



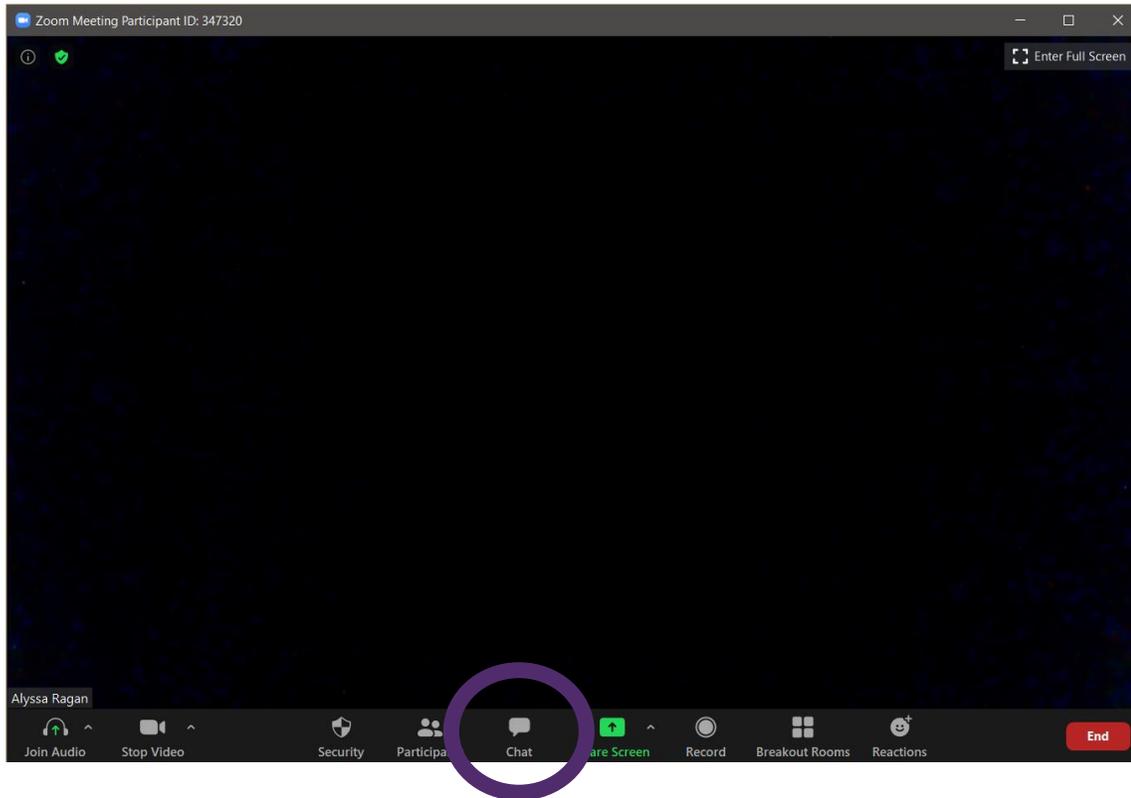
GEORGIA
CNA Career
PATHWAY INITIATIVE

No TNA Left Behind Webinar

Monday, August 1, 2022

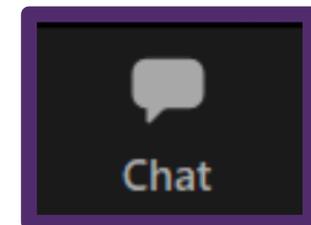
Zoom

Zoom Tutorial

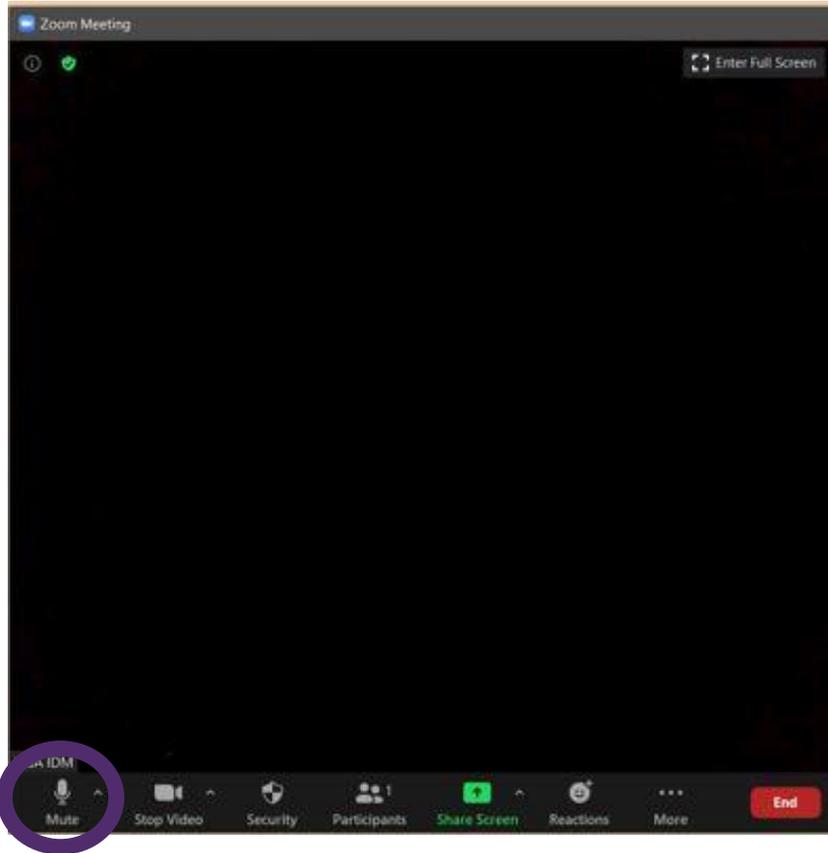


Select the CHAT button on your menu to open the chat window.

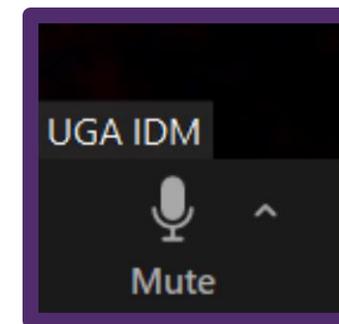
Type in your questions in the chat window. Be sure to include **Everyone** on the chat so each presenter can see it and answer your question.



Zoom Tutorial



Select the microphone button to mute and unmute.



Agenda

- Overview of the Georgia CNA Career Pathway Initiative
- CNA Online Overview
- TNA to CNA Stipend Program
- Questions and Answers
- Closing Remarks

Overview of the Georgia CNA Career Pathway Initiative

- Grant kicked off April 2022



CNA Workforce
Enhancement

CNA Career
Development

Georgia Nursing Home
Strike Team Program

Resources and
Supplies

Marketing
Campaign

Overview of the Georgia CNA Career Pathway Initiative

- On April 7, 2022, the Centers for Medicare and Medicaid Services announced the termination of several COVID-19 Emergency Declaration Blanket Waivers
 - Temporary nurse aides hired during the blanket waiver period must become a certified nurse aide by October 6, 2022 to continue working as a nurse aide in facilities

DEPARTMENT OF HEALTH & HUMAN SERVICES
Centers for Medicare & Medicaid Services
7500 Security Boulevard, Mail Stop C2-21-16
Baltimore, Maryland 21244-1850



Center for Clinical Standards and Quality/Quality, Safety & Oversight Group

Ref: QSO-22-15-NH & NLTC & LSC

DATE: April 7, 2022

TO: State Survey Agency Directors

FROM: Director
Quality, Safety & Oversight Group

SUBJECT: Update to COVID-19 Emergency Declaration Blanket Waivers for Specific Providers

Memorandum Summary

- CMS continues to review the need for existing emergency blanket waivers issued in response to the Coronavirus Disease 2019 (COVID-19) Public Health Emergency (PHE).
- Over the course of the COVID-19 PHE, skilled nursing facilities/nursing facilities (SNFs/NFs), inpatient hospices, intermediate care facilities for individuals with intellectual disabilities (ICF/IIDs), and end-stage renal disease (ESRD) facilities have developed policies or other practices that we believe mitigates the need for certain waivers.
- Applicable waivers will remain in effect for hospitals and critical access hospitals (CAH).
- CMS will end the specified waivers in two groups:
 - 60 days from issuance of this memorandum
 - 30 days from issuance of this memorandum

Background

In response to the COVID-19 PHE and under the Secretary's authority set out at section 1135 of the Social Security Act, CMS enacted several temporary emergency declaration blanket waivers which were intended to provide health care providers with extra flexibilities required to respond to the COVID-19 pandemic.¹ CMS continues to evaluate the impact of these waivers on patient care and providers along with corresponding data.

While the waivers of regulatory requirements have provided flexibility in how nursing homes may operate, they have also removed the minimum standards for quality that help ensure residents' health and safety are protected. Findings from onsite surveys have revealed significant concerns with resident care that are unrelated to infection control (e.g., abuse, weight-loss, depression, pressure ulcers, etc.). We are concerned that the waiver of certain regulatory requirements has contributed to these outcomes and raises the risk of other issues. For example, by waiving requirements for training, nurse aides and paid feeding assistants may not have received the necessary training to help identify and prevent weight-loss. Similarly, CMS waived requirements for physicians and practitioners to perform in-person assessments, which may have

¹ [COVID-19-emergency-declaration-waivers.pdf](#)

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Partnering with
University of
Georgia
and Georgia
Health Care
Association

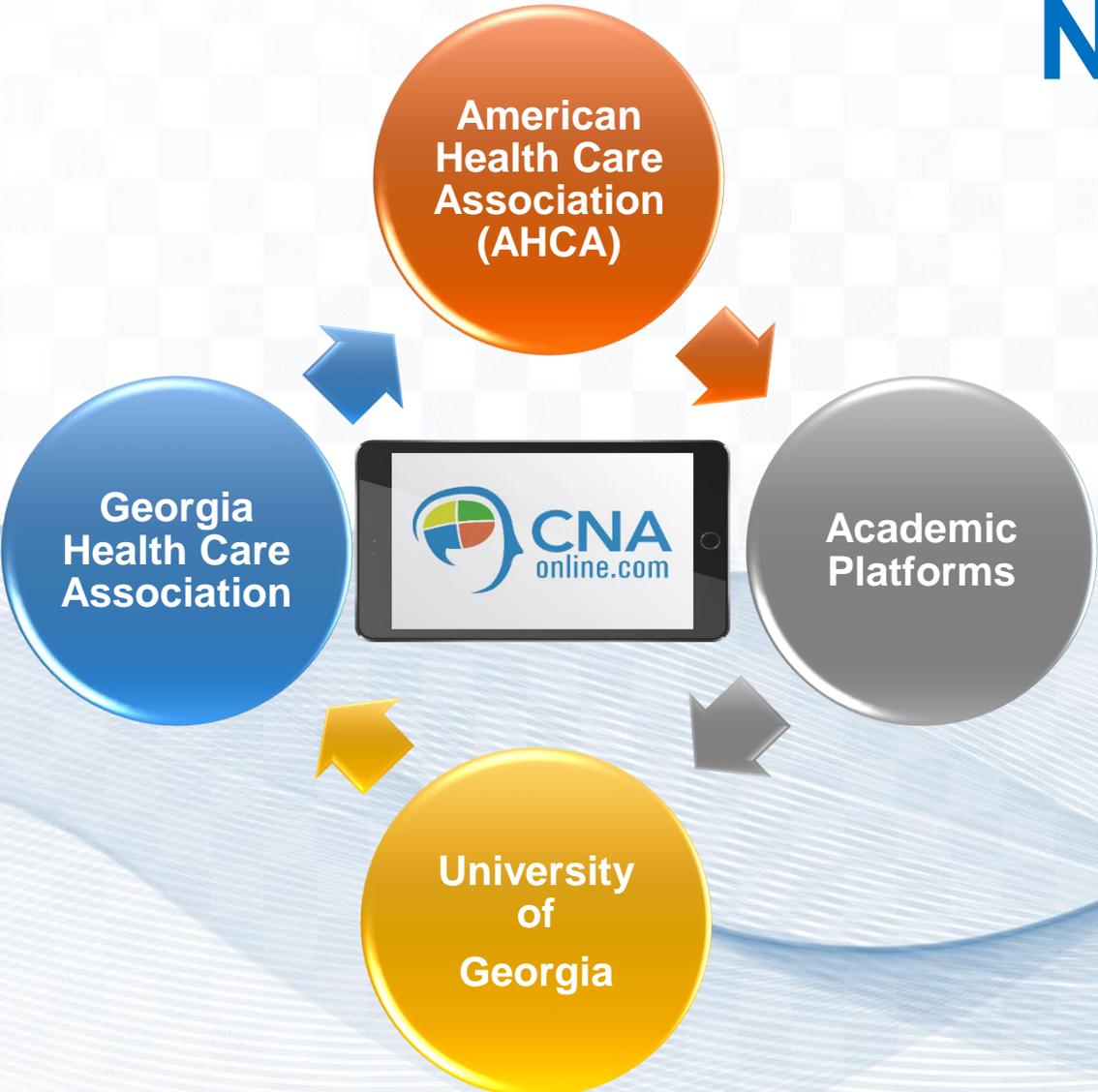


Utilizing Technology to Solve Today's Workforce Challenges

NO TNA LEFT BEHIND

Presented by: John Reinhart
President & COO Academic Platforms
MBA, CPA, CNA

No TNA Left Behind





TNA to CNA Hybrid Online

***Flexible & Accessible 24/7,
Qualified Instructors (yours
& ours)***



- **How to Be a Nurse Assistant curriculum online with online instructors for all classes**
- **Training course and skills rubrics for in facility clinical skills instruction**
- **Administrative portal with compliance data**
- **More robust course with online activities, quizzes, tests, videos and audio**
- **Safe social distancing by learning virtually**



Success of TNA Program

- **During the Federal Emergency Waiver we partnered with AHCA to develop a free online TNA program**
- **305,257 have completed and passed this program**
- **In Georgia alone 13,115 completed the program**
- **To retain TNAs and move them forward we offer \$100 discount from \$700 student fee**
- **No TNA left behind**

CNA Online Course



**AHCA 's
"How to be a Nurse Assistant"**



**Customizable
Lesson Plans
Meet
State Regulations
&
Offer
Flexibility**

Clinical Skills Taught Face to Face

Skills taught at scheduled times in your facility

Lead by your instructor



Student 2 Week Calendar

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
8/7	8/8	8/9	8/10	8/11	8/12	8/13
	Begin Chapters 1, 2, 12a, 3, 4, 5, 6, Hand in Hand					
8/14	8/15	8/16	8/17	8/18	8/19	8/20
Complete Chapters 1, 2, 12a, 3, 4, 5, 6, Hand in Hand by 11:59pm	Begin Chapters 7, 8, 9, 10, 11, 12, Final Exam and Credentia Skills					
8/21	8/22	8/23	8/24	8/25	8/26	8/27
Complete Chapters 7, 8, 9, 10, 11, 12, Final Exam and Credentia by 11:59pm						

Student View of Course

The screenshot displays the student view of the CNA v.7 Demo Course for June 2020. On the left is a vertical navigation menu with icons and labels for Home, Syllabus, Grades, Account, Dashboard, Courses, Calendar, Inbox, History, and Help. The main content area features the course title 'CNA v.7 Demo Course - June 2020' and a banner for 'Certified Nursing Assistant Level 1' with a photo of a smiling woman. Below the banner is a 'SYLLABUS' section with a list of course topics: Course Introduction, State Statutes, Module One (including Chapter 1, Chapter 2, and Chapter 12 a), and Module Two (including Hand in Hand). On the right side, there are three buttons for 'View Course Stream', 'View Course Calendar', and 'View Course Notifications', followed by a 'To Do' section that currently shows 'Nothing for now'.

Home
Syllabus
Grades

Account
Dashboard
Courses
Calendar
Inbox
History
Help

CNA v.7 Demo Course - June 2020

This course was adapted from How To Be a Nurse Assistant (7th ed.), © 2017 American Health Care Association. Used with Permission.

Certified Nursing Assistant Level 1

SYLLABUS

- Course Introduction
- State Statutes
- Module One
 - Chapter 1
 - Your Health Care Career
 - Chapter 2
 - Communication and Customer Service
 - Chapter 12 a
 - Ethics and the Law in Long Term Care
- Module Two
 - Hand in Hand
 - Hand-in-Hand - Module 1: Understanding the World of Dementia

[View Course Stream](#)
[View Course Calendar](#)
[View Course Notifications](#)

To Do
Nothing for now

Chapter view

☰ CNA v.7 Demo Course June 2020 > Pages > Chapter 4: Preventing Infections While Providing Personal Care

Home

Announcements 

Syllabus

Grades

Skills Grader

Assignments 

Conferences 

People 

Discussions 

Pages 

Modules 

Outcomes 

Files 

Quizzes 

Collaborations 

Rubrics

BookWidgets Results

Settings

View All Pages

Chapter 4: Preventing Infections While Providing Personal Care

Note: To PRINT or Save this page as a document, right click your mouse on the page and select PRINT or SAVE AS.

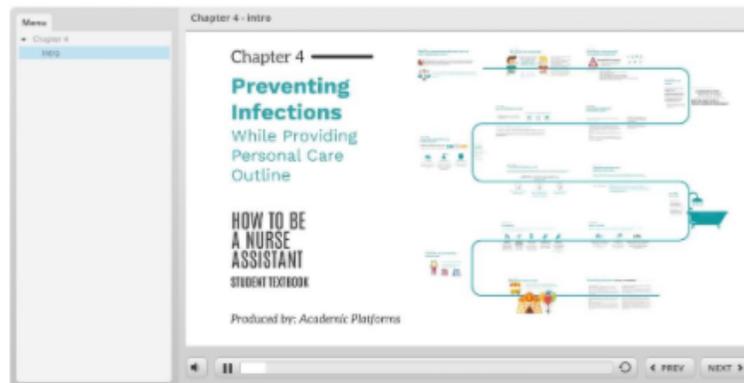
Time this page - 00:18:32

Total course time - 1:25:48

[See all records](#)



Watch the Chapter 4 Introduction:



Objectives:

Different methods of instruction



Review Chapter 4:

We offer 3 types of learning. Choose one of the following options below to review Chapter 4:

- Read the Book - Chapter 4
- Watch the Video - Chapter 4
- Listen to the Audio - Chapter 4



Watch the Skills videos:



Denture Care



Gamification

Chapter 4: Medical Terms Learning Tools

This is the gaming and learning section of Chapter 4 Medical Terms. Use the tools below to review the definitions.

The screenshot shows a Quizlet flashcard interface. On the left, there is a sidebar with the title "Flashcards" and a progress indicator showing "PROGRESS 1/43". Below the progress bar are three buttons: "Play" (with a play icon), "Shuffle" (with a shuffle icon), and "Options" (with a list icon). The main area displays a flashcard with the text "measures taken to prevent the airborne transmission of pathogens". At the bottom of the card, there is a dark bar with the text "Click card to see term" and a mouse cursor icon. Navigation arrows (back and forward) are visible at the bottom of the card area. In the top right corner of the card area, there are icons for a speaker and a star. At the bottom of the interface, there is a footer with the Quizlet logo and the text "View this study set" on the left, and a dropdown menu labeled "Choose a Study Mode" on the right.

Quizzes and Tests



Quiz Instruction

This Chapter Test consists of ten multiple choice questions and counts toward your final course grade. Once you click "Take the Quiz" you will have 15 minutes to complete the test. You are allowed one attempt.

Time Running: [Hide](#)
14 Minutes, 41 Seconds



Question 1

1 pts

The best way to break the chain of infection at each link by:

- Not touching a resident
- Washing your hands before and after every contact with a resident
- Sterilizing all bed linen every morning
- Wearing a gown and protective eyewear at all times



Question 2

1 pts

Which type of infection can be transmitted through the air?

- Hepatitis
- HIV
- Tuberculosis
- Syphilis

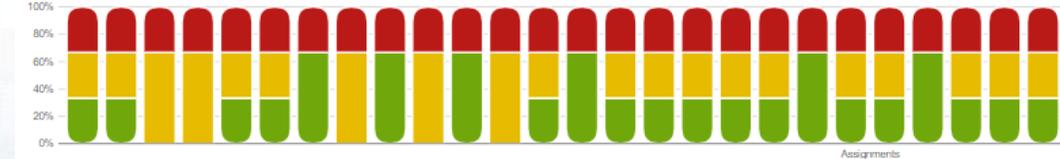
Online class Data Capture

- Real time Student Progress
- Data Analytics
 - Class Activity
 - Assignment Results
 - Grades
 - Clinical Strengths and Weaknesses
 - Teachers Notes & Student communication
 - Class History

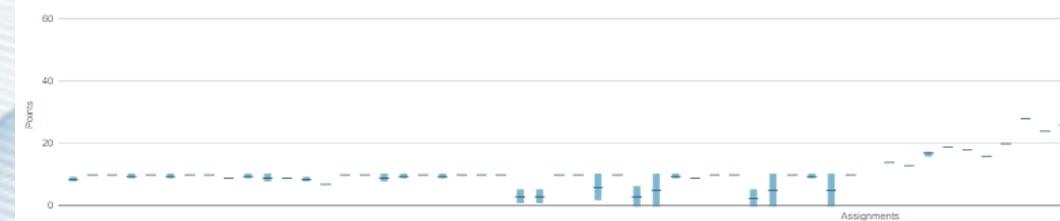
Activity by Date



Submissions



Grades



Student	Page Views	Participations	Submissions
Test Student 1	1007	68	41



Data Analytics and Compliance

Corporate Dashboard x

Secure | <https://masonichomesky.academicplatforms.com/corpdash/dashboard/course/4cda3759-0ef9-45d1-9656-0172f412199f/analytics>

ACADEMIC PLATFORMS

Jeff

Dashboard

Student Registration

Courses

Reports

Security

Upload Test

NUR 100 - BASIC NUR CONCEPTS & SKILLS: Analytics

Last updated: 3/12/2017, 12:00 PM

Students

Student	Page Views	Participations	Submissions	On Time	Late	Missing	Current Score	Total Time (hh:mm:ss)
Smith, Ashley	1971	161	192	94	19	5	82.72%	26:29:14
Johns, Barnett	2427	183	192	119	0	0	86.23%	48:52:24
Adams, Cadence	2573	182	192	119	0	1	97.93%	61:42:9
Fields, Lacey	1333	120	192	75	15	9	82.95%	15:27:56
Ardin, Courtney	1268	105	192	71	25	10	75.52%	26:54:55

AHCA

Organizational Advantages of Hybrid Learning

- Flexibility to allow customized training for care settings
- Start classes at any time
- Your clinical staff does not have to teach theory in classroom
- Transparency of student progress through data analytics
- Transition current employees while they continue to work
- Attract new employees who value remote learning
- Social Distancing for Students
- Corporate or State Wide online classes
- Offer scholarships
- Drop policy which allows vetting of students
- Extended class time or review while waiting to take exam

Student Advantages of online learning²²

- Social Distancing
- Study at any time
- 24/7 technical help
- Different modes of study (read eBook, watch video, or listen to audio)
- Review material at any time
- Review grades at any time
- Communicate with instructors via email or phone
- Use any device (PC, Laptop, Tablet, Smartphone)
- Continue to work another job while taking class
- No transportation needed for online portion of class
- No childcare



Regulatory Requirements (Federal & State)



- ✓ **Approved Program / Curriculum**
- ✓ **Approved Lab Site For Clinicals**
- ✓ **Certified Instructors / Preceptors**

Steps To Transition TNAs to CNAs

Facility is responsible for all lab and clinical training

1. Become familiar with the requirements of the Georgia TNA to CNA Bridge Program
<https://www.ghca.info/Files/Hourly%20Breakdown%20Form-%20TNA%20to%20CNA%20Bridge%20Program.pdf>
2. Select qualified onsite instructor who has completed the Georgia Train the Trainer program. Alliant is currently providing 2 train the trainer webinars per month to support nursing homes. More information can be found here
<https://allianthealthgroup.webex.com/allianthealthgroup/lsr.php?RCID=7e40b4ecb8ff4e4a25ae1d04686fe969>
3. Apply to use approved CNAonline Training Program using the **TNA to CNA Bridge Fillable** form found on the Gammis website at
<https://www.mmis.georgia.gov/portal/PubAccess.Nurse%20Aide/tabId/44/Default.aspx>. Facility is responsible for Lab and Clinical hours.

Any questions regarding instructor qualifications, application, or clinical requirements for Bridge Program should be addressed to Alliant.

Steps To Transition TNAs to CNAs

Approved by Alliant and ready to start required classroom hours

1. Once approved by Alliant contact CNAonline by sending an email to Sales@Academicplatforms.com with the subject line **Georgia TNA to CNA Bridge Program**. Please include your contact information within the body of the email including facility name and location.
2. Fill out General Information and terms agreement form supplied by CNAonline.
3. We will send you a link to submit your student information. (full name, email, and phone number of students)
4. **START CLASS on the week you choose.** The online class runs for two weeks. Classes will start weekly beginning August 8th and continue to start every Monday until September 12th . Class end date is subject to change.



Key Benefits of AHCA's CNAOnline Course

- ✓ Standardized curriculum
- ✓ Best of Breed content
- ✓ Customized to meet regulations
- ✓ Accessible/Flexible
- ✓ Labor/Time Saving
- ✓ Career Path



New Benefits

- ✓ Recruiting Staff
- ✓ Medication Aide hybrid class in Q4



Our Facility administrators say it best

- “The course is flexible and can be offered from two weeks to six weeks. We opted for a three-week schedule, where the first two weeks include the didactic portion Monday through Thursday with labs on Friday. The last week is devoted to clinicals here at our facility. During the three weeks, students only have to be here for 15 hours of lab and 30 hours of clinical training. They get paid for the 45 hours of training while they are inhouse.
- We have been very pleased with the results of using blended approach for several reasons. For starters, we can get students through the course, licensed, and employed much faster than we’ve been able to in the past. Relying on local community colleges to train students as CNAs has historically been problematic for us. We were limited to when the community colleges would hold their classes, which were about six weeks apart. And then, if they didn’t have enough students sign up, they would cancel the class, so we’d have to wait another six weeks until the next class.
- In addition, the people we were getting didn’t have a good handle on their skills. We were having to retrain people who had just gotten out of a class. With the blended approach, we can teach them our way, and the right way, from the very beginning. This saves time and money in the long run for us.
- We are paying the same fee as we would pay a community college but getting better quality outcomes. We are able to hand pick the students from the beginning and train them our way from the get-go. And we like the fact that when they show up for labs and clinicals, we see that we won’t have an attendance issue.”

Wendy Nelson, Prarie View

Thanks for your interest!

Please view
a CNAonline demo
On GHCA website or
go to
www.cnaonline.com
for more information



START CLASSES ANY TIME!



TO LEARN MORE
VISIT cnaonline.com



Available Resources

- Expertise that is readily available
- Georgia CNA Career Pathway Initiative website
<https://gacnainitiative.org/>
 - Interactive Map of Nurse Aide Training Programs
 - Example TNA to CNA Bridge Fillable Application

Example

**Alliant Health Solutions
Nurse Aide Training Program (NATP)
Application**

Program Offering Information
(Complete a separate application for each training program location)
(Please print or type)
Legal Business Name of Organization/School/Agency/Nursing Facility

XYZ Nursing Facility

List all Affiliated Business Names, including Doing Business As (DBA)

Business Address

Street 111 XYZ Avenue

City/State Athens Zip Code 30606

County Clarke

Phone 706-555-0105 Fax 706-555-0106

Program E-mail Address (required)
janedoe@xyznursing.org

Program Contact Person
Name Jane Doe Title DON

Name of Administrator of facility (if applicable) John Doe

E-mail Address johndoe@xyznursing.org

Title, Author and Edition of textbook AHCA-How To Be A Nurse Assistant
Jeanne A. Boschert, RN- 7th Edition
(All textbooks must be within 5 years of the copyright date. Do not mail the textbook with submitted paperwork)

Title of nurse aide course
TNA Bridge to CNA - CNAonline

TNA to CNA Stipend Program

- The Georgia CNA Career Pathway Initiative is pleased to announce the TNA to CNA Stipend Program
 - 500 stipends of \$1,000 offered on a first-come, first-serve basis



TNA to CNA Stipend Program

The Georgia CNA Career Pathway Initiative is pleased to announce the TNA to CNA Stipend Program. The purpose of this program is to support and incentivize TNAs to complete their CNA training and certification. 500 stipends of \$1,000 will be provided on a first-come, first-serve basis.

To be eligible for a stipend through this program TNAs must:

- Begin their didactic training after August 1, 2022
- Complete both their CNA didactic and clinical training
- Ensure their CNA training occurs through an approved Nurse Aide Training Program in Georgia (program must be approved by Alliant Health Solutions)

If you meet the above eligibility requirements, please complete the information and certification below. Please **handwrite** in non-cursive text on page 1 and 2.

Student First Name: _____ Student Last Name: _____

Nurse Aide Training Program: _____

Didactic Training Completion Date: _____

Clinical Training Completion Date: _____

I, _____
Print First and Last Name certify that I meet the eligibility requirements to receive a stipend through The Georgia CNA Career Pathway Initiative's TNA to CNA Stipend Program and that the information provided in this form is true and accurate to the best of my knowledge.

Student Signature

Today's Date

Page 1 of 2

Questions and Answers

- Please type your questions into the chat or unmute yourself





GEORGIA
CNA Career
PATHWAY INITIATIVE

Program Social Media Accounts



@gacnainitiative



@gacnainitiative



@gacnainitiative



@gacnainitiative



GACNAInitiative@gmail.com