

Nursing Assistant Career Advancement Program

In Partnership with the National Association for Health Care Assistants and the OHCA Educational Foundation, we strive to offer career advancement opportunities for the direct care workforce in long term services and supports settings to increase retention, elevate the nursing assistant profession, enhance skills and impact quality of care outcomes in our care settings.

- ❖ Provides multiple pathways for flexibility and customization to meet the needs of the provider.
- ❖ Provides opportunities for specialization in areas with greatest impacts for our population: Dementia, Geriatrics, Restorative Nursing, End-of-Life, Mental/Behavioral Health and Technology Based Programs/Devices.
- ❖ Requires providers to award wage increases for each level obtained through the career pathway.
- ❖ Creates career ladders within the framework of an STNA without requiring Nursing School.

Residential Care Facility Models

- ❖ RCF Career Exploration Pathway
 - Moves Resident Care Assistant (RCA) to a specialist (RCA 2) and preceptor (RCA 3)
- ❖ RCF Medication Aide Pathway
 - From the RCF Career Exploration Pathway, adds an additional level for a Medication Aide- Certified (MA-C)
- ❖ RCF STNA Medication Aide Pathway
 - Designed to meet the needs of facilities with high acuity residents, creates a pathway from an RCA to an STNA, then provides opportunity for specialization (STNA 2), preceptor (STNA 3) and Medication Aide (MA-C)

Skilled Nursing Facility Models

- ❖ SNF Career Exploration Pathway
 - Similar to the RCF model, moves an STNA to a specialist (STNA 2) and possible preceptor (STNA 3)
- ❖ SNF Medication Aide Pathway
 - From the SNF Career Exploration Pathway, adds an additional level for Medication Aide Certified (MA-C)
- ❖ SNF Complex Medical Model Pathway
 - In collaboration with Career Technical Educational Centers and Community Colleges, from the SNF Career Exploration Pathway, adds an additional level for a Patient Care Technician (PCT). Certifies STNA in Phlebotomy and EKG.

