



# Educating Nursing and Caregiver Workforces Through a Unique Pilot Program

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## Introduction

The older adult population in Orange County, California is rapidly expanding and projected to be 24.4% of the population by 2020. The Orange County Medicaid based In-Home Supportive Services (IHSS) program serves 14,000 caregivers providing personal care for individuals over 65 years of age who are unable to live at home safely without help. Although IHSS workers receive limited training, there is a need for practical training such as, pressure ulcer prevention, personal care, bowel and bladder care, diabetes management, fall prevention, and safe transfer techniques.

## Purpose

The UCI School of Nursing (SON) designed a pilot training program to:

- Enhance the geriatric knowledge and skills of IHSS caregivers
- Improve health outcomes and quality of care for older adults in the home setting.
- Develop and establish an alternate method of learning for nursing graduate and undergraduate students that exemplifies practical implications of community nursing.

## Methods

A collaborative pilot program was integrated into the curriculum of our Undergraduate Research Opportunity Program (UROP) and Master's Entry Program of Nursing students (MEPN). This program allowed students to build upon classroom didactics by applying their knowledge by teaching IHSS caregivers in the community. Nursing students under the supervision of nursing faculty developed curriculum for two-hour training sessions for IHSS caregivers on topics prioritized by the IHSS program leaders. Nursing students developed interactive workshops to demonstrate and teach needed nursing aid skills. Students collected pre and post anonymous surveys and performed data analysis from the collected information. Student experience surveys were conducted at the end of the last training.

## Education Methods



Each 2 hour training included:

- Didactic Portion (20-30 minutes and Q&A)
- 4-5 skills stations to provide hand on demonstrations and practice (15 minutes per station)
- Educational materials included: Presentations slides/handouts, brochures and resource guides.

## Results

88% of the students felt the experience was important for their educational/training goals. 86% of students felt prepared and comfortable or very comfortable with teaching the IHSS caregivers. An increase of knowledge resulting from the trainings was reported by 82% of IHSS caregivers with 82% of caregivers being satisfied with the trainings. When asked if they would attend another training from UCI Nursing students, 97% of those who responded said they would attend. Demographic surveys showed that the mean English proficiency self reported by the participants was 4.65 (1=poor, 5= excellent). Surveys also indicated that caregivers were interested in having trainings in 5 main languages: English, Spanish, Vietnamese, Korean, Chinese and Farsi.

## Conclusion

A successful training program utilizing nursing students to train IHSS caregivers is a successful way to enhance caregiving for older and disabled adults, and to bridge university and community based programs. The findings validated the nursing-student model of self-directed learning and applied education. This unique model is now an integral part of the SON graduate student curriculum and one of the highest attended trainings offered at IHSS.

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## Results

**421** CAREGIVERS

**69** STUDENTS  
44 Graduates & 25 Undergraduates

**17** SESSIONS  
Given from April 2016 – February 2019

**3** LANGUAGES  
English, Spanish and Vietnamese

**12** TOPICS  
Bowel and Bladder Care, Personal Care, Diabetes, End of Life, Fall Prevention, Transferring, Flu Precautions, Heart Failure, Caregiver Stress, Ask a Pharmacist, Communication and Combative Behavior



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