

GPA® (AGE) Initiative Outline of Programs and Format Options

Primary Outcome: To build the capacity of employees working across the NS Continuing Care sector to support residents/clients living with dementia. Using a person-centered and multidisciplinary approach GPA teaches caregivers how to respond respectfully, with confidence and skill, to behaviors associated with dementia.

1. *Format option – GPA Basics*

This format needs be delivered by trained in-house GPA Certified Coaches (in-person or virtual) however, AGE recommends in-person delivery unless an identified public health requirement for social distancing. The only direct program costs are the manual for each program participant for which organizations can apply to get reimbursed. The Council also provides salary costs for the participants and the cost to free up the coach to provide the training based on availability of funding and meeting the GPA Training Expense Reimbursement Guidelines.

Process:

- ✓ Four modules delivered consecutively over a 7.5- hour day with a GPA in-house certified coach;
- ✓ Facility determines need/ability to provide in-house training under the direction of a GPA Certified Coach;
- ✓ Facility Contact notifies the Council of their intention to deliver a GPA Basics program;
- ✓ Upon completion of each GPA program delivery the organization applies for reimbursement for the GPA basics manuals purchased;
- ✓ Upon completion of each GPA program delivery the organization applies for reimbursement for the salary costs for program participants and the cost to free up the coach to provide the training;
- ✓ Participants and the in-house coach are strongly encouraged to participate in the Council's evaluation of the GPA program initiative.

2. *Format option – GPA E-Learning*

This format is appropriate for those facilities who do not have a GPA Certified Coach on site and /or perhaps facilities that have coaches but are not in a position to deliver the GPA Basics (coaches on leave, can't free staff up for a full 7.5- hour day). A facility may have GPA Certified Coaches but decide that this delivery is appropriate for employees within certain roles. The Council purchases seats for this program and assigns seats to individuals based on recommendations from the Facility Contact. Salary costs for participants to attend is provided based on availability of funding and meeting the GPA Training Expense Reimbursement Guidelines.

Process:

- ✓ Facility contact approves employees to complete the E-learning format of the GPA training;
- ✓ Facility contact submits names and contact information of selected E-learning participants to the Council;
- ✓ The Council supplies each approved learning participant with a unique access code to enable them to complete the on-line learning;

- ✓ The organization applies for reimbursement for the salary costs for each E-learning participant based on availability of funding and meeting the GPA Training Expense Reimbursement Guidelines;
- ✓ Participants are strongly encouraged to participate in the Council's evaluation of the GPA program initiative.

3. **Format option – Integrated GPA (iGPA)**

Suitable for those facilities that have in-house GPA Certified Coaches. Part B of the program is taught by an in-house coach. However, facilities can take advantage of requesting their staff take the GPA e-learning (Part A of the program) from one of the E-learning seats provided by the Council. The Council also provides support for the associated salary costs for the participants and the GPA Coach based on availability of funding and meeting the GPA Training Expense Reimbursement Guidelines.

Process:

- ✓ Facility determines need/ability to provide in-house training under the direction of a GPA Certified Coach;
- ✓ Facility Contact notifies the Council of their intention to deliver an iGPA program;
- ✓ In-house GPA Certified Coach submits names and contact information of approved iGPA program participants to the Council;
- ✓ The Council supplies each participant with an access code to complete Part A of the program;
- ✓ The facility applies for and receives reimbursement for the associated salary costs for the participants and the GPA Certified Coach based on availability of funding;
- ✓ Participants are strongly encouraged to participate in the Council's evaluation of the GPA program initiative.

4. **GPA Certified Coach Workshop**

The GPA Certified Coach Workshop is critical to increasing the GPA capacity within the Continuing Care sector. The Council coordinates GPA Certified Coach Workshops facilitated by AGE. The Council covers salary costs, and provides a travel subsidy to successful program participants based on availability of funding and meeting the GPA Training Expense Reimbursement Guidelines.

Process:

- ✓ Facility selects and pre-approves GPA Certified Coach applicants;
- ✓ Facility Contact completes the GPA Coaches Training Application Form online;
- ✓ Approved applicants will be sent a link to apply directly through AGE to ensure they meet all the requirements to become a certified coach. Each applicant must complete the registration process in detail and provide their own email;
- ✓ AGE supplies the Council with the names of successful applicants who are approved to attend the Certified GPA Coaches training;
- ✓ Following program delivery, the organization applies for reimbursement of the salary costs associated for the participants to attend the training and the applicable training subsidies;
- ✓ Participants are strongly encouraged to participate in the Council's evaluation of the GPA program initiative.