

Draft Curriculum: NHWSB Worker Training

Date: 2024

Topic: Purpose and Outcome

Purpose

The purpose of the trainings is to help fulfill the Board’s obligation to “ensure that nursing home workers are properly trained about and fully informed of their rights” under the NHWSB Act.¹

Outcome

At the end of the training course, the workers should understand or know where to find:

1. The current minimum standards set by the NHWSB.
2. Antiretaliation protections established by the NHWSB Act.
3. What to do if they are experiencing violations of the NHWSB Act and the rules established by the Board or experiencing retaliation, including how to report such violations.
4. Additional rights, duties, and obligations of the NHWSB Act, updates since the last training.
5. How to get in touch with the NHWSB or get information about upcoming NHWSB events.
6. Other information
 - a. *So far, the Federal staffing mandates and Earned Safe and Sick time have been mentioned. What else does the workgroup/Board think is important?*

Topic: Methodology

Interactive Trainings

Certified worker organizations must provide effective and interactive trainings.² Online trainings should therefore include a synchronous (live) portion and give workers an opportunity to ask questions and have them answered. The Board can consider if there are other training features that could improve the efficacy of trainings.

¹ § 181.213, subd. 1(a)

² § 181.214, subd. 1(1) and § 181.214, subd. 5(2)

Follow up

Certified Worker Organizations must provide follow up written or electronic materials that cover the topics in the training.³ Trainings must be conducted in a language in which the workers are proficient. Follow up materials should also be provided in the languages in which the workers are proficient.⁴

A certified worker organization must also make itself reasonably available to answer questions during and after training sessions.⁵

Languages

The training and follow up must be conducted in a language in which workers are proficient.

Topic: Pacing

One to three training sessions

The NHWSB Act dictates that Certified Worker Organizations are not required to cover all topics in a single session. Rather, a certified worker organization may cover the required curriculum topics over the course of up to three training sessions. Nursing Home Employers however are only obligated to certify that their workers have been trained for one hour ever two years.⁶

Topic: Evaluation

Certified Worker Organizations may conduct surveys of nursing home workers who attend a training session to evaluate the effectiveness of training sessions and industry compliance with the NHWSB Act.⁷ Does the Board wish to encourage certified worker organizations to conduct these surveys and encourage organizations to share their data with the Board, to inform the Board's annual review of the adequacy of the curriculum requirements? How would the Board like to evaluate what is effective in communicating with and training workers?

Topic: Content

See Training Content Document.

³ § 181.214, subd. 5(3) and § 181.214, subd. 1(2)

⁴ § 181.214, subd. 5(3) and § 181.214, subd. 1(2)

⁵ § 181.214, subd. 5(4) and § 181.214, subd. 1(2)

⁶ § 181.214, subd. 3

⁷ § 181.214, subd.5(5)

Topic: Other obligations

Certified Worker Organizations also have other obligations, such as giving nursing home employees a confirmation of having completed the training, communicating with the employer of the nursing home workers, and keeping data securely. Please see _____ for full instructions.

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