients with dementia have access to an **elevated level of care** promoting well-being, protecting dignity, and maximizing quality of life.

NEXT STEPS

Research and discussion...feasibility study...identify the appropriate assessment provider profile/credentials...Compile assessment training material based on CB concept and dissertation...Identify initial, pilot trainer...Determine appropriate remediation/training/mentoring prescriptions and protocols...Partner with a pilot site...define metrics to evaluate...how do early results inform policy pursuits for state credentialing?)