

November 2006

**University of Hawai'i  
Kapi'olani Community College  
Development of an Elderly Care and Active Aging Training Initiative**

**Background**

In 2006, KapCC received a \$206,913 appropriation from the State to develop a long-term care (LTC) resource program initiative. With this funding, KapCC plans to build on its foundation of credit programs associated with LTC in Nursing and the Health Sciences to increase education and training for LTC workers and family caregivers.

In addition, the college plans to take an interdisciplinary approach to active aging with continuing education for the elderly themselves.

As these continuing education and training programs are developed, KapCC will coordinate with the other community colleges and provide models and assistance in developing programs statewide to fill LTC workforce needs.

**Actions for 2006-2007**

**Groundwork**

<b>Actions</b>	<b>Status</b>
Conduct Job Profiling in the LTC industry	Ongoing. In spring 2006, KapCC completed job profiling of care home, assisted living and adult day care workers (federally funded); in fall 2006-spring 2007, the Nursing Advisory Committee met with representatives of hospitals and LTC facilities to get an overview of job requirements for LPNs; a survey will be conducted of LPNs in fall 06-spr 07.
Assess continuing education and training needs of incumbent workers	Ongoing. In spring 06-fall 06, evaluation surveys for a series of LTC workshops attended by care home operators and workers was conducted to identify future training needs. In summer 06, KapCC nursing and culinary arts chair met with Kahala Nui Senior Living Community Board members on its continuing education needs for LPNs, RNs, and other workers. Future plans: surveys of

	training needs for non-healthcare related industry workers: e.g. resident managers of condos and high rises where elderly live; Handivan drivers; workers in hotels that serve elderly tourists.
Review programs and services offered by community colleges with a gerontological focus for paraprofessional training, family caregiver training and/or continuing education for active seniors.	Ongoing, KapCC conducted a preliminary national review of community college programs. The results of the review are being analyzed for potential directions.
Form a community / community college advisory committee.	Ongoing. Preliminary list compiled. Board should be in place by the end of Fall 2006.
Survey the current providers of LTC education and training in Hawai'i; explore possible partnerships to avoid duplication of services.	Ongoing. Current partnerships: Wai'anae Coast Comprehensive Health Center and Leeward Community College. Other partnerships (e.g. Le'ahi Hospital, DOE adult education, Eldercare Hawaii) will be explored.
Develop a tactical plan for the LTC initiative, integrating current offerings and expanded services to develop more, and more highly skilled, LTC workers	Plan to be completed by the middle of the Spring 2007 semester.

### **Setting Up the Elderly Care and Active Aging Program**

<b>Actions</b>	<b>Status</b>
Hiring personnel: full-time LTC Development Coordinator begins November 1, 2006; and an Educational Specialist II in LTC and a 0.5 FTE clerical position in spring 07.	Pending the hiring of the fulltime LTC education and training coordinator, a half-time faculty position has been hired to begin development of the initiative.
Identify training sites on O'ahu and the neighbor islands	Ongoing. Workshops have been offered at KapCC and LCC. Other possible sites: DOE adult education facilities, health centers, libraries, etc.
Develop a pool of trainers for hire for the training workshops	Ongoing.
Explore contract-training possibilities	Ongoing. The Nursing chair, Culinary Arts chair, and part-time LTC coordinator have met with Kahala Nui Senior Living Community Board members and drafted a proposal for contract training; the Culinary Arts faculty have met with Catholic Charities Elderly Services to

	explore a consulting role by KCC
Explore grant possibilities	Ongoing. The Culinary Arts chair is exploring national and local grant sources

**Areas of Paraprofessional, Pre-Professional,  
and Community Education and Training**

**Paraprofessional: AS and AA Degrees and Certificates Relating to LTC**

<b>Actions</b>	<b>Status</b>
Integrate LTC knowledge and skills into Health Education programs.	Ongoing. HLTH 270-Aging and Rehab has been developed for the PTA program; and OTA 224-Health Concepts for the Elderly for the OTA program. The Nursing program plans to develop a LTC course for career-ladder nursing students who exit after one year to get a PN license and work in LTC. The nursing program also plans to integrate workforce skills training (writing, locating information, etc.) into Nurse Aide training.)
Explore the viability of certificates in elderly care and/or an AA or AS Degree in gerontology.	Exploratory. Outside of Nursing and the Health Sciences, current credit courses addressing aging or LTC are limited; the number of courses could be expanded and packaged into a certificates or an interdisciplinary degree.
Conduct a Job Fair focusing on the Senior Market	Exploratory.

**Continuing Education and Training for Incumbent Workers.**

<b>Actions</b>	<b>Status</b>
Develop and offer continuing education and training, with certificates as appropriate, for incumbent workers in LTC (workers in day care, care homes, home care, assisted living communities, and skilled nursing facilities).	Ongoing. Currently piloting a series of workshops on elderly care for care home workers. <u>Spring 2006</u> : Foundations in Aging and LTC; Fundamentals of Mobility and Transferring Skills; Maintaining Activities of Daily Living and Wellness; Cultural Competency Skills for LTC Providers; Respiratory Care Tips for LTC Providers; <u>Fall 2006</u> : Safety and Mobility (Fall Prevention)  The Nursing department provides

	continuing education training in skills for PNs and RNs. Current topics include: pain assessment and management, tracheostomy management, and IV therapy. When possible, the department “trains the trainers” to insure ongoing training.
Develop interdisciplinary education and training in non-health areas.	Ongoing. At the request of care home operators, KapCC will offer a course in marketing and promotion for Care Homes in November 2006.  Culinary Arts is developing Nutrition, Diet, and Cooking workshops for LTC workers.

**Community Training for Family Caregivers and Volunteers, including Students)**

<b>Actions</b>	<b>Status</b>
Family Caregivers: Develop and pilot workshops for family caregivers based on workshops developed for care home workers;	A series needs to be developed, adapted from/ coordinated with others who provide similar workshops
Service Learning: Student Volunteers working with the elderly.	Ongoing. 5 - 20 students per semester in FAMR 230-Survey of Human Growth and Development, SOC 257-Sociology of Aging, and other courses work with the elderly at sites like Palolo Chinese Home; Project Shine in Chinatown (work with elderly on citizenship); Waikiki Health Center; Waimanalo Health Center; Project Dana-- (working with frail and active elderly). Malama Hawai'i students visit and conduct service projects at Lunalilo Homes.
Develop training for community volunteers.	Exploratory; assess training needs of volunteers, including students.
Develop training for international students	KapCC is organizing its 2 <sup>nd</sup> 1-week long-term care training for the Jikei Technical School students from Japan in November 2006.

**Public Information**

<b>Actions</b>	<b>Status</b>
Kupuna Connections (a weekly half-hour	Ongoing. Fall 06: developed a proposal

TV program on OIelo TV providing information and practical tips for seniors and family caregivers). Statewide broadcast every Wednesday and Sunday.	for funding to support the program; exploring the possibility of webcasting the program on an elderly care and active aging website to reach a wider audience.
Develop an elderly care and active aging website, with information and practical tips for seniors and family caregivers; schedules of workshops, events, etc.	Development to start in spring 2007.
Develop, or assist others in developing, printed pamphlets or guidebooks, as needed.	Ongoing. Two service learning students are assisting former Miss Hawaii 1995 Traci Toguchi with revising an Active Aging Guide--"Feel the Breeze: Social Options for Active Seniors Handbook," to be published in Spring 2007. A survey of what is available will be conducted to avoid duplicated efforts.
Provide speakers at conferences and events.	Four KapCC faculty will present at the Hawaii Pacific Gerontological Society Conference in November 2006.  KapCC is collaborating with AARP for a intergenerationally focused discussion at the Diamond Head Theatre on February 6, 2007. National speakers will be invited.

### Active Aging: Education For Seniors

Actions	Status
Develop workshops and classes for the elderly with a focus on Active Aging and Continued Health and Well-Being (topics: nutrition, exercise and physical health; medical, legal, financial, and consumer tips; intellectual and cultural growth; spiritual health; civic engagement.)	Ongoing. KapCC has some continuing education offerings relevant to the elderly (senior computer program; cooking for seniors, yoga and tai chi) but a more coherent and engaging program will be developed.
Civic Engagement for Seniors	Exploratory: engage seniors in Service Learning project paired with college students
Recently retired seniors as community resources; training and retraining seniors to return to the workforce as fulltime/part-time/volunteer teachers, healthcare providers, or other workers	Exploratory.