



**Training Proposal for:
Piner's Nursing Home, Inc.**

Small Business

ET16-0383

Approval Date: February 26, 2016

ETP Regional Office: Sacramento

Analyst: W. Sabah

CONTRACTOR

- Type of Industry: Healthcare

- Priority Industry: Yes No

- Number of Full-Time Employees
 - California: 65
 - Worldwide: 65
 - Number to be trained: 13

- Owner Yes No

- Out-of-State Competition: No OSC
- Special Employment Training (SET): Yes No
- High Unemployment Area (HUA): Yes No
- Turnover Rate: 5%
- Repeat Contractor: Yes No

FUNDING

- Requested Amount: \$10,140
- In-Kind Contribution: \$25,000

TRAINING PLAN TABLE

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage
				Class / Lab	CBT		
1	Retrainee Priority Rate Medical Skills Training SB <100 SET	MS Didactic, MS Clinical with Preceptor, Computer Skills, Continuous Improvement	13	8-60	0	\$780	\$21.28
				Weighted Avg: 30			

- Reimbursement Rate: Job #1: \$26 SB Priority
- County(ies): Napa
- Occupations to be Trained: Licensed Vocational Nurse, Registered Nurse, Medical Records Staff, Director of Nursing
- Union Representation: Yes
 No
- Health Benefits: Job #1: \$1.28 per hour

SUBCONTRACTORS

- Development Services: National Training Systems, Inc. in Ladera Ranch assisted with development of this project for a flat fee of \$800.
- Administrative Services: National Training Systems, Inc. will also provide administrative services for a fee not to exceed 13% of payment earned
- Training Vendors: To Be Determined

OVERVIEW

Founded in 1946, Piner's Nursing Home, Inc. (Piner's Nursing) (www.Pinersnursinghome.com) is a 24-hour licensed care facility, with complete rehabilitation services including physical, occupational, and speech therapy. The Company seeks to improve the quality of life for long-term care patients and offer them specialized restorative services. Their rehabilitation teams create individualized therapy programs for each patient to achieve maximum outcomes of independence, movement and ability by the time the patient is discharged. Piner's Nursing provides services such as medication management, dental care; hospice; occupational, physical and speech therapy; behavioral health support; diabetes/arthritis/asthma management care; traumatic brain injury care; wound treatment and more.

Piner's Nursing is eligible for ETP funding under Special Employment Training (SET) provisions for frontline workers. Piner's Nursing qualifies for ETP's priority industry reimbursement as a healthcare provider.

Need for Training

Piner's Nursing is experiencing a rapid change in business environment as new reimbursement models, an aging population and changes mandated under the Affordable Care Act have placed tremendous pressure and requirements on skilled nursing facilities. The Company must deliver better outcomes, lower costs and provide more appropriate access to care by changing the way they screen, admit, care for, bill and discharge patients. To remain competitive in the healthcare industry, employees must be trained in cost-effective programs and nursing skills to improve customer satisfaction and to identify solutions to issues that are currently arising.

The proposed training will allow Piner's Nursing to improve quality processes, increase services, meet new demands for high quality care, and implement technological enhancements. In addition, enhancing employee skills will enable the Company to remain competitive and expand into new markets.

Medical Skills Training

For this project, approximately five Registered Nurses and six Licensed Vocational Nurses will participate in clinical skills training, including both didactic and clinical preceptor training.

Computer Skills: Training will be offered to all trainees in the use of various medical software solutions. Training will focus on documenting patient information, managing health records, and measuring consumer needs. Intermediate and Advanced Microsoft Office training will be delivered to select trainees. Training will include Electronic Medical Records Application Skills, Microsoft Office Suite (Intermediate/Advanced), Patient Services Billing Software, and Electronic Tablet.

Continuous Improvement: Training will be offered to all occupations to enhance customer service, improve patient experience, and increase teambuilding initiatives. Training will include Administration, Medical Records, Customer Service, Communication Skills, Problem Analysis and Problem Solving, Clinical Services System Management, and Interdepartmental Collaboration.

RECOMMENDATION

Staff recommends approval of this proposal.

Exhibit B: Menu Curriculum**Class/Lab Hours**

8-60

Trainees may receive any of the following:

MST DIDACTIC

- Restorative Nursing Program
- Infection Control
- Change of Condition Management
- Interdisciplinary Team Process
- Pain Management (Acute and Chronic)
- Intravenous Therapy
- Enteral Management
- Respiratory Care
- Wound Management
- Diabetic Management
- Urinary Management
- Resident and Family Education
- Medication Administration Management Restraint and Restraint Reduction
- Behavior Management
- Psychotropic Medication Management
- Patient Assessment & Care
- Physical, Occupational, Speech Therapy
- End of Life Care
- Patient Fall Prevention
- Dementia/Alzheimer's
- Neurovascular System
- Residents with Special Needs
- Gastrointestinal System
- Laboratory
- Cardiac Conditions
- Neurological Conditions
- Resident Emergency Response
- Skeletal/Orthopedic Conditions
- Incontinence Management
- Pro Act Training - Professional Assault Crisis Training (Pro Act)

MST PRECEPTOR

- **Inpatient Care Unit**
 - Medication Management
 - Infection Control
 - Patient Safety
 - Clinical Skills Review
 - Patient Assessment and Care
 - Intravenous Therapy
 - Enteral Management
 - Bolus
 - Intermittent
 - Continuous

- Feeding Tube
- Insertion
- Site Care
- Removal
- Assessing Patients Receiving Tube Feedings
- Assessing of Tube-Fed Individuals with Diabetes Mellitus
- Preventing and Identifying Complications Related to Tube Feedings
- Respiratory Care
- Wound Management
- Dementia/Alzheimer's
- Managing Patients with Neurovascular Conditions
- Residents with Special Needs
- Gastrointestinal Conditions
- Cardiac Conditions
- Skeletal/Orthopedic Conditions
- Incontinence Management

COMPUTER SKILLS

- Electronic Medical Records Application Skills
- Office/Excel/Word/PowerPoint (Intermediate and Advanced)
- Patient Services Billing Software
- Electronic Tablet

CONTINUOUS IMPROVEMENT

- Administration
- Medical Records
- Customer Service
- Communication Skills
- Problem Analysis and Problem Solving
- Clinical Services System Management
- Interdepartmental Collaboration
- Interdisciplinary Team
- Incident/Accident Management
- Resident Centered Care
- Mobility Skills
- Skill Competency Clinical and Non-Clinical Staff
- Documentation
- Continuous Quality Improvement Workshop
- Culturally Appropriate Care
- Team Building

Note: Reimbursement for retraining is capped at 60 total hours per-trainee, regardless of method of delivery.