

Training Direct Care Workers: Initial Training

What we learned...	What it means to you...
<p>Just over half of nursing assistants (59 percent) felt their initial training prepared them well. (Benjamin Rose)</p>	<p>Initial training for direct care workers should incorporate the top four recommendations from workers:</p> <ul style="list-style-type: none">◆ More hands-on experiential training◆ Longer training◆ More communication skills training◆ Training on how to deal with residents' problem behaviors and mental illness

Training Direct Care Workers: Orientation

What we learned...	What it means to you...
<p>Nursing assistants with higher job satisfaction were satisfied with the quality of their orientation. However, only about half of workers (54 percent) felt their orientation was helpful. (Benjamin Rose)</p>	<p>Based on workers' suggestions, orientation programs should:</p> <ul style="list-style-type: none">◆ Use consistent and good quality training staff◆ Provide hands-on training in the setting workers will be providing care◆ Provide new workers with varied experiences with different types of residents or clients◆ Offer a longer and more in-depth orientation to the job