

State of Wyoming
Official Certified Nurse Aide Apprentice
Program Curriculum

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On behalf of the Wyoming State Board of Nursing

Education Committee 2018

Contents

Statutory Permission

Purpose of Program

Phase One (weeks 0 to 3) – Certified Nurse Aide (I) Basic

Competencies

Curriculum Requirements

Phase Two (weeks 4 to 30) – Monitoring and Mentoring

Competencies

Curriculum Requirements

Phase Three (weeks 31 to 34) – Certified Nurse Aide (II)

Competencies

Curriculum Requirements

Phase Four (weeks 35 to 50) - Dementia Care Certification

Competencies

Curriculum Requirements

Phase Five (optional) – Medication Aide Certified

Competencies

Curriculum Requirements

Appendix A

Acknowledgements

Statutory Permission

Statutory permission to create quality nursing education program is afforded to the Wyoming State Board of Nursing under W.S. 33-21-122 (c) (iii) of the Wyoming Nursing Practice Act.

Statutory permission to create a statewide apprentice program is afforded to the Wyoming Department of Health under [?]

Purpose of Program

The purpose of this program is to support the quality education of direct healthcare workers within the state of Wyoming. This curriculum guide was created as the model for ***Wyoming's Certified Nurse Aide Apprentice Program***.

The curriculum guide consists of four phases to help facilities train professional caregivers. Each phase contains certain components regulated under statutory requirements of the Code of Federal Regulations, CFR 483.152 and/or 33-21-122 (c) (iii) of the Wyoming Nursing Practice Act.

Once a student candidate successfully completes the required training under the tutelage of a licensed professional registered nurse mentor, they may be authorized to sit for national examinations. A facility leader or instructor must create a course syllabus as directed by the enclosed curriculum objectives and identified outcomes. Proposed syllabi must be approved by the Wyoming State Board of Nursing, Education Committee prior to implementation.

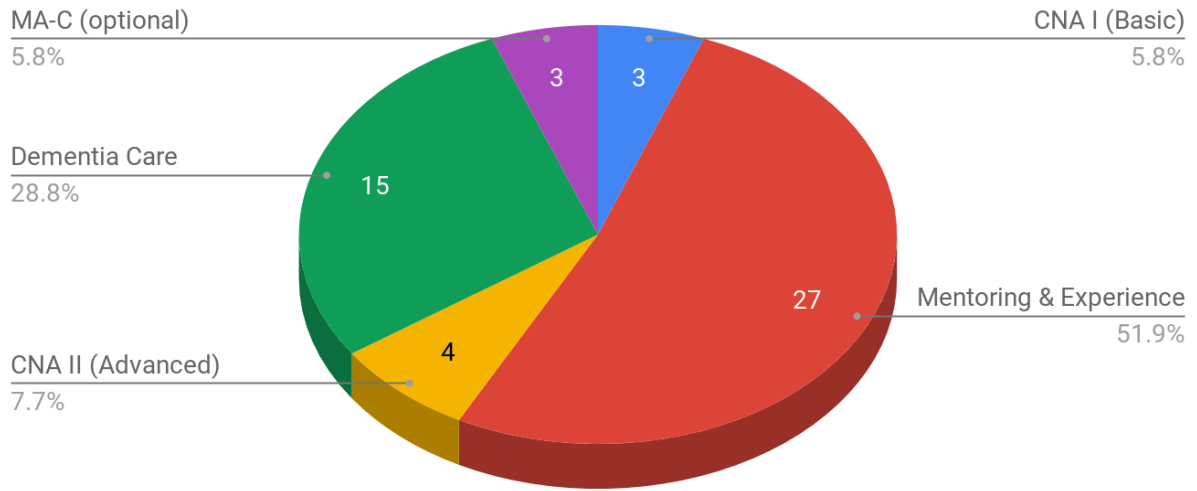
The outcomes expected from this program include;

- Facilities will have higher retention rates of CNA employees
- Phase one graduates will pass National Nurse Aide Assessment Exam
- Phase two students will participate in active learning through approved program modules and mentoring
- Phase four graduates will obtain a Dementia Care Certificate
- Apprentice graduates will self-report higher job satisfaction after completion of the program
- Optional phase five graduates will pass the Medication Aide Certification Examination (MACE)

The Wyoming State Board of Nursing and the Wyoming Department of Health wish to offer this program to protect our public through safe nursing education regulation and to support the advancement of direct caregivers in our state.

For information about this curriculum please call 307-777-6127.

Wyoming CNA Apprentice Program



PHASE ONE - CNA (I)

Weeks Zero to Three (0-3)

Certified Nurse Aide programs are regulated by the Code of Federal Regulations {CFR 483.152} and programs are overseen by the Wyoming Department of Health, Licensing and Survey Division (307) 777-7123.

Certified Nurse Aide Basic role and [certification process](#) is overseen by the Wyoming State Board of Nursing at 307-777-6127.

Steps in the process:

- 1) Facility must contact the [Department of Health](#) (DOH) and apply to become an approved CNA program.
- 2) Attached WSBN Advisory Opinion for review and incorporation "[Certified Nursing Assistant \(CNA\) Role](#)".
- 3) Weeks 0-3 consists of the Basic Certified Nurse Aide program content identified by the [CFR 483.152](#) and DOH approved program syllabus.
- 4) Once graduated and certified, DOH manages the [Healthcare Worker Registry](#).

WYOMING STATE BOARD OF NURSING
ADVISORY OPINION
CERTIFIED NURSING ASSISTANT (CNA) ROLE 2017

PHASE TWO

Monitoring and Mentoring - Weeks Four to Thirty (4-30)

Research shows mentors and mentees each benefit from the relationship reporting career success and satisfaction. (Cite) We believe this is a vital component of training an apprentice for reasons including increasing pride in work, interest in continued learning, and decreasing burnout. Mentoring is the responsibility of all nursing professionals and is a provision of the American Nurses Association's Code of Ethics. Mentoring may decrease incivility in the workplace (cite).

Mentoring should consist of a responsible and eager mentor, chosen by the facility leaders as having the desire and teaching skills to foster improvement and increase professionalism for career advancement. The ideal mentee should express genuine interest in continuing within a health career pathway and a strong overall work ethic. This one-on-one phase will support all students, and may be particularly enriching for those who may not have exceptional theory grades in the past, but have excellent bedside care skills.

Each week the mentor will select a focused learning topic on which the mentor may provide learning activities prior to one-on-one discussion. For example, *nutrition* may be the selected topic and the mentor may assign the mentee a reading on food choices for the elderly, a learning video, and "meal plan tracker" to be completed for three days. A hearty discussion of the highlights of the learning outcomes in the book chapter and examples from real patient care can then ensue in the weekly meeting. The activities are the choice of the mentor; however, the following topics have been outlined to match the national testing plan and may be adjusted to suit the needs of the population (ie. adding HIV or substance use disorder information). Develop a module

that is setting specific to your facility (dementia care, residential, psychiatric) in order to solidify more active learning by the student and increase engagement.

Example weekly mentored topics include;

4 – Law & Ethics

5 – Learning Activity

6 – Professionalism and Teamwork

7 – Learning Activity

8 – Facility Specific Infection Control Tasks

9 – Learning Activity

10 – Cultural Centered Caring

11 – Learning Activity

12 – Nutrition

13 – Learning Activity

14 – Communication

15 – Learning Activity

16 – Psychiatric and Behavioral Support

17 – Learning Activity

18 – Skin Integrity

19 – Learning Activity

20 – Rehabilitation

21 – Learning Activity

22 – Advanced Direct Care Skills

23 – Learning Activity

24 – Activities and Engagement

25 – Learning Activity

26 – Substance Abuse Disorders

27 – Learning Activity

28 – Career Planning/Study Skills

29 – Learning Activity

30 – Journal Experience / Personal Philosophy

Examples of suitable learning activities to foster active learning may include:

- a cultural self-assessment; a Myers-Briggs test
- a self nutrition 3 day tracking assignment with the USDA “Supertracker” free application
- role playing conversation for psychiatric/mental health communications; bereavement discussions
- practice and use of all rehabilitation equipment; wearing all orthopedic devices; engaging in physical therapy exercises
- PBS Video *“You’re Looking at Me Like I Live Here and I Don’t”*
- written five year career plan; goal identification
- creating flash cards for hard of hearing patients

- workbook assignments or subject webinars
- patient and family interviewing
- research on career pathways
- presentation to patients or staff
- organizing a potluck of heart healthy food items

PHASE THREE

Certified Nurse Aide (II) Weeks Thirty-one through Thirty-four

Certified Nurse Aide Intermediate role, curriculum and certification process is overseen by the Wyoming State Board of Nursing at 307-777-6127.

Steps in the process:

1) Facility must contact the Wyoming State Board of Nursing and apply to become an approved [CNA II program](#). This approval is presented to the Board of Nursing (BON) for a motion approval through the Education Committee. The BON [meets monthly](#). Please plan your submission well in advance.

2) Attached WSBN Advisory Opinion for review and incorporation “[Certified Nursing Assistant \(CNA II\) Role](#)” and “[Certified Nurse Aide II Curriculum](#).”

WSBN states the Intermediate Certified Nurse Aide is prepared to learn these higher level direct care skills only after completing work experience (1000 hours) and mentoring. As skills increase in risk, the apprentice must be able to understand the importance of safety in the healthcare environment. This understanding comes with the experience of performing direct care and taking time to reflect on experiences.

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ADVISORY OPINION
CERTIFIED NURSING ASSISTANT (CNAII) ROLE & CURRICULUM 2017

PHASE FOUR

Dementia Certificate Training - Weeks Thirty-five through Fifty

Self-Paced Modules hosted by the University of Wyoming Center on Aging. The certificate is designed for professional direct care providers of older adults across care settings. The goal of the certificate is to increase provider knowledge of dementia and to enhance confidence in caring. This is a self-paced module and should be completed in fifteen (15) weeks. All content, quizzes and evaluations are provided online at http://www.uwyo.edu/wycoa/educational_and_training_opportunities/dementia_care_certificate.html

REQUIRED MODULE TITLES:

1. Dementia: Basics of Management and Treatment (1 CEU)
2. He's Acting that Way Again! Building our Awareness about Dementia-related behavior changes (1 CE)
3. Dementia Medications: Updates & Current Trends (1 CE)
4. Alzheimer's and End-of-Life (1.5 CEs)

SELECTED ELECTIVE TITLES: (choose 6)

1. Aging in Place: Preferences, Problems and Possibilities (1 CE)
2. Role Changes and Family Dynamics (1 CE)

3. Resiliency Practices for Care Partners (1 CE)
4. Here and Now - A Dementia Focused Art Class (1 CE)
5. Preparation: What Matters Most-Panel/ Discussion (1 CE)
6. Dementia Behavioral Management: Understanding Behaviors and Foundational Management Strategies (1.5 CEs)
7. Therapeutic Life Review: Stories from the Heart (1 CE)
8. Younger-Onset (Early-Onset) Alzheimer's Disease (1.75 CEs)
9. Patient & Family Engagement in Care Transitions (1 CE)
10. Dementia in the Patient with Intellectual Disability (1.75 CEs)

THE UNIVERSITY OF WYOMING CENTER FOR AGING
DEMENTIA CERTIFICATE TRAINING
SELF STUDY MODULES 2018

PHASE FIVE – OPTIONAL

Medication Aide Certification

The Medication Aide Certification role, curriculum and certification process is overseen by the Wyoming State Board of Nursing at 307-777-6127.

Steps in the process:

1) Facility must contact the Wyoming State Board of Nursing and apply to become an approved MA-C program. This approval is presented to the Board of Nursing (BON) for a motion of approval through the Education Committee. The BON [meets monthly](#). Please plan your submission well in advance.

2) Attached WSNB Advisory Opinion for review and incorporation “Medication Aide Certified Role” and “Medication Aide Curriculum.”

This final phase of the apprentice training is preparation for a second national exam test MACE (cite). The skills taught during this phase will enable the apprentice to safely perform delegated skills critical to the healthcare of stable chronically ill patient medication administration.

A MA-C works under the direction of a registered professional nurse/licensed practical nurse (RN/LPN) who must follow the principles of delegation. Only technical aspects of medication administration may be delegated.

MA-C skills are specifically intended for adult patients with chronic, stable conditions where predictable outcomes are expected from these interaction.

WYOMING STATE BOARD OF NURSING
ADVISORY OPINION
MEDICATION AIDE ROLE & CURRICULUM 2018

Appendix A - (verify currency of all documents as rules may change)

CFR 483.150 through 160

Welcome Packet for New CNA Instructors

Roster Form for CNA Class Completion

Wyoming Department of Health List of CNA Programs

Prometric CNA Testing Vendor Clinical Skills Checklist

Prometric CNA Testing Vendor Application to Test

WSBN Paper Application for New CNAs

WSBN Chapter 3 Rules on Scope of Practice

WSBN Paper Application for Medication Aide Examination

NCSBN Medication Aide Exam Content Outline

WSBN Advisory Opinion on "Delegation"

WSBN Advisory Opinion "Decision Tree"

Apprentice Program Graduation Requirements

Apprentice Program Outcomes Evaluation

Reimbursement Information from Wyoming Workforce Services

Recognition

In recognition of your contributions to the “Wyoming CNA Apprenticeship Program” task force;

Lisa M. Osvold, B.S.W., M.B.A, *Senior Administrator*, Wyoming Department of Health Aging Division, Project Team Leader

Jennifer L. Farrell Burns, MJ, MSN, DNP(c), RN-BC, PHNA-BC, *Assistant Director/Practice and Education Consultant for the Wyoming State Board of Nursing*, Author and Advisor

Michael (Mike) Ann Broad, State Director, Wyoming Office of Apprenticeship, Team Leader

Catherine Carrico, PhD, Associate Director, *University of Wyoming Center on Aging*, Editor and Advisor

Carolyn Passeneaux, *Director of Wyoming Healthcare Association*, Advocate and Advisor

Marjorie Christiansen, MSN RN, *President of the Wyoming State Board of Nursing*, Advisor

Susan Howard, MSN RN, *Vice-President of the Wyoming State Board of Nursing*, Advisor

Reference Links

[Wyoming State Board of Nursing](#)

[Wyoming State Department of Health](#)

[Code of Federal Regulations](#)

[Prometric CNA Testing Vendor](#)

[American Nurses Association](#)

[National Council for State Boards of Nursing](#)

[University of Wyoming School of Nursing](#)

[Laramie County Community College](#)

[Eastern Wyoming Community College](#)

[Casper Community College](#)

[Western Wyoming Community College](#)

[Central Wyoming Community College](#)

[Northern Wyoming Community College](#)

[Northwest Wyoming Community College](#)