

## **The Importance of Proper Training in the Direct Care Workforce**

Studies from various long-term care settings indicate that high-quality training for Direct Care Workers (DCW) is an essential prerequisite for improving safety on the job.

Training for DCW's is often lecture-based, offering little opportunity for workers to practice their skills due to limited time, space, and/or equipment.

Workers would benefit from in-depth training using hands-on delivery methods, especially for personal care aides who might have less training requirements.

When workers can practice their skills with an experienced trainer, research shows that they are more likely to understand and retain their new knowledge.

By practicing hands-on care with each other, trainees are able to experience lifts and repositioning from the client's perspective, which helps them understand how to implement proper techniques in a compassionate, person-centered way.

Training in communication skills and specialized care are also important for helping DCW learn how to prevent or minimize aggressive behavior, particularly when providing care for people with Alzheimer's disease or other dementias.

Additionally, research indicates DCWs feel better equipped and motivated to work when they can access high-quality entry-level training and ongoing education opportunities. Quality training can help keep everyone safe and help strengthen the workforce.