

ON THE JOB LEARNING OUTLINE
Certified Nursing Assistant, Dementia Specialty
O*NET Code: 31-1012.00 RAIS Code: 0824-D

Occupational Description: Performs duties of CNA, Advanced with proficiency and delivers, cares for, and interacts with dementia and other cognitively impaired residents by incorporating skills to maintain individual dignity and well being. Interacts with caregivers and residents and utilizes therapeutic communication and activities to maximize resident functions. Utilizes advanced knowledge of behaviors to implement interventions that minimizes adverse behavior.

Term: Competency Based (Minimum 825 Hours)

On-The-Job Learning: The following competency areas have been identified to lend focus and direction to the professional development of nursing assistants. The apprentice will attain a basic level of mastery across all competency areas before receiving certification. Basic mastery will be represented by the apprentices being able to articulate their learning with each competency area and demonstrate that they have successfully integrated all the competencies in their work. The order in which the apprentices learn will be determined by the flow of work on-the-job and will not necessarily be in the order listed. Times allotted to these various processes are estimated for the average apprentice to learn each phase of the occupation and demonstrate competency. They are intended only as a guide to indicate the quality of training being provided and the ability of an apprentice to absorb this training in an average amount of time.

Competencies	Approximate Hours (Min/Max)
---------------------	--

A. Incorporate Interventions for the Cognitively Impaired Resident to Facilitate Quality Care as a Member of the Healthcare Team	100 - 150
---	------------------

- Utilize care plan for interventions and report successful interventions to charge nurse and document accordingly.
- Monitor and document episodes of targeted behaviors and/or new behaviors according to facility guidelines.
- Implement interventions to minimize the effects of disruptive behaviors and participates in care planning and/or behavior committees to evaluate effectiveness of these interventions.
- Assist/direct appropriate interventions of other caregivers including ancillary staff.
- Recognizes signs of stress and strategies for coping with it in self and other caregivers and family members.

B. Demonstrate Effective Communication & Interaction with Cognitively Impaired and Their Families	200 - 250
--	------------------

- Demonstrate redirecting a resident.
- Demonstrate use of validation therapy.
- Verbalize and demonstrate various approaches for a resident who is resisting personal care that will maintain resident dignity and respect.
- Demonstrate appropriate interventions for resident who is yelling or screaming.
- Demonstrate use of distraction strategies as a therapeutic intervention.
- Demonstrate use of therapeutic activities to de-escalate a resident who is anxious.
- Demonstrate therapeutic communication with significant others.

- Demonstrate coaching techniques to help other caregivers and family members cope with the dementia process.

C. Provide Assistance With ADL’s, Mobility, and Therapeutic Activities that will Maximize Functional Well Being..... 75 - 100

- Demonstrate use of therapeutic activities/exercises to maintain joint function for the cognitively impaired resident/client.
- Implements care strategies that encourage ADL’s without increase resident anxiety and respects the resident’s dignity and desire for control.
- Implements therapeutic activities appropriate for early, middle, and late states of dementia.
- Demonstrates strategies for promoting independence in all ADL’s.

D. Apply Nutritional Interventions to Maximize/Maintain Nutritional Well Being in the Cognitively Impaired 50 - 100

- Demonstrates adapting the dining experience to maximize nutritional intake (i.e. offering small servings, introducing foods one at a time, etc.)
- Explain modifications needed to maintain nutritional status.
- Demonstrates provision of finger foods, frequent meals, snacks, and fluids in a way the cognitively impaired resident will accept.

E. Demonstrate Understanding of Effects of Psychoactive Medications and Observe for Side Effects 200 - 300

F. Maintain a Safe Environment for Cognitively Impaired 200 - 250

- Demonstrate maintaining safe environment for wandering resident.
- Demonstrate/verbalize actions to take for a resident who is striking out at another resident.
- Implement and describe system/schedule to monitor resident location/criteria for use of elopement alarms, frequency of egress door checks, and other actions to prevent wandering.
- Demonstrate maintaining safety from potential toxic substances that the confused resident may attempt to ingest.
- Implement appropriate interventions to minimize environmental stimuli that may increase a confused resident’s agitation, i.e., noise levels, large groups, television, radio, etc.
- Maintain a safe environment for residents and staff while de-esclating combative behavior.

Total Approximate Hours825 – 1,125

Related Theoretical Instruction
Certified Nursing Assistant, Dementia Specialty
O*NET Code: 31-1012.00 RAIS Code: 0824-CD

Description: Related instruction supplements on-the-job learning and lists courses that provide technical knowledge. It is through a combination of both on-the-job learning and related theoretical instruction that an apprentice can reach a **skilled level** in the occupation. The following are suggested courses to be completed during the term of apprenticeship:

Related Instruction	Approximate Hours
A. Role of the CNA, Dementia Specialist as part of the healthcare team	8
B. Alzheimer’s disease and related dementias: stages, early signs, treatments, physical changes.	24
C. Developing a therapeutic environment for the cognitively impaired resident.....	24
D. Support and resources for family & caregivers.....	4
E. Psychoactive medications in dementias and cognitively impaired adults.....	12
Total Hours of Related Instruction.....	72

Individuals who complete the CNA-Dementia Specialty on-the-job learning and related instruction components shall receive a “Certificate of Specialization” credential. Some courses and/or work experience may be credited toward a LPN program and/or training depending on state regulations or other viable work experience.