



AGENCY FOR HEALTHCARE RESEARCH AND QUALITY



## Nursing Home Learning Module Guide

- The Agency for Healthcare Research and Quality developed short learning modules for nursing home staff who provide direct care to or interact with residents and their families. These brief modules address issues many nursing homes are facing during the pandemic.

### About the Modules

- Each self-paced module is 3 to 5 minutes long and can be viewed on a smartphone, laptop, desktop, or tablet.
- Learners can view modules individually, when convenient.
- Simple learning objectives allow learners to focus on one topic at a time and apply that knowledge to their job.
- Modules incorporate interactive elements to maximize engagement.
- The modules are available in English, Spanish, Haitian Creole, and Tagalog.

### How to Use the Modules

- Encourage your Nursing Home Education Leader to view the available modules at <https://www.ahrq.gov/nursing-home>.
  - Supplement ongoing facility educational activities
    - Incorporate the learning modules into annual in-service programs as pre-work or part of the training.
    - Incorporate the learning modules into new employee onboarding activities.
  - Display accompanying handouts to reinforce key messages presented in the modules.
- Share the modules' availability at leadership team meetings and ask supervisors to encourage staff to view the modules.
  - See the "Talking Points" section below for suggestions to guide the discussion.
  - Distribute the Learning Module Flyer.
  - Encourage supervisors to extend the concepts to a staff meeting so team members can share what they have learned and how they can use those concepts in the workplace.
- Identify a staff champion to act as an early adopter to be among the first to watch a learning module and encourage others to watch as well.
- Manually track how many staff members view the modules and create a friendly competition for a prize or recognition for the department or unit that have the most learning module views.
  - Consider using a bulletin board as a visual tracker.
  - Ask staff to note when they have viewed a module.
- Identify how you will recognize those who complete learning modules: personal hand-written thank you notes from the administrator, small gift cards, stickers, pizza, or ice cream, etc.
- Customize and add the sample newsletter article at the end of this guide to staff newsletters or in an email to staff as a reminder that new modules are added regularly.



## Learning Topics

The learning modules feature both emotional well-being and clinical topics. Visit <https://www.ahrq.gov/nursing-home> to access the modules and accompanying resources.

- Emotional & Organizational Support for Staff – 3 modules
  - Identifying & Overcoming Anxiety
  - Tackling Stress is a Team Effort
  - Supporting Each Other in the Quest To Reduce Stress
- Supporting Nursing Home Residents' Emotional Health
- Leading by Example
- Post Vaccination Practices – 2 modules
  - Minimizing Infection Risk: Protect
  - Minimizing Infection Risk: Prevent
- COVID-19 Identification & Treatment – 3 modules
  - COVID-19: Recognize
  - COVID-19: Report
  - COVID-19: Remember
- Vaccination & Testing – 2 modules
  - COVID-19: When to Test
  - COVID-19: Why Get Vaccinated

## Talking Points

Consider incorporating the following key messages into announcements or mentions of the learning modules:

- These brief videos are short, interactive learning modules on various aspects of care during the COVID-19 pandemic.
- The modules can be viewed at your own convenience on a variety of devices.
- Some modules include accompanying handouts. I will print and display them so you can have a visual reminder of what you learned.
- I want you to remain healthy and happy while working here. These learning modules give tips on living and working safely in our nursing home.
- These micro learning sessions will help you achieve your learning goals and spend more time with your residents.

## Newsletter Article

Customize the following article for your team and share it through an employee newsletter, website, or email message(s):

- Got 5 minutes? The Agency for Healthcare Research and Quality has created online learning modules on a variety of topics for those of us on the frontlines of the COVID-19 pandemic. The brief interactive videos discuss how to reduce stress, improve communication, and prevent infections. Visit AHRQ's website for the current modules and check back as more are added. Tell your supervisor when you complete a module.



AHRQ Pub No. 22-0007-EF  
November 2021