

Kindred Home Care PSW Training Program - Executive Summary

Essential Delivery Elements

The Kindred Home Care (KHC) training program for PSWs is comprised of 306 training hours and is focused on DSD's Core Courses and Essential Delivery Elements.

The training program includes a textbook, comprehensive testing and labs/hands-on training. It is delivered by Rachel Bradford, LPN, our in-house Training Program Facilitator. Her resume is included.

The program includes 19 one-week modules and 3 lab days.

Core Courses

Here is a specific mapping of our course elements to each of DSD's requirements.

DSD Core Course	DSD Topics	KHC Course Elements
1. First Aid and CPR		2 additional lab days (Saint John Ambulance)
2. Human Development	<ul style="list-style-type: none"> . Stages of development . Physical, social, cognitive development . Seniors: losses (physical, social interactions, economic) . Spirituality 	Chapters 2, 3, 19
3. Communications	<ul style="list-style-type: none"> . Communications skills with all age groups, with clients and families . Team work . Lines of communication . Written communications . Conflict resolution . Confidentiality 	Chapters 2, 4 and Lab Day 1
4. Personal Care (ADL's) (must include technical skills development, i.e. practicum)	<ul style="list-style-type: none"> . Appropriate techniques . For various positions (bed/wheelchair) . Monitoring skin conditions . Bladder and bowel management . Caring for incontinent clients . How to deal with sexual behaviours 	Chapters 4, 8, 9, 16, 17 and Lab Days 2, 3

DSD Core Course	DSD Topics	KHC Course Elements
5. Home Management Skills (IADL's)	<ul style="list-style-type: none"> . Nutrition . Meal preparation . Food safety . Special diets . House Cleaning: sanitation, storage of cleaning supplies . Laundry . Budgeting (for teaching role) 	Chapter 7 and Lab Day 3
6. Role of Support Worker in Community Care	<ul style="list-style-type: none"> . Philosophy of community care . Understanding of client choices . Ethics in care giving - professionalism . Role of various parties involved 	Chapters 1, 2, 13
7. Client Rights and Choices	<ul style="list-style-type: none"> . Right to privacy . Respect of religious beliefs and practices . Client's right to self-determination 	Chapter 2
8. Care – Chronic Conditions (physical)	<ul style="list-style-type: none"> . Nervous system diseases: stroke, cancer, Parkinson's, MS. etc. . Cardiovascular system diseases . Locomotor system: hip fractures, arthritis, osteoporosis, etc. . Endocrine system: diabetes, etc. . Respiratory system: COPD, emphysema 	Chapter 11
9. Care – Mental Health and Addictions	<ul style="list-style-type: none"> . Understanding various types of mental health conditions . Recognizing signs of mental health conditions . Medications and effects of medications . Addictions: alcohol, drugs 	Chapters 10, 14, 15
10. Care - Dementias	<ul style="list-style-type: none"> . Knowledge of basic types of dementias and signs of dementia . Understanding appropriate responses . Home safety and security . Techniques for personal care . Communication techniques 	Chapter 16
11. Palliative Care	<ul style="list-style-type: none"> . Spirituality of "end of life" . Effective communications with client/family . Techniques for bed-ridden clients . Team approach and roles 	Chapters 4, 8, 9, 19 and Lab Days 1, 2, 3
12. Medication Man. – Vital Signs	<ul style="list-style-type: none"> . Skills (temperature; pulse) . Role of worker (reminding, prompting, administration) . Administration of medications (records; delegated function) . Understanding side effects of medications 	Chapter 10

DSD Core Course	DSD Topics	KHC Course Elements
13. Caregiver and Client Safety (must include theory and lab work)	<ul style="list-style-type: none"> . Body mechanics . Lifts and transfers . Positioning clients . Infection control . Hazardous products information . Ensuring safe environment in the home . Workplace Health and Safety requirements 	Chapters 5, 6, 8 and Lab Days 2, 3
14. Abuse and Neglect	<ul style="list-style-type: none"> . Types of abuse . Recognition of signs of abuse . Required actions . Caregiver abuse/harassment (by client or family) 	Chapter 18
15. Intellectual Disabilities	<ul style="list-style-type: none"> . Understanding of various types of intellectual disabilities . Understanding the different stages of development . Skills to respond appropriately . Providing valuable developmental activities . Philosophy of community integration 	Chapters 3, 13
16. Dealing with Difficult Behavior	<ul style="list-style-type: none"> . Non violent crises intervention or MAT . Non confrontational approach . Role of team members . Appropriate use of restraints 	Lab Day 1
17. Delegation of Care Functions	<ul style="list-style-type: none"> . Knowledge of policies and procedures 	Chapter 10
18. Physical Activity and Social Recreation	<ul style="list-style-type: none"> . Importance of physical activity and social recreation (essential for adults in Special Care Homes) 	Chapter 11

The DSD Standards also require a basic knowledge of physical disabilities that we cover in chapter 12.

Future Revisions

Kindred Home Care can quickly adapt all aspects of this program – text, testing, and labs – to comply with future revisions of DSD’s Core Courses and Essential Delivery Elements.