



*Christy  
Jensen*



*Little Message with a Big Impact*



*Mary Martha  
Stewart*



**Sonya  
Barsness**

Sonya Barsness  
Consulting LLC



**Jenny Inker**

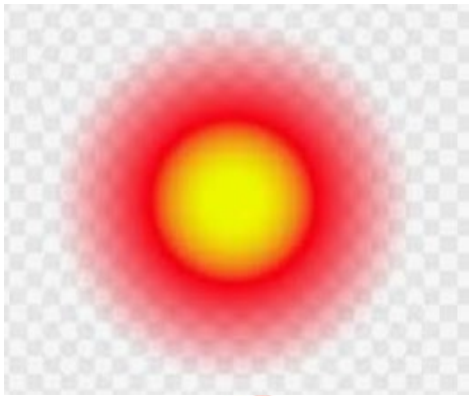
Virginia  
Commonwealth  
University  
Department of  
Gerontology



# POLL

## What are your biggest training challenges?

1. Low attendance
2. Scheduling the night shift
3. Too much information to remember
4. Turnover
5. Few or no training staff



*Little Message with a Big Impact*



AND









*Little Message with a Big Impact*

<https://youtu.be/XKmJaRnojgc>

**Lesson 44**

*Stepping Into Their World*



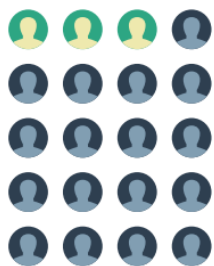
# POLL

## Initial reaction:

1. I liked the video clip and the audio.
2. I liked the animation.
3. I can use what I learned to care for people with dementia.
4. I liked the short lessons.
5. I did not like the Microlearning format.

## traditional training **doesn't work**

**80%** is said to be forgotten  
within **30 days**  
(**90%** within one year)

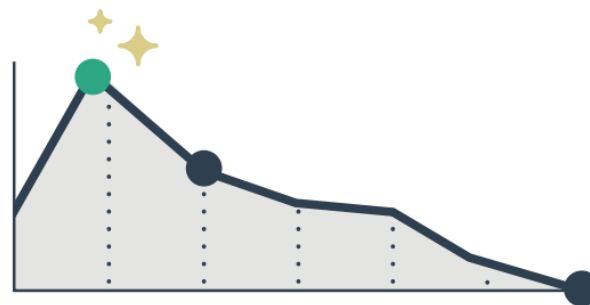


FEWER THAN

**15%**

successfully apply  
what they learn

90/20/8 RULE SAYS:



In the first **8 minutes**, we're at our  
peak energy level

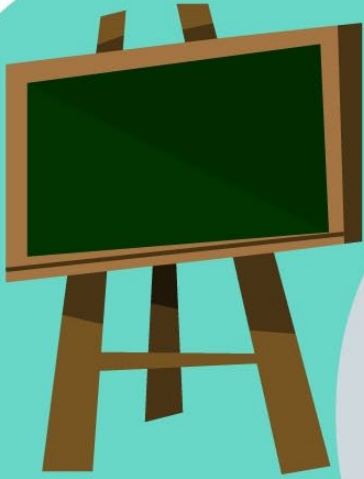
After **20 minutes**, our neurons  
experience a noticeable drop

After **60-120 minutes**, alertness  
completely collapses

From

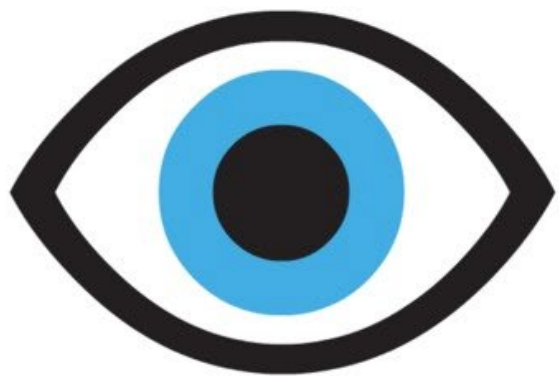
*Grovo*

VS















# Our Journey





RIVERSIDE

Center for Excellence in  
Aging and Lifelong Health

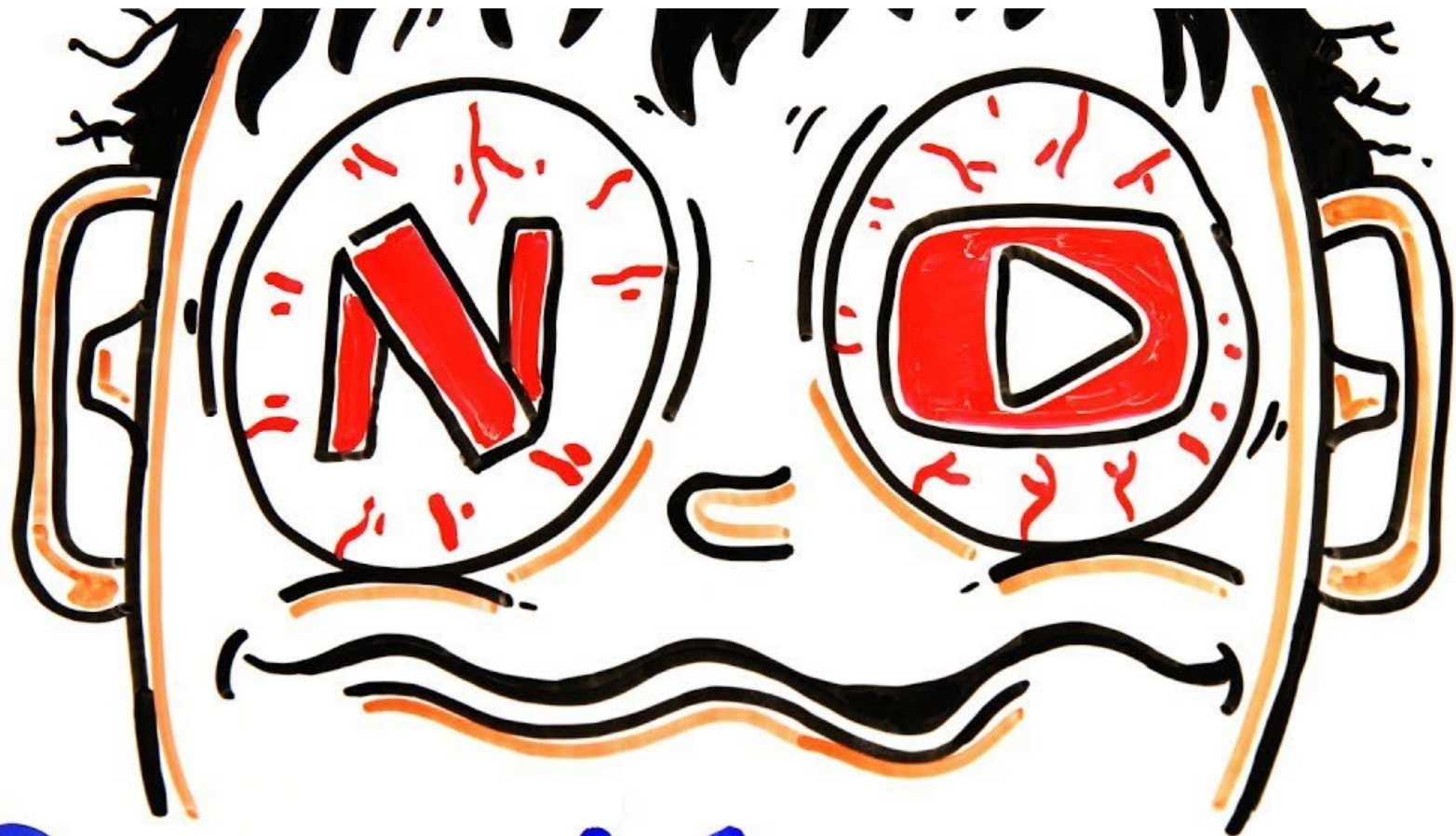
*Grovo*

**9 Nursing Homes in  
Eastern Virginia**



Nitty  
.....  
Gritty

- All types of staff
- No cost to nursing homes
- 52 microlearning lessons over 52 weeks
- Delivery timeframe:
  - April 2016 – 2017



BINGE WATCHING



**content & delivery**



# PERSON-CENTERED

GOAL



**INTERESTING**

**BRIEF**

**INFORMAL**

**FOCUSED**

**PRACTICAL**



# Hand in Hand:

## A Training Series for Nursing Homes



# TOOLKIT



# FAMILY



[adnaamironesei.blogspot.ro](http://adnaamironesei.blogspot.ro)

# SELF-CARE



**Meeting People with  
Dementia Where  
They Are**

**Living with  
Dementia**

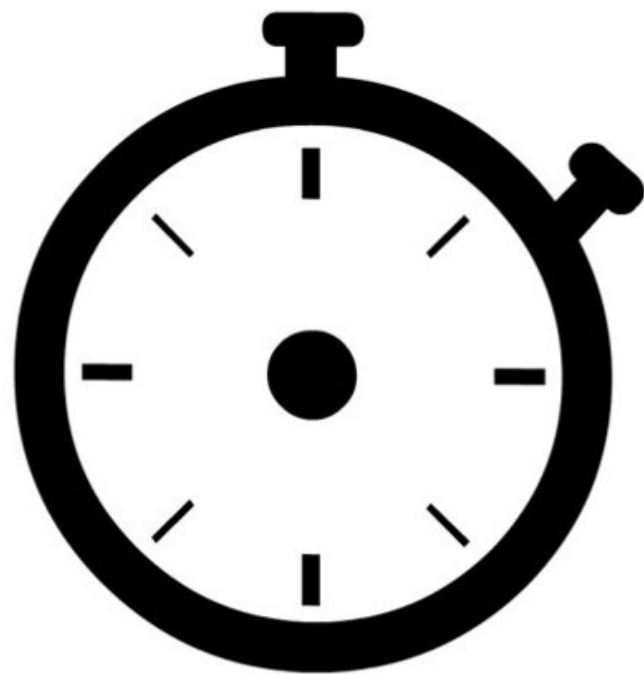
**Listening and  
Speaking**

**Actions and  
Reactions**

**Being with a Person  
with Dementia:  
Approaches**

**You Make a  
Difference**

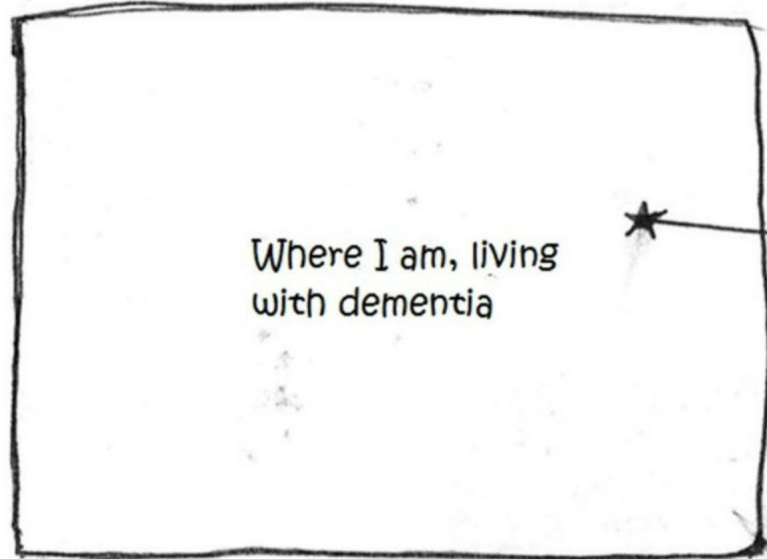
**6 minutes**



Total training time  
5 hours and 15 minutes



**PERSON-CENTERED**

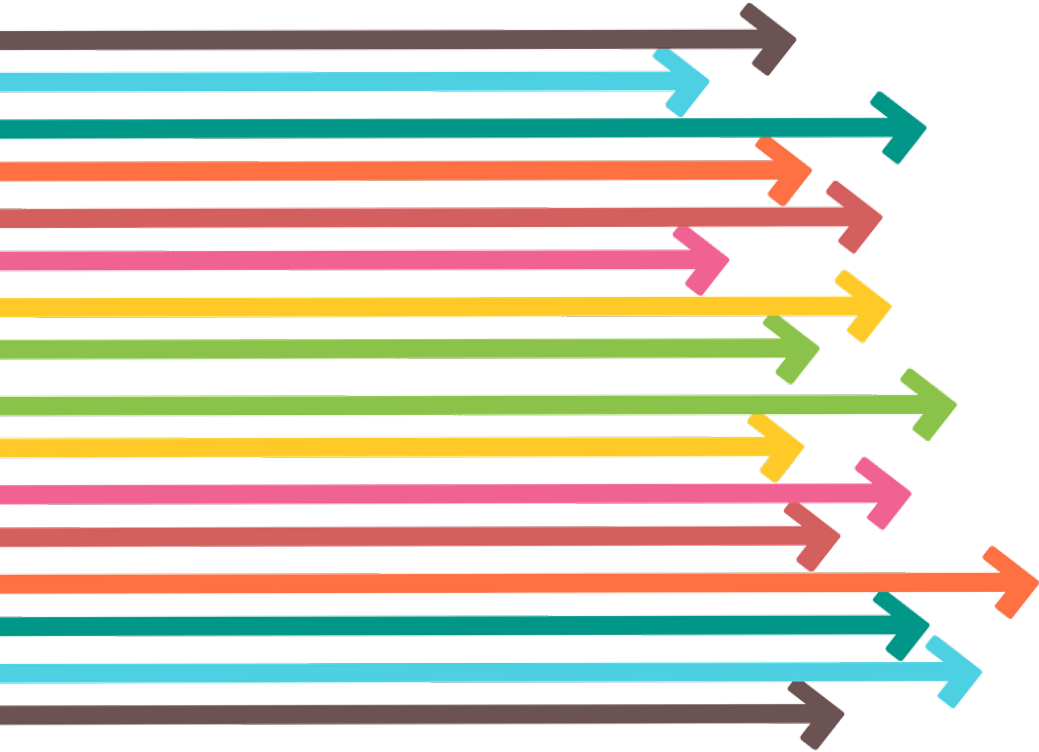


Where I am, living with dementia

meet me here



**RESULTS**



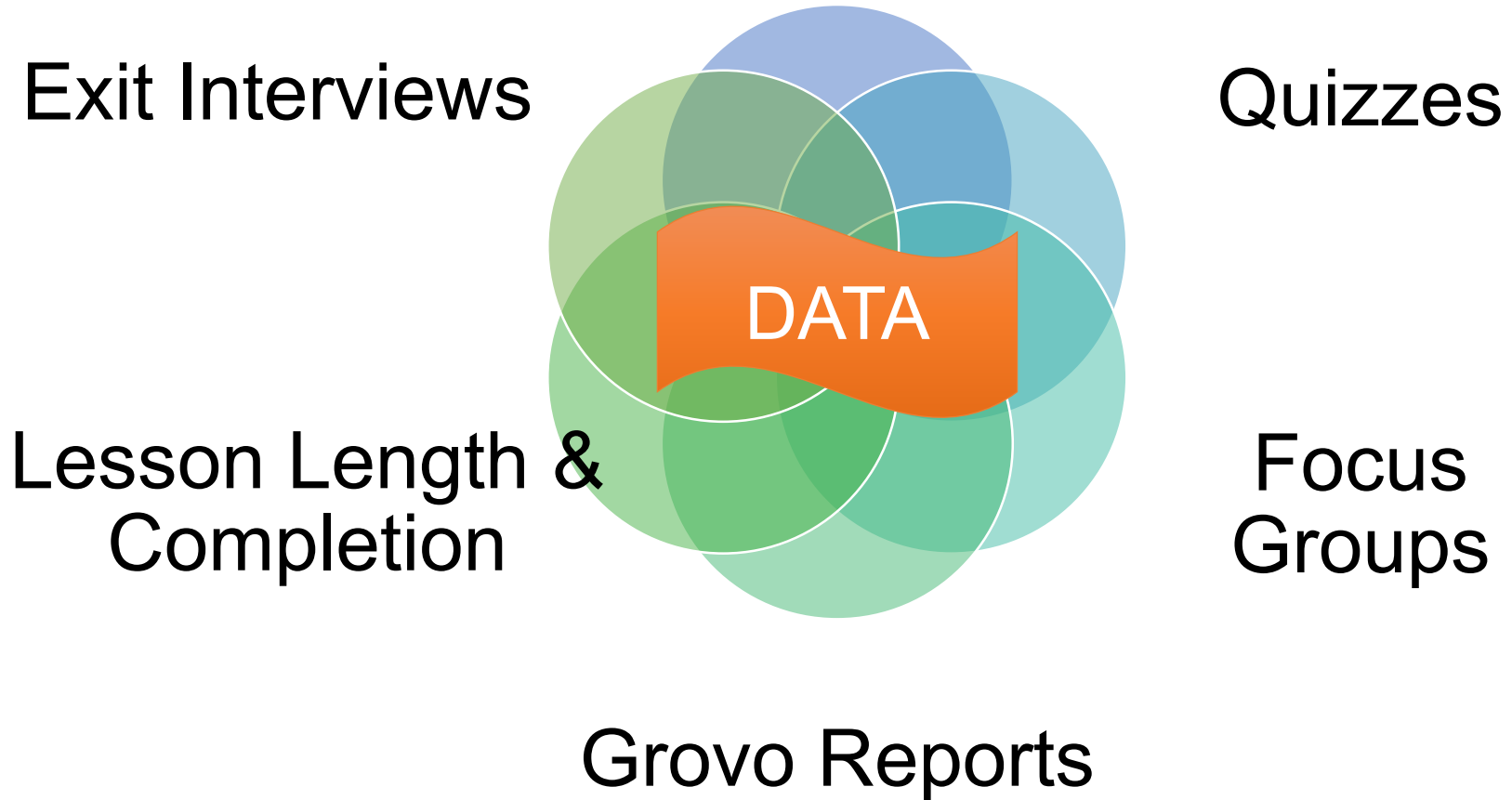
**WHY?**

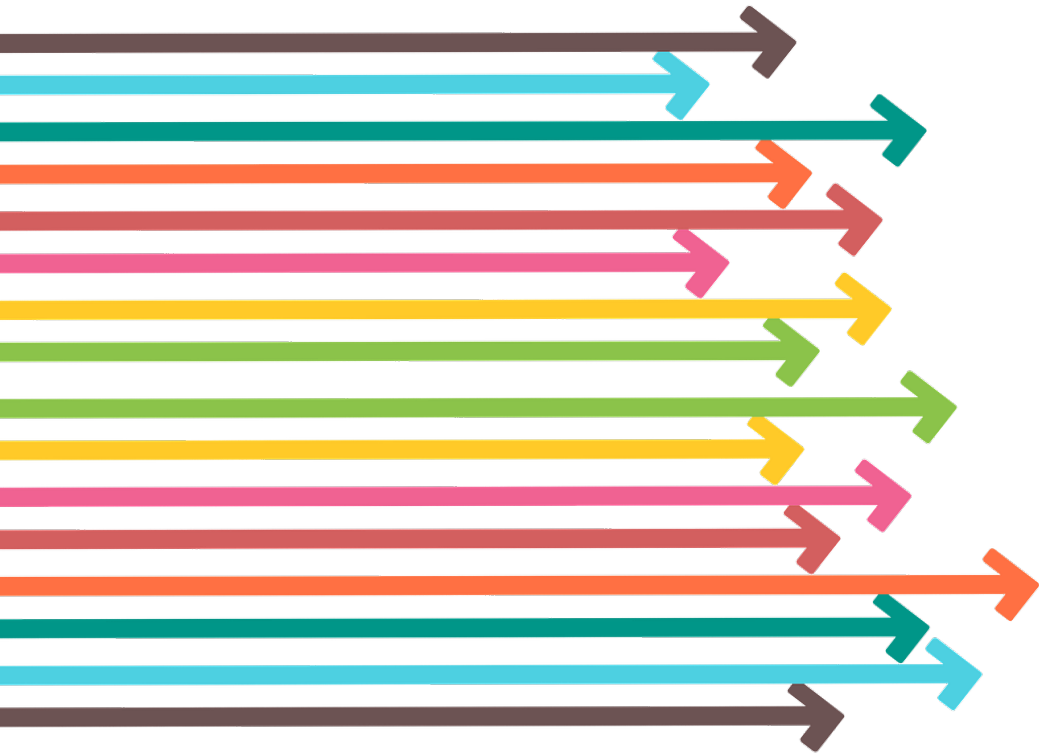




# HOW?

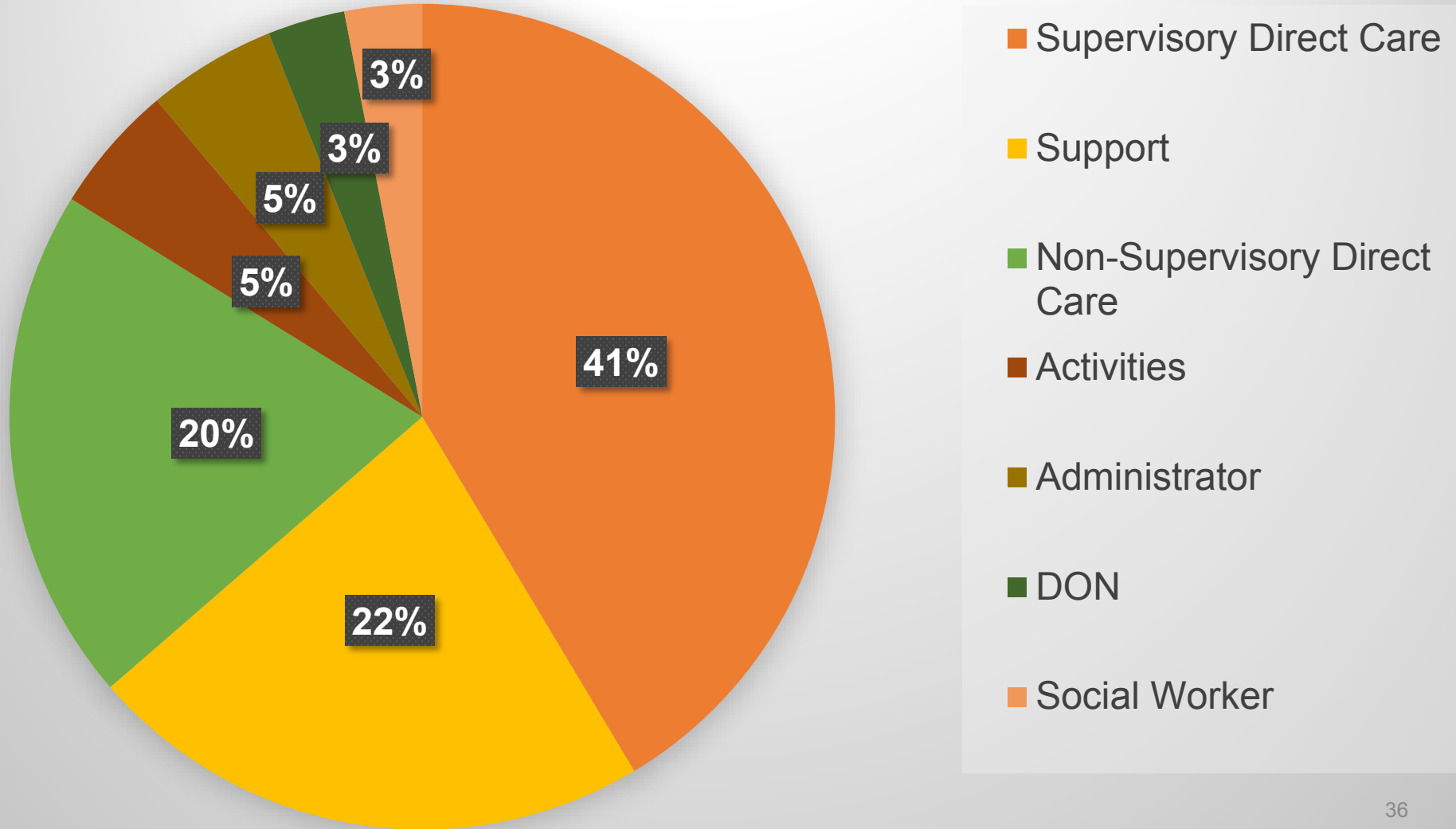
# Pre- & Post-Tests

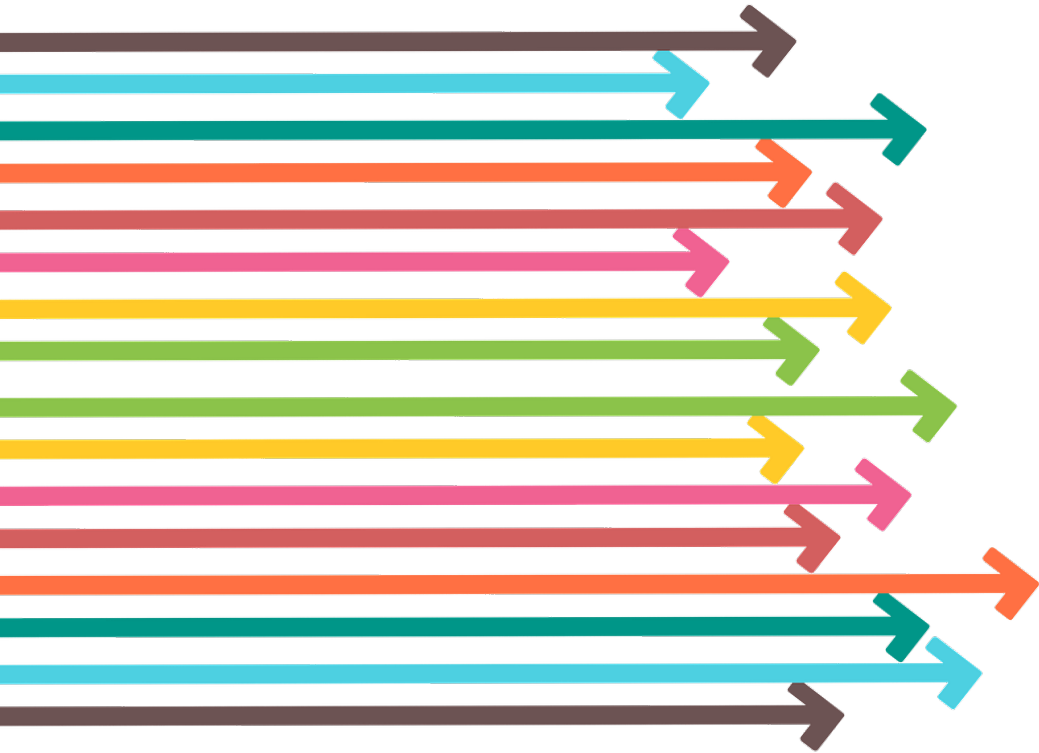




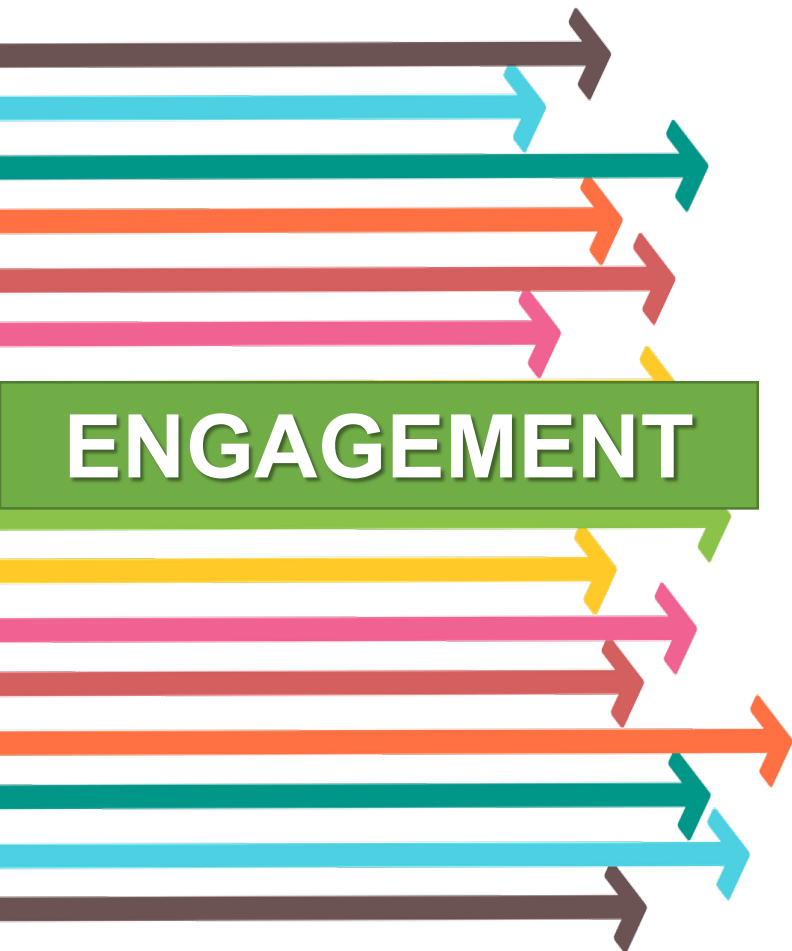
**WHO?**

# Participants by Job Role





**WHAT?**



Microlearning lessons  
were viewed over  
**12,000 times.**



**PRE- AND POST TEST  
RESULTS**

# Dementia Attitudes Scale

Comparing attitudes to people with dementia

PRE-TEST

POST-TEST

$n=180$

$n=117$

$M=72.7,$   
 $SD=6.9$

$M=74.5,$   
 $SD=5.6$

**SIGNIFICANT**

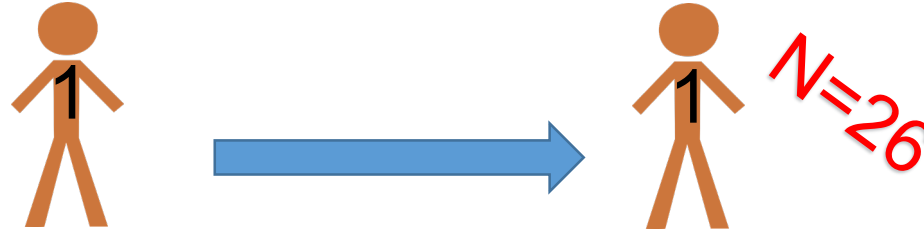


**T-TEST**

$t(280.9)=$   
 $-2.480, p=.014$



# Dementia Attitudes Scale



I feel uncomfortable being around people with dementia.	(p<.10) ↓
It is possible to enjoy interacting with people with dementia.	(p<.10) ↑
We can do a lot now to improve the lives of people with ADRD.	(p<.10) ↑

# Nursing Home Nurse Aide Job Satisfaction Scale

## Comparing job satisfaction

PRE-TEST

POST-TEST

n=190

n=128

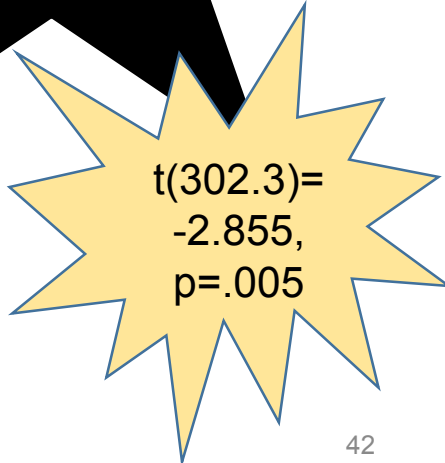
M=32.4,  
SD=6.6

M=34.4,  
SD=5.4

**SIGNIFICANT**

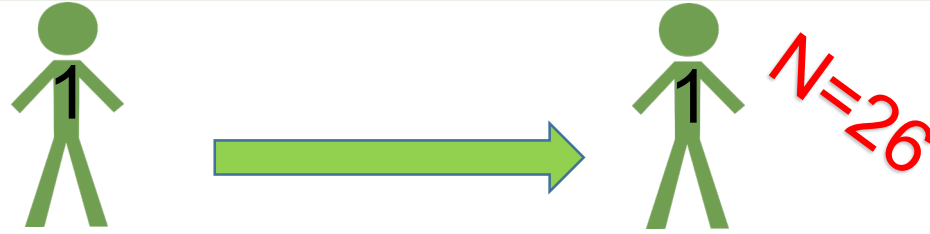


**T-TEST**



t(302.3)=  
-2.855,  
p=.005

# Nursing Home Nurse Aide Job Satisfaction Scale



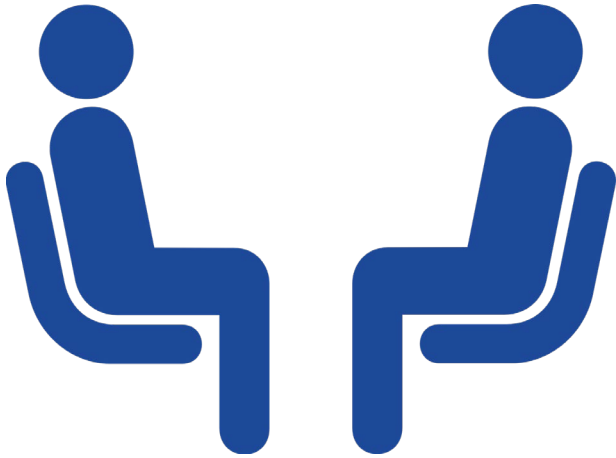
**Overall satisfaction in my job increased  
from 8.19/10 to 8.77/10**



**QUALITATIVE**

# INTERVIEWS

# OPEN-ENDED



# FOCUS GROUPS



**E**



**EASY**

**EFFICIENT**

**ENGAGING**

**EFFECTIVE**

**ENJOYABLE**

**EMPOWERING**

# FEATURES YOU LIKED ABOUT THE MICROLEARNING FORMAT

I have used what I learned to care for people with dementia.  
(61%)

The video clips. (64%)

The small, short lessons. (76%)



*Little Message with a Big Impact*

<https://youtu.be/qlfobcf0uAY>



## **TRADITIONAL TRAINING**

**Difficulty with staff attendance and engagement.**

**Trainer quality inconsistent.**

**Training resources thin.**

## **MICROLEARNING**

**Educates staff in engaging, enjoyable, flexible way.**

**Consistency of message.**

**Cost effective.**



**DARS** | VIRGINIA DEPARTMENT FOR AGING  
AND REHABILITATIVE SERVICES



**RIVERSIDE**

Center for Excellence in  
Aging and Lifelong Health

**Physicians, Nurse Practitioners,  
Physician Assistants, Residents**



**ACL**

Administration for Community Living

# Engaging the Primary Care Workforce in Dementia Care Through Microlearning

Demystifying  
Dementia

Sharing the  
Diagnosis

Providing  
Guidance

Communicating

More than Meds



*Little Message with a Big Impact*

<https://youtu.be/VqssYKjt9r4>

**Lesson 4:**  
***Communicating***

## Microlearning Statements

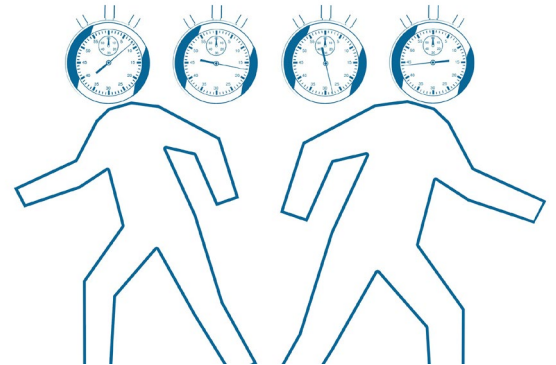
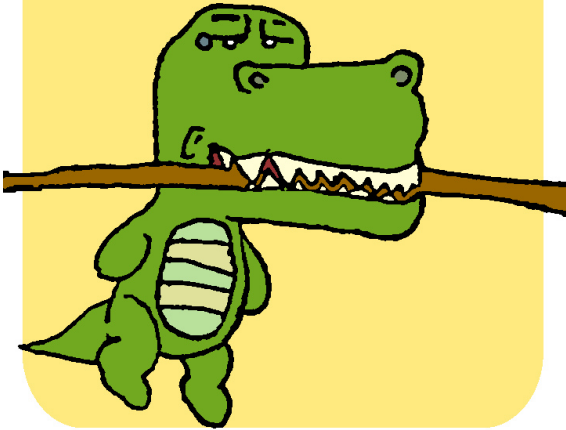
% who agree or strongly agree

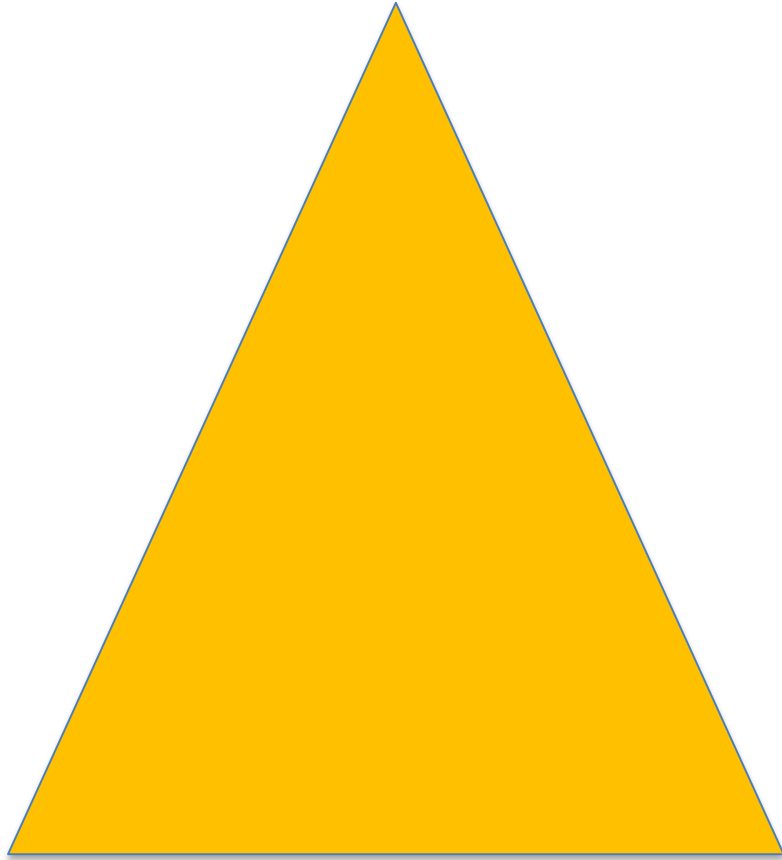
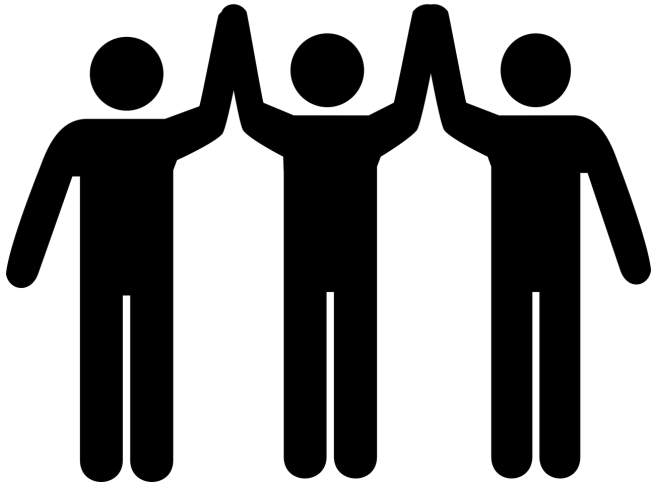
I think Microlearning is a helpful way to learn	95.8
I would be interested in participating in more training programs using Microlearning	79.2
As a result of this training, I have a better appreciation for the perspective of persons with dementia	95.8
As a result of this training, I have a better appreciation for the perspective of family care partners for persons with dementia	87.5

# LESSONS LEARNED



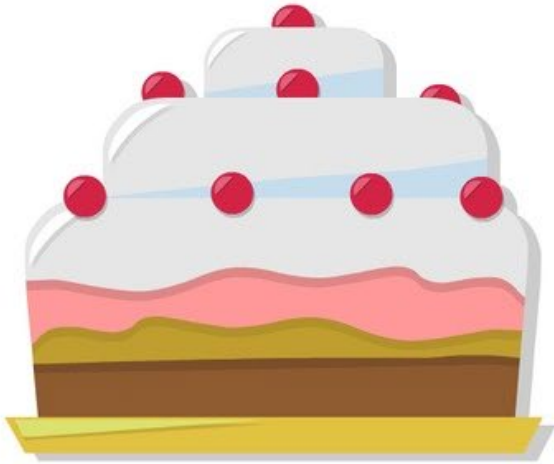
Hang In There







# MORE TOPICS



# I Want More Microlearning



Center for Excellence in  
Aging and Lifelong Health

Upload to your LMS  
[Mary.Stewart@rivhs.com](mailto:Mary.Stewart@rivhs.com)



Access to PCP lessons  
<https://alzpossible.org/training/>



Developing family caregiver &  
IDD staff lessons

# Take aways from you

What other topics?

What other learners?

What other funding partners?

What other organizations?

