Preparing Home Care Aides for the Services of the Future

Presented by
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Why Aide Education?

• CMS Shift in Sites of Care
• Increased Emphasis on Outcomes
• Increased Emphasis on Satisfactions
• Increased Emphasis on Cost Containment
• Paradigm Shifts
  • ACOs
  • Medical Homes
  • Hospital At Home

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The Keys to the Future: Education!

Aide Education: where the future is going

WHY??

Basic content of each offering:

• What is the disease?
• How is it treated?
• What are the symptoms?
• What is the aide to do?

Education, Education, Education

Disease specific Education and Training:

• CHF
• COPD
• Diabetes
• Depression
• Dementia
• Medications

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CHF: Aide Education Components

- What is Heart Failure?
- What causes Heart Failure?
  - Coronary Artery Disease
  - Heart Attacks
  - Cardiomyopathy
  - Valve Disease

CHF continued -

- What are the symptoms of Heart Failure?
  - Congested lungs
  - Fluid and water retention
  - Dizziness, fatigue, and weakness
  - Rapid or irregular heartbeats
CHF continued –

• How is Heart Failure diagnosed?
  - Blood tests
  - Chest X-Ray
  - Electrocardiogram (EEG or ECG)
  - Stress Test

CHF continued -

• What is the Aides role in treating Heart Failure?
  - Monitor the Blood Pressure
  - Record daily weights
  - Monitor for shortness of breath
  - Make sure the patient gets to MD appointments
  - Make sure the patient takes the prescribed medication
  - And?
Education, Education, Education

**CHF continued -**

- Provide the proper diet
- Encourage regular exercise
- Provide emotional support
- Report symptoms or issues that could mean the patient is having problems with their CHF

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**Developing Education that Matches**

**Determine Education Needs**

- Needs of patient
- Education needs of Aides
- Needs of the Agency
- Budget
- Implementation of education
- Reassessing needs regularly

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Finding Education Support

- Associations
- On-line education courses
- Companies specializing in education
- CD programs from University Bookstore
- Independent Educators
- Other Health Care Facilities

Evaluating Education Content

- Meets needs of clients
- Meets the learning needs of Aides
- Measured outcomes
- Mid-course corrections
Sales and Marketing

- Developing your message
- Getting out your message
- Using data
- Finding success
- Staying the course

Questions

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