

Retention: Importance of Career Enhancements

What we learned...	What it means to you...
<p>The majority (55 percent) of direct care workers did not want to be a direct care worker three years from now.</p> <p>Of those who wanted to leave direct care work, almost half wanted to advance their career by becoming licensed practical nurses or registered nurses. (Benjamin Rose)</p>	<p>Provide direct care workers with career advancement opportunities, tuition reimbursement and flexible hours so they can attend classes.</p> <p>For those who want to remain as direct care workers, provide job advancement opportunities such as specialized training in restorative therapy, dementia care or as a medication aide with certification, title change and wage increase.</p>

Effect of Direct Care Worker Job Commitment on Residents

What we learned...	What it means to you...
<p>Residents were more satisfied with their relationships to nursing staff and their quality of life where a higher proportion of nursing assistants were committed to their jobs. (Brandeis)</p>	<p>The finding that greater job commitment of nursing assistants is associated with better quality of relationships and life for residents implies that better jobs lead to better care.</p>