

Education at Carewest


- Well-trained and educated employees are an essential part of Carewest
- We invest in ongoing education and learning at all levels of the organization starting with general orientation
- We provide education to meet legislative requirements, program level instruction as well as education to meet the individual needs
- And we share selected education with other organizations

Learning Never Stops

- Education opportunities are provided at each site
- You can find these listed on the Monthly Calendars on your units and on Careweb (example below)
- Some courses are offered in central locations and require pre-registration (e.g. Skin & Wound course, CPR)
- You need your Manager's approval before registering



EDUCATION CALENDAR JANUARY 2020 Fanning

Monday	Tuesday	Wednesday	Thursday	Friday
		1 STAT	2	
6 	7 ANNUALLY REQUIRED Abdominal/Chest Thrust YADE 0900	8	9	10 Suicide Risk Management 1030, 1100, 1330, 1530 Conference Room 1
13 DAY ONE ORIENTATION	14 DAY 2 ORIENTATION B.A.C.K. – Clinical, Lifts & Slings, Safe Bathing, Falls Management Computer Skills 1030, 1300, 1330, 1530, 1600 Conference room 4	15 DAY 3 ORIENTATION Documentation	16 DAY 4 ORIENTATION RN's/ LPN's	17 DAY 5 ORIENTATION HCA Vital Signs Competency for new hires
20 Suicide Risk Management 1030, 1100, 1330, 1530 Conference Room 1	21	22	23 Supportive Crisis Intervention 1300 – 1615 Garrison Green Call 403.943.8148 Table Top (discussion) Fire Drill Send emergency responders Live Fire Drill 1530	24 Computer Skills 1030, 1300, 1330, 1530, 1600 Education Library Conference room 4
27 Annually Required Safe Bathing (follow unit specific poster)	28 E-Care Plan Training Refreshers 0800 - 1600 Conference Room 2 Fanning	29 Supportive Crisis Intervention Refresher 1030 - 1200 Garrison Green Call 403.943.8148	30 Annually Required Safe Bathing (follow unit specific poster)	31 Annually Required Safe Bathing (follow unit specific poster)

Registration for CPR, Enhanced Medication & Skin & Wound courses via the Carewest Course Registration Filemaker Database
Pre-registration required for Supportive Crisis Intervention, E-Quit, Supportive Pathways & MDS courses. Please refer to posters at your site



Attendance Expectations

- Attendance is recorded for most education sessions and tracked in Education Database for any topic that we must be able to provide reports on.
- If you are unable to attend scheduled/assigned education, you must inform Education Services (403-943-8148) about the reason as well as contact your unit to change payroll coding as necessary.

Required Readings and Quizzes

- Part of your Orientation includes completing several mandatory quizzes. These are identified for you.
- They are due within the first week of your employment.
- In addition, you will be asked periodically to complete a number of additional readings and quizzes. The exact number of topics and frequency depend on the program you work in as well as your occupation.



Quizzes

- The normal passing grade is **80%**. You will not be notified of passing grades. “Pass” will just be entered in the Education Database by your site’s data entry person.
- If you received less than 80% , we will notify you and make an entry in the database. You will be asked to complete the quiz again. Once you pass the quiz, a “Pass” grade will be entered.
- All answers are contained in the reading material.

Rest of Orientation

- Depending on your occupation, many staff need to attend a number of in-class days in addition to the online learning and quizzes.
- You will be directed to go to one of the Carewest Centres for this orientation. Most often it is the centre where you will be working but not always. Please make sure you know which centre to go to.
- General Orientation is followed by on-unit orientation. Please remember to carry your Unit and Occupation-Specific Orientation Checklist with you until completed.

Safety Focused Day

Safety Focused training covers the following topics:

- B.A.C.K Training
- Transfers, Transfer Belt Use & Transfer Assessment Algorithm
- Mechanical Lifts & Slings
- Safe Bathing & Monitoring of Water Temperatures
- Falls Management, Nurse Call System, and
- Restraint Management

Documentation and Carewest Clinical Day

Documentation and Carewest Clinical Day focuses on:

- Overview of Carewest Documentation System
- Clinical Flowsheets & Topical Medications
- MDS Tracking Tools (LTC only)
- Introduction to Supportive Crisis Intervention (SCI)
- Nutrition and Safe Assistance for Eating
- Skin & Wound Care
- Foot Care, Oral Care and Bowel Care, and
- Rectal Interventions (restricted activity assigned to HCA)

Regulated Nurse Day

This intense day for regulated nurses focuses on skills and knowledge nurses need to competently fulfill their role on any Carewest unit/area

- Nurses' Role in IP&C
- Carewest Medication Management system
- Processes and Roles related to Code Blue – Medical Emergency including review of Emergency Cart
- Care Coordinator Role and Processes
- Pain Management
- Blood Glucose Monitoring and certification

HCA Vital Sign and Rectal Interventions

- General Orientation for Health Care Aides finishes with:
 - Demonstrating competence with Rectal Interventions on the unit to a regulated nurse.
 - Demonstrating competence with measuring Vital Signs (temperature, pulse, respirations, blood pressure, pulse oximetry) to an educator.
 - Completing a few more self-learning readings and quizzes. You will receive separate communication about these.

Who Works in Education Services?

Manager: Irma Tamminen 403-943-8127 or
irma.tamminen@ahs.ca

Assistants: Tyra Ball 403-943-8128 or tyra.ball@ahs.ca

Tawnee Vandenbroek 403-943-8148 or
tawnee.vandenbroek@ahs.ca

CLINICAL EDUCATORS (nurses and a therapist)

- Provide ongoing clinical training & customized coaching on a variety of topics
- Find out who your clinical educator is as some support specific units (e.g. renal), others particular programs (e.g. C3), and some are site-based (e.g. George Boyack)
- They are your first contact for Just-in-Time training

Who Works in Education Services?

EDUCATION ASSOCIATES (2) focus on providing education to non-clinical staff and on non-clinical topics such as:

- ✓ **Emergency Codes**
- ✓ **Tabletop and Live Drills**
- ✓ **Computer Skills**
- ✓ **Supportive Crisis Intervention (SCI)**

Client Safety Introduction Session



Client Safety – Statement of Commitment

- At Carewest we recognize safety as a foundation on which quality of care and service are built
- To this extent, Carewest has developed a **Client Safety - Statement of Commitment**
- Look for it on Careweb under Policies > Administrative Manual

Client Safety Supported

We also cover a number of safety topics that help staff support the requirements of our Philosophy of Care:

- Protection for Persons in Care is just one of the topics that you are required to review as part of your online orientation.

Protection of Persons in Care Act (PPCA)

Protection for Persons in Care Act – *It's the Law*

*We are responsible for the
well-being of our clients in
our care,*

*You must report any
suspected abuse*



[Please click here to take the Annually Required Reading and Quiz.](#)
Don't go to the next slide until you have done the quiz

In review, you can help prevent abuse by ...

Working together to keep our clients safe and by knowing and following:

Carewest
policies

Standards
of care

Documentation
practices

Care
Plans

Scope
of
Practice

Emergency Codes

- **Blue: Medical Emergency**
- **Red: Fire**
- **Yellow: Missing Client**
- **White: Violence/Aggression**
- **Brown: Building Emergency**

[Click here to take the required learning and quiz on Emergency Codes.](#)

- **Grey: Air Contamination**
- **Purple: Hostage**
- **Black: Bomb Threat/Suspicious Package**
- **Green: Evacuation**
- **Orange: Temporary Admissions** due to external disaster

Reminder...

Please ensure all online quizzes are completed:

- Protection for Persons in Care Act
- Emergency Codes

If you have any questions, contact the clinical educator at your site.

Welcome To Carewest!