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MONDAY, NOVEMBER 15, 2010

NCCDP Alzheimer's Dementia Staff Education Week

For the third year, the National Council of Certified Dementia Practitioners is offering The National Council of Certified Dementia Practitioners Alzheimer's and Dementia Staff Education Week February 14th to the 21st Tool Kit. The Tool Kit is free and available at www.nccdp.org. The tool kit includes many free Power Point in-services for download beginning November 15th to March 1st 2011. Each in-service is designed to be taught in 30 minutes to health care professionals and front line staff.

The Tool Kit and the declaration by the NCCDP Alzheimer's and Dementia Staff Education Week February 14th to the 21st was developed to bring national and international awareness to the importance of providing comprehensive dementia education by means of face to face interactive classroom environment to all healthcare professionals and line staff and to go above and beyond the minimum state requirements regarding dementia education.

Currently there are no national standards for dementia education. The regulations are different from state to state. The NCCDP recommends at minimum an initial 8 hours of dementia education to all staff. Throughout the year, additional dementia education should be provided that incorporates new advances, culture change and innovative ideas.

In addition to facilitating the Train the Trainer programs, The NCCDP promotes dementia education and certification of all staff who qualify as Certified Dementia Practitioners (CDP®). The NCCDP recommends that at minimum there should be one Certified Dementia Practitioner® per shift. The NCCDP recommends a trained and certified Alzheimer's and dementia instructor by the NCCDP to utilize up to date NCCDP training materials.

The NCCDP recognizes the importance of educated and certified dementia unit managers and certifying the Dementia Unit Manager as Certified Dementia Care Manager (CDCM®).

Dementia Unit Managers report that they have received little training as a Dementia Unit Manager.

Front Line First Responders and Law Enforcement need comprehensive Dementia training and the NCCDP provides Alzheimer's and Dementia training to First Responder and Law Enforcement educators and certification as Certified First Responder Dementia Trainer®.

The free tool kit includes:

- Free Power Point In-services (Many topics) for Health Care Staff which includes pre test, post tests, hand outs, answers, in-service evaluation and in-service certificates.
- Nurse Educator of the Year Nomination Forms
- Nomination Forms for NCCDP Alzheimer's and Dementia Staff Education Week Contest
- Proclamations for Senators and Mayor
- Letters to the Editors Promoting Your Program
- 97 Ways to Promote Alzheimer's and Dementia Staff Education Week 2011
- Resources and Important Web Sites

The National Council of Certified Dementia Practitioners®, LLC was formed in 2001 by a group of professionals with varying work and personal experiences in the field of dementia care. The Council was formed to promote standards of excellence in dementia and Alzheimer's education to professionals and other caregivers who provide services to dementia clients. As the number of dementia cases continues to increase nationally and worldwide, there is a great necessity to insure that care givers are well trained to provide appropriate, competent, and sensitive direct care and support for the dementia patient. The goal of the Council is to develop and encourage comprehensive standards of excellence in the health care profession and delivery of dementia care.

Posted by Indiana Health Care Association at 12:13 PM 0 comments

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IHCA is Indiana's largest trade association representing proprietary, not-for-profit and hospital- based nursing home and assisted living communities, adult foster care and adult day services.

[LEARN MORE ABOUT IHCA →](#)

Women and Smoking: An Innovative Smoking Prevention Strategy



Presented by:

Anna McDaniel, DNS, RN, FAAN

Chancellor's Professor & Associate Dean

IU School of Nursing

Professor, Health Informatics

IU School of Informatics

Wednesday, November 24, 2010 at 8:15 a.m.

Joseph Walther Hall Auditorium (R3 Rm 203)

908 West Walnut Street

IUPUI

For more information, please contact:

Tina Darling at tdarling@iupui.edu

About the Lecturer:

Dr. McDaniel focuses her research on using technology for cancer prevention and control, specifically the treatment of nicotine dependence. Using interactive technology to deliver theoretically sound health education empowers consumers to adopt a tobacco-free lifestyle. Dr. McDaniel is working with Gabriel Interactive, an Indianapolis computer gaming company, to develop "The Ocean's Secret," an anti-smoking video game targeted specifically at younger girls. The primary outcome is an effective tool for teaching girls about the dangers of smoking while engaging in a safe, fun activity. By playing the game, young girls will discover that they have the power to become stronger, healthier women by remaining smoke-free. Dr. McDaniel earned her BSN and MA at Ball State University and has her DNS at Indiana University.

Posted by Indiana Health Care Association at [12:02 PM](#) [0 comments](#)

Labels: [education](#)

FRIDAY, SEPTEMBER 24, 2010

IHCA is conducting a online survey as a follow-up study to the survey on the Recruitment and Retention of Indiana LTC workers

Follow-up Online Survey to the Survey of the Recruitment and Retention of Indiana LTC Workers

Your facility is invited to take part in an [online survey](#) as a follow up of the Survey on Recruitment and Retention of Indiana's Long Term Care Workforce. Your employee was selected to participate in the [online survey](#) because of his or her practical experience working in long term care. Participation in the survey is *Confidential*.

[Click here to take the survey.](#)

The online survey should *Only be Completed* and *forwarded* to employees in the following classifications:

- Director of Nursing
- Administrative Registered Nurse
- Staff Registered Nurse
- Licensed Nurse Practitioner
- Certified Nurse Assistant

**Individuals who participated in the focus group study should not complete this online survey.*

Background Information:

The purpose of this study is to further examine and develop information on the recruitment and retention of long term care workers. The information gathered here will be broken-down and analyzed; the analysis of that data will then be compared to the responses gained from the initial survey mentioned above. We will also analyze information as it relates to employee engagement, social identity, and general efficacy.

Procedures:

If you agree to be in this study, you will be asked to participate in the [online survey](#) and:

- Complete a demographic general questionnaire
- Complete an employee engagement survey
- Complete a social identity survey
- Complete a general efficacy survey
- Complete three open-ended questions

The survey will take about *15 minutes* to complete.

Voluntary Nature of the Study:

Your participation in this study is voluntary. This means that everyone will respect your decision of whether or not you want to be in the study. If you decide to join the study now, you can still change your mind during the study. If you feel stressed during the study you may stop at any time. You may skip any questions that you feel are too personal.

Risks and Benefits of Being in the Study:

There are no foreseeable risks associated with this study. The associated benefit to you, for taking part in this study, is that you are providing information for policymakers, who in turn help influence decision making as it relates to policies, education, and training in long term care.

Confidentiality:

Any information you provide will be kept anonymous. Only group data will be reported in publications. The researcher will not use your information for purposes outside of this research project. In addition, the researcher will not include your name or anything else that could identify you in any reports of the study.

Submitting Completed Survey:

Surveys *Must* be completed online. After completing the survey via the online process, you may email the survey by clicking *Submit by Email* tab.

Completed surveys may also be faxed to: 877-298-3749 or mailed to: Dorothy Henry, One N. Capitol Avenue, Suite 100, Indianapolis, IN. 46204

Contacts and Questions:

If you have questions regarding this survey, you may contact the researcher via (317) 616-9028 or dhenry@ihca.org.

Posted by Indiana Health Care Association at [11:39 AM](#) [0 comments](#)

TUESDAY, JUNE 15, 2010

IHCA Announces New President

The Indiana Health Care Association is pleased to announce its new President. Scott Tittle takes over for outgoing President Steve Smith.

Mr. Tittle comes to the Association from Krieg DeVault's Government Affairs, Health Care, and Business Practice Groups. He counsels clients on all aspects of government relations, including the American Recovery and Reinvestment Act of 2009, and health care, regulatory and business legal matters.

Mr. Tittle previously served as Health Care Policy Director to Indiana Governor Mitch Daniels where he was responsible for executing the Governor's health care initiatives through the Indiana General Assembly and the State's health-related agencies.

Posted by Indiana Health Care Association at [12:41 PM](#) [0 comments](#)

FRIDAY, MARCH 26, 2010

Survey on the Recruitment and Retention of Indiana's Long Term Care Workers

View the results of the IHCF and Indiana University's Survey on the Recruitment and Retention of Indiana's Long Term Care Workers [here](#).

Posted by Indiana Health Care Association at [11:47 AM](#) [0 comments](#)

MONDAY, MARCH 8, 2010

Letter to the Editor

Letter to the Editor

Stephen A. Smith
President, Indiana Health Care Association

The article entitled "Crisis of Care" that appeared in the Sunday, March 7th edition of your paper suggested the care provided in each of Indiana's for-profit nursing homes was suspect, due entirely to their motivation to achieve an economic gain. IHCA agrees that there is a "crisis of care" in Indiana nursing homes, but implying that the "for-profit" nature of the majority of the providers engaged in providing this type of service is the cause is simply misleading to your readers. The fact that 52 Indiana facilities appeared on the GAO list of poorest performing nursing homes should be a call to action for all stakeholders, not just the for-profit nursing home operators and ownership groups.

What if the "crisis" being described in your story referred to education and not to nursing home care? If you were the parent of a student who was in a class that had the highest failure rate, lowest graduation rate, or lowest test scores of any school system in the country, you would not immediately assume that all of the students were failing, you would assume that the system was failing the students. You would also not assume that the issue would be resolved by providing fewer resources to the failing schools or limiting their options to resolving the issue. However, this is exactly what is taking place in Indiana nursing homes.

For-profit nursing homes in Indiana serve a higher proportion of low-income patients than non-profit nursing homes and are reimbursed less for providing that care. In fact, approximately two-thirds of residents of for-profit nursing homes in Indiana utilize Medicaid to pay for their care. In addition, for every 100 nursing home residents who utilize the Medicaid program to pay for nursing home care in Indiana, 89 are residents of for-profit nursing homes. Medicaid reimbursement currently falls short of meeting costs for these residents by an average of \$7/day. In part this is due to an arcane and complex reimbursement system that limits the amount a nursing home can be reimbursed for staff costs, exactly the issue that was cited as the core of the "crisis of care".

These financial conditions contribute significantly to Indiana having turnover rates for nurses and certified nursing assistants (CNA) that far exceed the national average. Over 90% of all Indiana CNAs change jobs - on average - each year. This undoubtedly has an impact on patient care, but finding a direct solution to this problem will not occur until all stakeholders agree that staff turnover is the real issue to improving the quality of care, and offer real, common sense solutions to reduce staff turnover and improve staff retention. This will require a departure from the historical response of penalizing the providers of nursing home care. Reducing the amount of resources available to solve the problem will obviously not solve the problem.

Finding these solutions now is critical for two reasons. First of all, as we are constantly reminded in the press, the proportion of our population considered "seniors" will roughly double in the next 25 years, and will undoubtedly put an additional financial strain on the long-term care system in Indiana. Second, assuming a staff-to-patient ratio of roughly 1:1, there are over 40,000 Hoosiers employed by nursing homes statewide, a total that now exceeds the number of employees in the state's automobile industry. Without securing the financial future of these employees we will see a continued erosion of financial conditions in many areas of our state, especially in some rural areas where the local nursing home is one of the largest local employers and economic generators in the community.

There is a genuine crisis of care in Indiana nursing homes, and this is most obvious to the nursing home owners and operators. To focus entirely on for-profit nursing homes ignores the symptoms of the problem and places blame disproportionately on one of the many stakeholders in the process. All stakeholders must be held accountable in order for real reform of the system to occur.

The vast majority of Indiana nursing homes provide a loving, caring environment that maintains or improves the quality of life of their residents. The best way for someone to choose - or evaluate - an Indiana nursing home is to visit one. According to AARP, "The most important element of the selection process, according to the experts, is a personal visit—preferably more than one—to any nursing home you're considering". Medicare's "Nursing Home Checklist" is based almost entirely on a personal visit, and makes no mention of Five-Star ratings, GAO reports, or state survey results as part of their evaluation criteria. The reason is simple: People are the most important part of nursing home care and you can't experience the people without experiencing the place.

Posted by Indiana Health Care Association at [8:43 AM 0 comments](#)

WEDNESDAY, FEBRUARY 24, 2010

IHCA Member Receives "Best Place to Work in Indiana"

February 22, 2010 (INDIANAPOLIS) — A total of 70 Hoosier companies from throughout the state are being honored this year as a "Best Place to Work in Indiana" for their strong workplace environment that values employees. The program, now in its fifth edition, is managed by the Indiana Chamber of Commerce.

Forty-seven of the 70 companies received the same designation last year. For 21 companies that made the 2010 list, it was their first time taking part in the evaluation.

The program honors the top companies in the state, as determined through employer reports and comprehensive employee surveys. Winners were selected from two categories: small to medium-sized companies of between 25 and 249 employees (in Indiana or total nationally if there is a parent company) and large-sized companies consisting of 250 or more employees (in Indiana or total nationally if there is a parent company). Out-of-state parent companies were eligible to participate if at least 25 full-time employees are in Indiana.

The Best Companies Group, which handled the selection process, oversees similar programs in 19 other states.

"These 70 companies are among the state's first-rate employers who take pride in creating an environment that allows workers to feel respected and be productive; they also recognize how this then helps the company be successful and reach its goals," offers Indiana Chamber President Kevin Brinegar.

"Considering the tough economic times of the past year-plus, it was especially encouraging to see so many Hoosier companies fitting the criteria, as well as so many new companies taking part in the evaluation. That confidential feedback from employees is invaluable and really the most important aspect of the process."

The actual rankings of the top Hoosier companies will be announced at the Best Places to Work awards dinner on May 6 at the Indiana Roof Ballroom in downtown Indianapolis. Winners will also be recognized via a special section of the Indiana Chamber's bimonthly BizVoice® magazine and through Inside INdiana Business with Gerry Dick - both of which reach statewide audiences. The 2010 Best Places to Work in Indiana awards dinner is open to the public. Individual tickets and tables are available at <http://www.indianachamber.com/>.

Additionally, earlier in the day, a session on what makes a company a Best Place to Work will be featured as part of the Indiana Chamber's 46th Annual Human Resources Conference. To register to attend this HR session, visit <http://www.indianachamber.com/>.

All companies that participated in the 2010 Best Places to Work program receive an in-depth evaluation identifying strengths and weaknesses according to their employees. In turn, this report can be used in developing or enhancing employee retention and recruitment programs.

For more information on the Indiana Chamber's Best Places to Work program, go to <http://www.bestplacetoworkin.com/>.

Best Places to Work in Indiana program sponsors for 2010: Blue Chip Casino; Castle Wealth Advisors, LLC; Crowe Horwath LLP; Image Air Charter; Mussett, Nicholas & Associates; Saint Clair Press; Tilson HR; and Trilogy Health Services. Additional industry-exclusive sponsorships are still available. E-mail jwagner@indianachamber.com for more details.

The 2010 Best Places to Work in Indiana companies listed in alphabetical order, no ranking:
Large Companies (250 or more employees)

AIT LaboratoriesIndianapolis
American Structurepoint, Inc.
IndianapolisAprimo, Inc. Indianapolis
Ash Brokerage CorporationFort Wayne
Blue & Co., LLCcarmelBrotherhood Mutual Insurance CompanyFort Wayne
Centier BankMerrillville
Clark Memorial HospitalJeffersonville
Colliers Turley Martin TuckerIndianapolisColumbus
Regional HospitalColumbus
Crowe Horwath LLPIndianapolis
Draper, Inc.Spiceand
Edward JonesPlainfield
ExactTargetIndianapolis
Fort Wayne Metals Research Products Corp.Fort Wayne
Hall Render Killian Heath & Lyman PCIndianapolis
Hancock Regional HospitalGreenfield
Harrison CollegeIndianapolis
Hendricks Regional HealthDanville
Hilliard LyonsEvansville
Hosparus Inc.New Albany
Ice Miller LLPIndianapolis
Interactive Intelligence, Inc.Indianapolis
Katz, Sapper & MillerIndianapolis
KPMG LLPIndianapolis
M&I BankIndianapolis
Microsoft CorporationIndianapolis
Ogletree Deakins Law FirmIndianapolis
OneAmerica Financial Partners, Inc.Indianapolis
Parkview HealthFort WayneRCICarmel
RW ArmstrongIndianapolisSchneck Medical CenterSeymourS
hiel Sexton Company, Inc.Indianapolis
St. Joseph HospitalKokomo
St. Vincent Health, Corporate CenterIndianapolis

Teachers Credit UnionSouth Bend
 The Capital Group Companies, IncIndianapolis
Trilogy Health Services, LLCPetersburg
 Turner Construction Company of Indiana, LLC
 IndianapolisUnion Hospital, Inc.Terre Haute
 WestPoint Financial GroupIndianapolis

Small to Medium-sized Companies (25-249 employees)
 Company Location
 Allegient, LLCIndianapolis
 Bamberger, Foreman, Oswald and Hahn, LLPIndianapolis
 Benefit Associates Inc.Indianapolis
 Bernardin, Lochmueller and Associates, Inc.Evansville
 Bingham McHale LLPIndianapolis
 Communications Products, Inc.Indianapolis
 Contact by DesignBloomington
 Design Collaborative, Inc.Fort Wayne
 Eli Lilly Federal Credit UnionIndianapolis
 Employment Plus, Inc.Bloomington
 Energy Systems Group LLCNewburgh
 First Harrison BankCorydon
 Fusion Alliance, IncIndianapolis
 Gordon MarketingNoblesville
 Harding Poorman Group, Inc.Indianapolis
 IndesignIndianapolisIndiana Organ Procurement Organization Indianapolis
 International Medical Group, Inc.Indianapolis
 J.C. Hart Company, Inc.Carmel
 Krieg DeVault LLPIndianapolis
 Matrix Integration, LLCJasper
 Milestone Contractors, LP
 IndianapolisMJ Insurance, IncIndianapolis
 Public Safety MedicalIndianapolisSchmidt AssociatesIndianapolis
 Software Engineering ProfessionalsCarmel
 Somerset CPAsIndianapolisUnited ConsultingIndianapolis

Source: Indiana Chamber of Commerce

Posted by Indiana Health Care Association at 6:26 AM 0 comments

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