

Using a Learning Needs Assessment to Develop Infection Prevention Training for Certified Nursing Assistants in Skilled Nursing Facilities



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BACKGROUND

There are over 50,000 Certified Nursing Assistants (CNA) in California, making up over one third of skilled nursing facility (SNF) healthcare personnel (HCP). Despite making up a large proportion of direct care HCP, CNA frequently lack understanding of core infection prevention and control (IPC) practices, including hand hygiene and appropriate personal protective equipment (PPE) use. The CDPH HAI Program developed new IPC training for SNF CNA, as part of the Centers for Disease Control and Prevention's Project Firstline.

METHODS

We distributed a learning needs assessment (LNA) for SNF CNA and leadership to design a program to meet CNA IPC training needs and preferences. The LNA was available in English and Spanish, and asked questions regarding IPC practices and challenges, and preferred training delivery methods and post-training support. We leveraged partnerships with CNA-affiliated organizations to engage CNA throughout California. Findings helped inform the best ways to distribute and engage CNA in IPC trainings.

RESULTS

Of 193 respondents, 80 (41%) were CNA and 113 (59%) were leadership staff, representing 97 SNF in 41 of our 62 local health jurisdictions (LHJ).

RESULTS CONTINUED

Figure 1. LNA Response by County

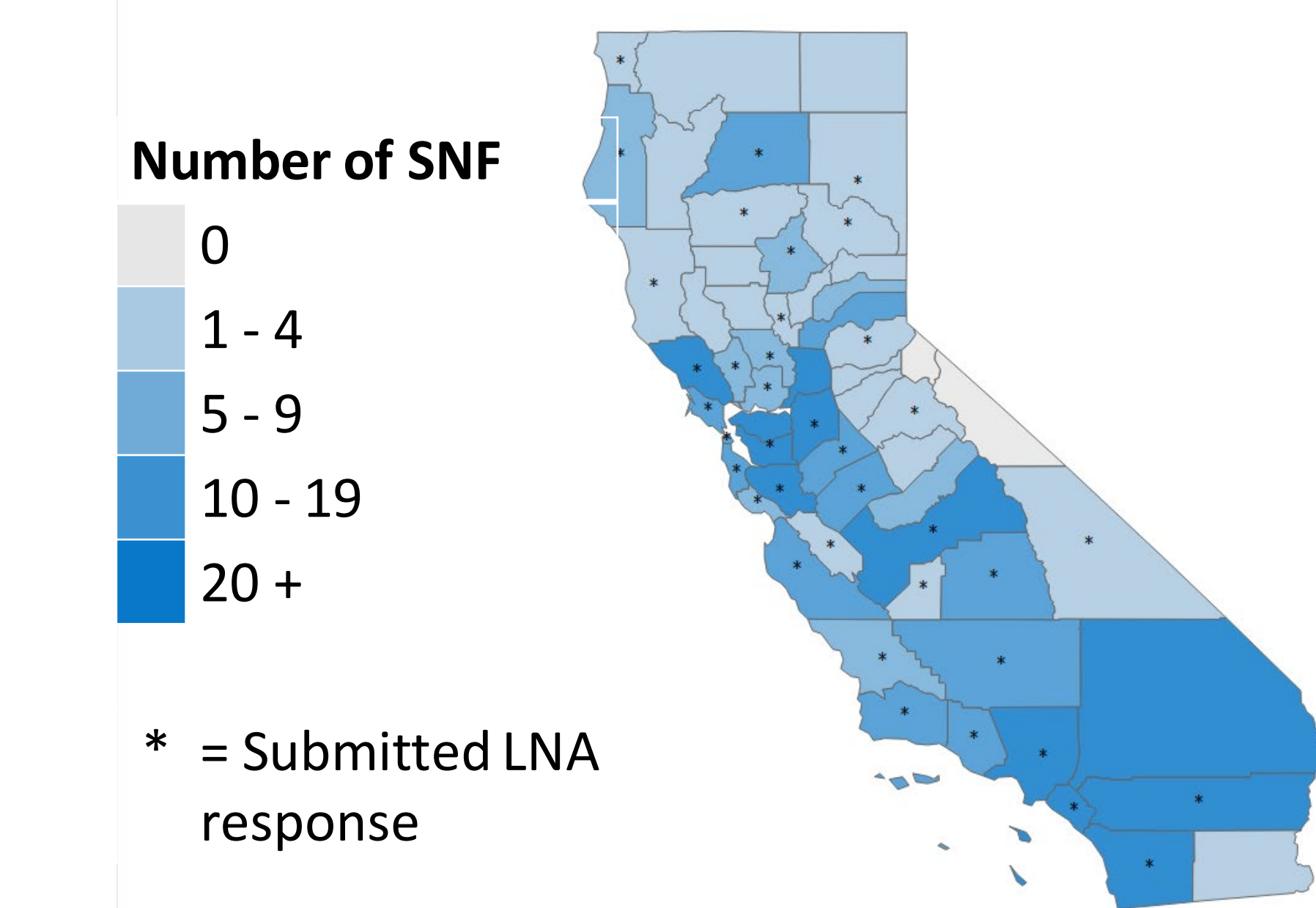


Table 1. Respondent Learning and Post-Training Support Preferences, and Device Access

Response	n (%)
CNA preferred learning style/training method	
Visual learning	50 (63)
Tactile learning	23 (29)
In-person training	34 (43)
Live/online training	30 (38)
CNA preferred types of IPC post-training support	
Online training materials	60 (75)
Digital materials related to IPC activities	54 (68)
Virtual office hours with IPC educators	42 (53)
Regular seminars/webinars on best practices related to IPC	39 (49)
CNA available personal devices	
Laptop, smart phone, or tablet	77 (96)
Phone audio only	2 (3)
None	1 (1)
Available facility devices per leadership	
At least one computer, laptop, or tablet for...	
Every CNA	12 (11)
Every CNA for at least 1/3 of CNA	59 (52)
Every CNA for at least 1/2 of CNA	21 (19)
None available	21 (19)

Figure 2. Number of Years Practicing in Current Role and in Healthcare, CNA, n=80; Leadership Roles, n=113

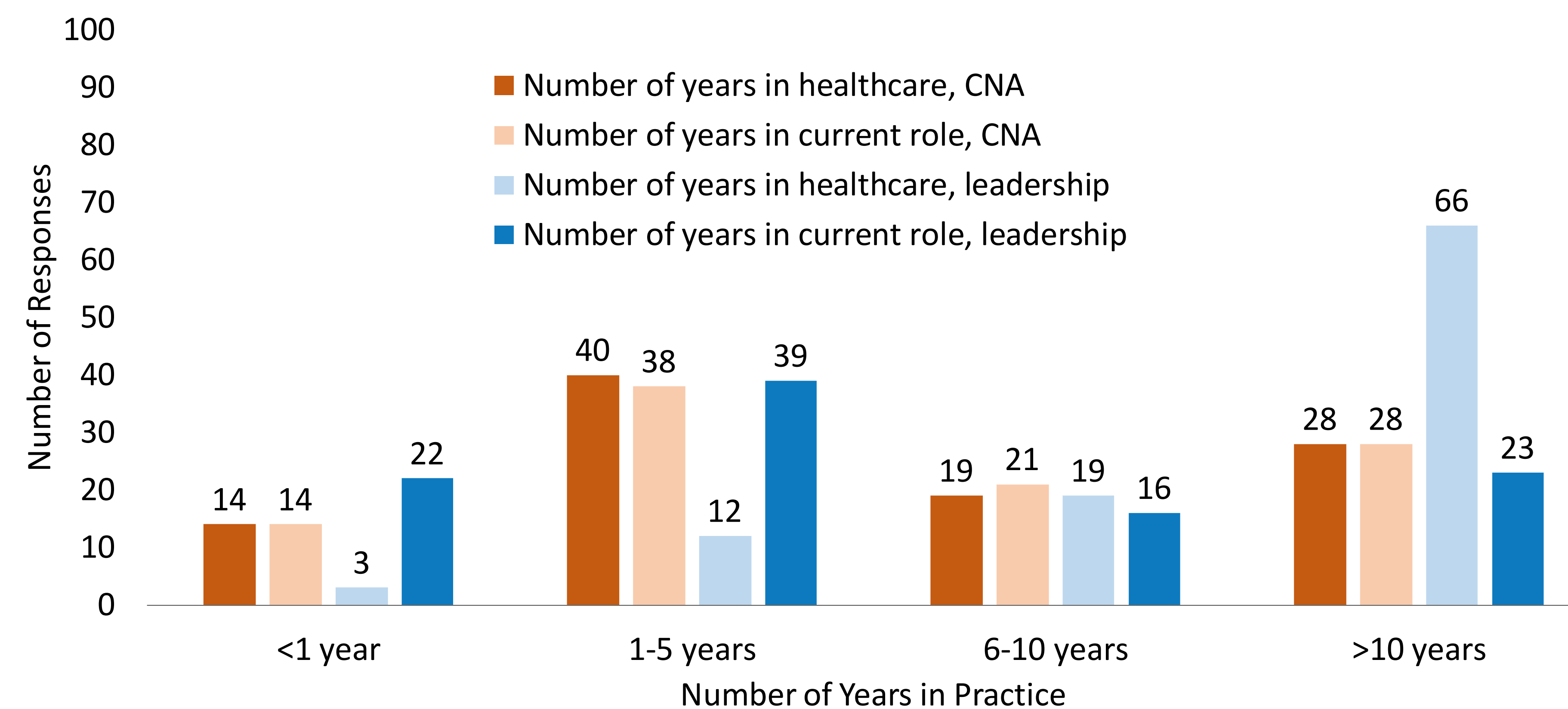


Figure 3. CNA Preferred Listening, Speaking, and Reading Language for IPC Training, n=80

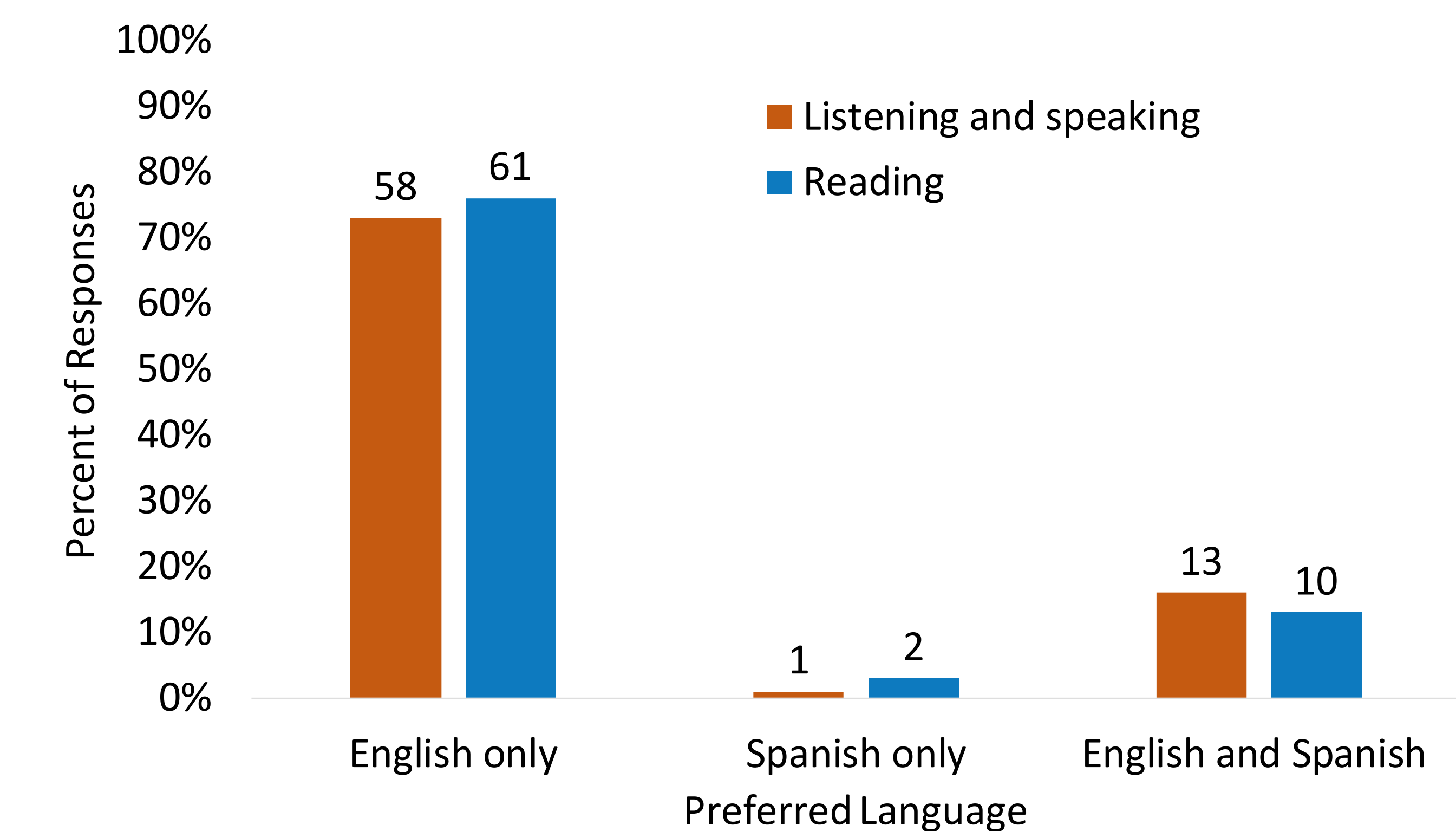
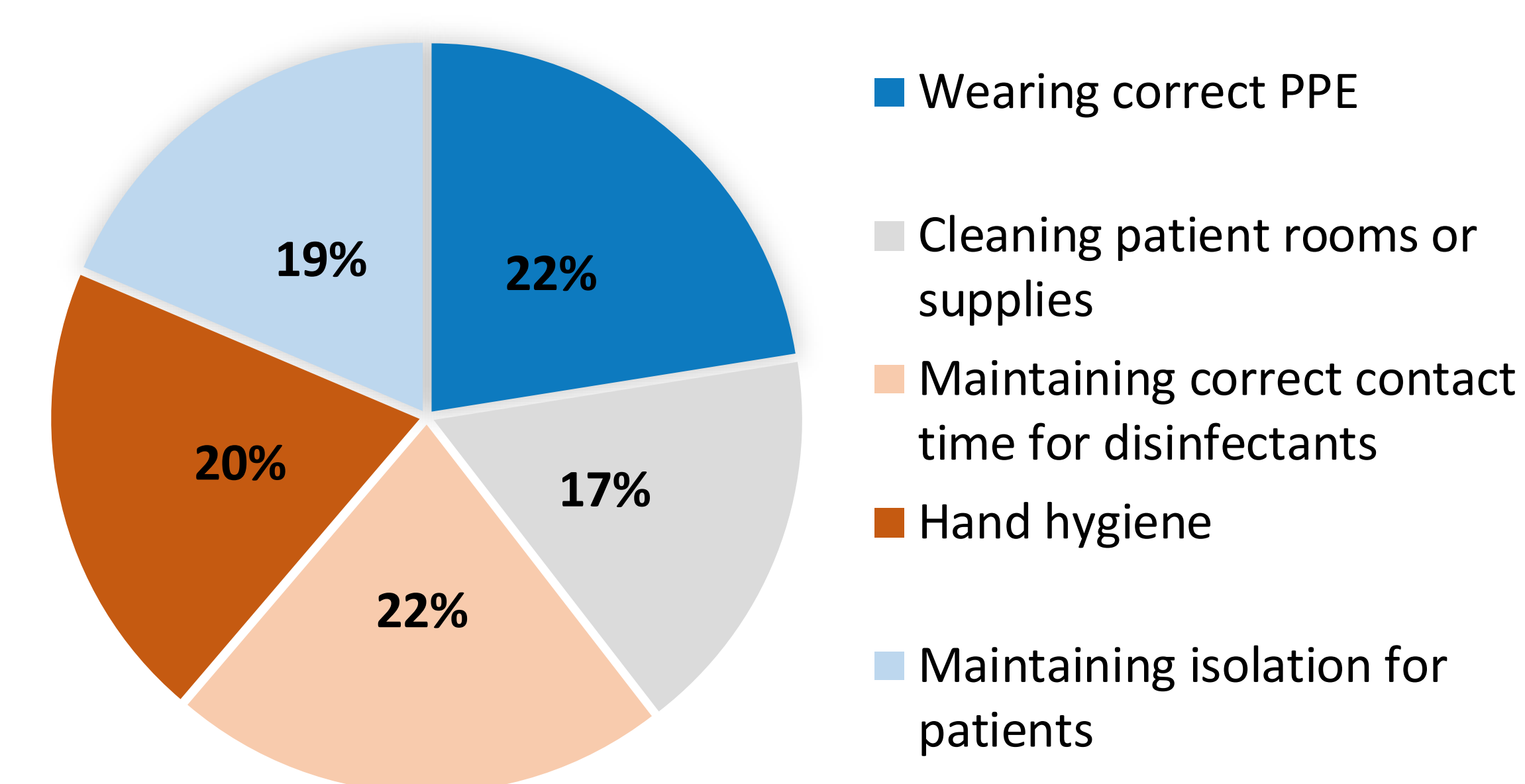


Figure 4. IPC Practice Areas Where CNA Perform Workarounds, CNA, n=80



CONCLUSIONS

- LNA results confirm the need for accessible IPC training and materials and continued engagement with post-training support for CNA.
- We will continue to provide online trainings and resources, access to IPC experts including an email 'AskBox' for IPC questions or one-on-one support, and monthly office hours.
- Though most CNA are comfortable with trainings in English only, we will translate curricula into Spanish to support our bilingual CNA population.
- We are developing a toolkit to support SNF and LHJ interested in providing their own trainings using our materials, and plan to offer virtual and in-person CNA training catered to smaller groups of facilities.
- We will use our experience from this process in future LNA to inform other frontline HCP training, including for SNF environmental services staff.

Figure 5. Preferred Additional IPC Training Topics by Role; CNA, n=80; Leadership Roles, n=113

