



The Impact of Certified Nurse Assistant Training on Health Disparities in LGBTQ+ Older Adults in Long Term Care Settings

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Introduction

1) My grandmas



2) SRU

Health Disparities & Older Adults

- US population aged 65 or older projected to reach 23.5% by 2060 (Office of Disease Prevention and Health Promotion, 2020)
- Journal of General Internal Medicine (2019) found out one out of five older adults experiences ageism in health care settings and those who frequently experience it have a higher risk of developing a new disability or worsening existing ones. (Hoyt, 2019)



Protection:

- Affordable Care Act
- OBRA 1987
- Ombudsman

Health Disparities & LGBT+ Older Adults



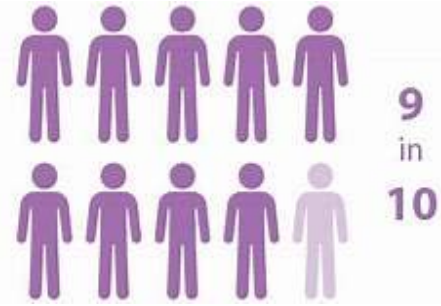
- About 2.7 million U.S. adults 50 and older identify as LGBT, including 1.1 million age 65 and older. Those numbers are expected to nearly double by 2060 (American Heart Association, 2018)
- LGBT older adults report worse psychological health and greater substance use, such as heavy alcohol consumption and cigarette smoking, compared to their non-LGBT peers. (National LGBT Health Education Center, 2019)

During 4 years of education, the average medical student spends about 5 hours learning about LGBT health issues, the majority of which is focused on HIV/AIDS (Winter, 2012, p. 15) out of

35,040 hours

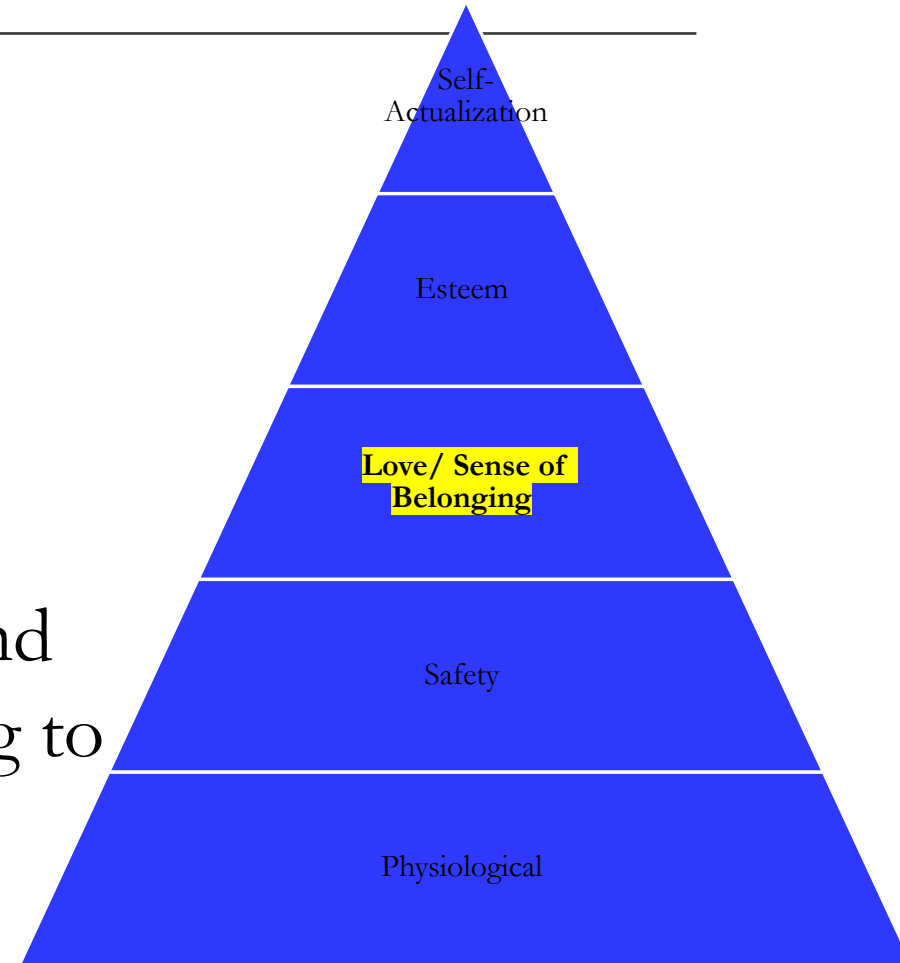
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LGBTQ+ Older Adults in Long-Term Care



Inspiration-
Maslow's
Hierarchy of
Needs

- Nearly nine in 10 respondents said that they thought long-term care staff would discriminate against someone who came out in a facility. (Redman, 2011)
- To avoid discrimination, many—34% of LGBTQ older people and 54% of transgender and gender nonconforming older people—fear having to re-closet themselves when seeking elder housing. (SAGE, 2021, p. 7)



Research



Lets Investigate
CNAs and Their
Training...



How does the
Training impact
Health Disparities
on LGBTQ+
Patients?

Certified Nursing Assistants - The Keystone of Long - Term Care Quality

Skilled Nursing Facilities	Continuing Care Retirement Communities / Assisted Living	Hospitals/ Surgical Centers	Home Health Agencies	Individual / Family Services
35%	16%	Just Under 7%	5%	1.5%

(Booher, 2020)

Certified Nursing Assistant Training Impact on LTC Facilities/States

Total Initial Training	2004 State- 49 NH-16,125	2010 State- 51 NH-15,508
Greater than 75 hours	State- 26 (53.1) NH-8,300 (51.5)	State- 31 (60.7) NH- 9,426 (58.6)
75 hours	State- 23 (46.9) NH- 7,825 (48.5)	State- 20 (39.3) NH-6,664 (41.4)

NHs in states requiring clinical training hours above federal minimums had significantly lower odds of adverse outcomes

NH=Nursing Home

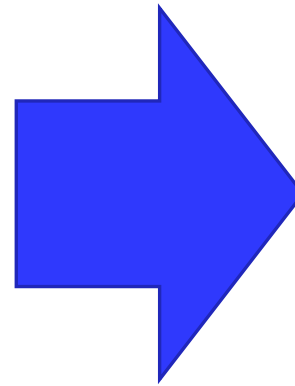
(Trinkoff et al., 2020)

Better outcomes
with residents

National Nurse Aide Assessment Program - (NNAAP)



- **Exam** - written / oral and demonstration of skills
- Multiple choice Questions
- **Continuing Education Requirements**
- **Renewal**



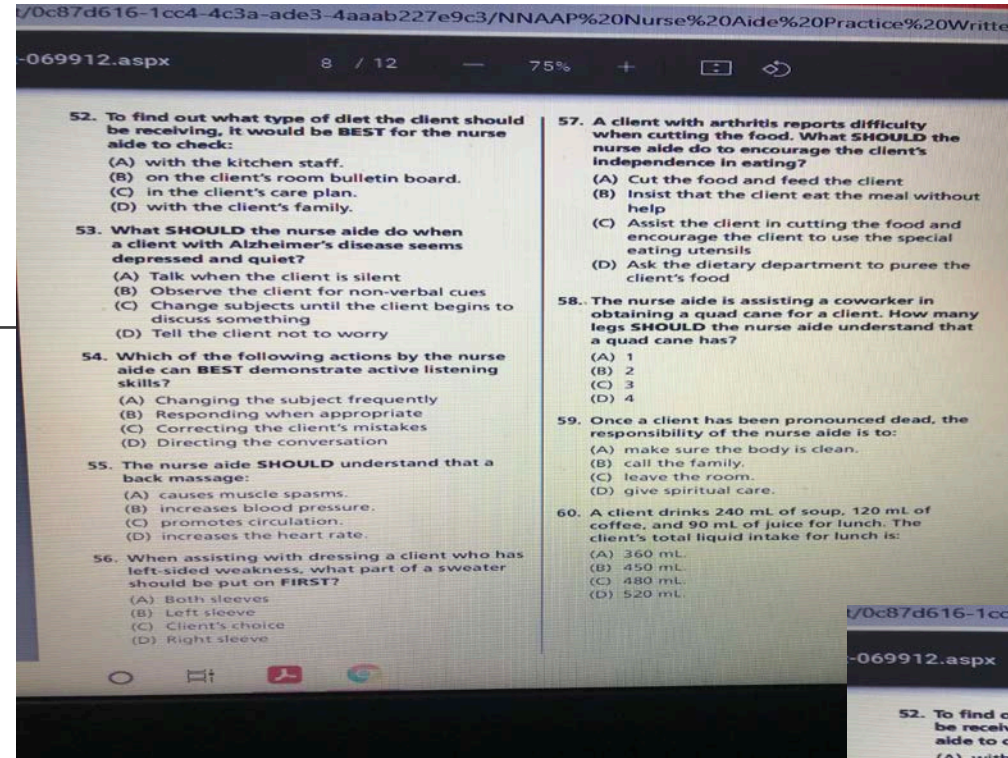
- 1-Activities of Daily Living (ADLs)
- 2-Basic Nursing Skills
- 3-Restorative Skills
- 4-Psychosocial Care Skills
- 5- Role of the Nurse Aide

(National Council of State Boards of Nursing, Inc [NCSBN], 2021)

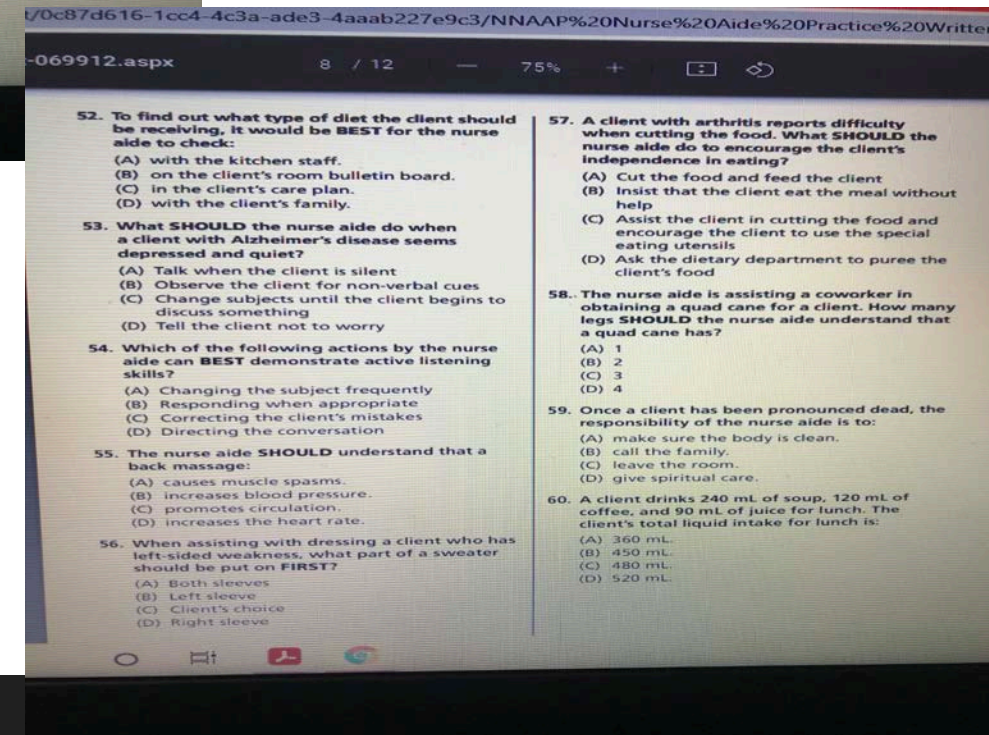
NNAAP

"The nurse aide SHOULD understand that a back massage:"

"Once a client has been pronounced dead, the responsibility of the nurse aide is to:"



"What **SHOULD** the nurse aide do when a client with Alzheimer's disease seems depressed and quiet:"



State-By-State Certified Nursing Assistant- LGBTQ+ Training

How are Certified Nursing Assistants prepared for LGBTQ+ patients?





Results on Requirements of Training/CE- LGBTQ+

Washington DC-

- "Have completed two (2) hours of continuing education in cultural competency or specialized clinical training on clients who identify as lesbian, gay, bisexual, transgender or queer, and any additional Board mandated topics."

States mainly went through the standard exam proctored by Pearson Vue (NNAAP)

Nurses Aide/Certified Nursing Assistant Training - Programs

(Community College of Beaver County)

Number of Programs Looked At	Number of Exam Questions Looked At
25	51

Pennsylvania program-
Community College of Beaver County

- MSHT 101 Nurse Aide
- Course Ration of credit- Laboratory Hours

Alabama program-
Jefferson State Community College

- Communication
- Infection Control
- Caring for the Dying Resident
- Long-Term Care Facility
- More

(CNAs Classes Bessemer, AL)

Gap Analysis – What's Missing?



Cultural Competency within the States for LGBTQ+ Patients



Health Outcomes and Quality of Life



- Regulations
- Interpretive
- Consumer- Driven
- How can these practices be measured?
- What are the lifestyle choices in youth and middle ages?

Impact- Caregiver to Patient



Certified Nursing Assistant's Responsibility	Health Outcomes/Quality of Life for LGBTQ+ Patients
Customer-Service Care -	Feeling comfortable within the healthcare system to ask for help
Education -	Knowing that the caregiver is there to help for whatever the needs are

Future Research



Research-

Adds to the body of knowledge- CNAs inclusive approaches to the LGBTQ+ community

1). LGBTQ+ are underrepresented

Challenges-

1). Fear of results getting out and used against participants (different types of Bias/Discrimination)

2). Sensitive topic = not enough participation

3). COVID-19 restrictions (if applicable)



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