



How to Use Simulation and Role Playing to Teach Powerful Lessons on Dementia & Elder Abuse

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Agenda

- Using Dementia Scenarios
- Using Scenario-Based Learning to Walk in the Shoes of an Elder Abuse Victim
- Dementia Simulation Experience
- Elder Abuse Training Kit
- Free Sample Scenarios For You
- Q&A



Using Dementia Simulation Scenarios

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Walk in the Shoes of a Vulnerable Adult



- Use a wearable aging simulation suit
- Role play a variety of scenarios which include different types of dementia
- Switch roles from aging adult to healthcare worker
- <https://www.realityworks.com/product/realcare-geriatric-simulator/>

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Scenarios of Varying Stages

Early to Middle Stage: A woman in her upper 60s was referred for a workup due to concern about dementia. Her family indicated that there has been gradual memory decline for the past four years. Now, the patient quickly forgets conversations, she misplaces items which results in her thinking that other people must have moved or taken the items, she occasionally forgets to go to doctor appointments, and she has gotten lost while driving her car in a familiar location. The patient's family also reported that the patient's memory for long-term information seems a bit fuzzy. For example, it was stated that the patient remembers vacations from the past, but when talking about them, she seems to mix up details from various vacations. The patient is not particularly concerned about her difficulties, and she is not all that interested in treating her memory decline. Her family, however, is quite concerned.



<https://www.alz.org/media/cwkansas/204-dementia-through-clinical-cases.pdf>

Scenarios of Varying Stages

Late Stage: A male in his early 80s was referred for an evaluation. He had previously been diagnosed with Alzheimer's dementia. At the time of the evaluation, he was living at home with assistance from his family and paid caregivers. He is now unable to learn most any new information, and long-term memories are also weak (sometimes forgetting who his wife and children are). He is sometimes hard to understand due to slurring of words, and he appears to see people who are not in the room. He is needing help bathing, dressing, cutting his own food, and using the toilet. Due to falls, he is usually transported to appointments in a wheelchair. During the evaluation, he was unable to state his age, the current month, the current year, or the city where he was located. He was read a list of 3 words but could not remember any of them after just 1 minute. His family noted that they are struggling to provide care to him, and they asked whether it would be appropriate to consider moving him to a residence with a memory care unit.

Scenarios of Different Types of Dementia



Vascular Dementia: The patient is a male in his early 60s who has high blood pressure, high cholesterol, diabetes mellitus, and atrial fibrillation. Nearly two years ago, the patient developed an abrupt cognitive decline. Since that time, he has been experiencing stepwise declines in his functioning. His family reported that he now has attention problems, slowed thinking, reduced reasoning, and increased falls. He also seems to be more impulsive than he used to be. The patient and his family further described a recent experience where the patient had word-finding problems and slurred speech for approximately one day.

Finding Free Dementia Simulation Resources

Simulation Scenario 4: Breakfast Menu Task

LTCHs try to increase a resident's autonomy by allowing them to choose what they would like to eat at mealtimes. However, decision making and executive functioning abilities are often compromised in people with dementia. In addition, other As of dementia may impair an elderly person's ability to order their meal regularly. In a time-constrained work environment, such as a LTCH, staff may easily lose their patience at their residents for their inability to cooperate, resulting in sub-standard client care.

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Simulation Scenario 1: Medical History Form.

Scenario	Altered Perception	Anorexia	Anosognosia	Aphasia	Agitation	Apathy	Attentional Deficit	Frail Aging
Ordering from a menu	✓			✓		✓		

Equipment needed: Breakfast menu listed below. To access **both sides** of the breakfast menu, please double-click on the image.

Simulation

1. Lead the participant to the dining room
2. Leave the participant for 1 minute with no further instructions
3. Come back in, place the menu in front of the participant, hand them a toothbrush instead of a pen and say,
"Estimate lounge now. Shi no no this closet chicken." (It's time for lunch now. Let's order before they close the kitchen.)
4. From here you may follow the script from

50

<https://clri-ltc.ca/files/2018/07/Dementia-Simulation-Toolkit-2.0.pdf>

Finding Free Dementia Simulation Resources

<https://www.alz.org/media/manh/documents/ABAM-School-Toolkit-Activity-Alzheimers-Simulation.pdf>

[This activity is intended to teach students some potential challenges that someone with Alzheimer's or a related dementia may face when attempting to do everyday activities. It does not represent the experience of every individual with Alzheimer's or a related dementia. However, doing this activity with vision, dexterity, and hearing compromised, enables students to gain some insight into what it may feel like to live with Alzheimer's disease.]

MATERIALS

- Cereal, bowl and spoon
- Button up shirt
- Toothpaste and toothbrush
- Gloves and tape, or oven mitts
- Goggles and black sharpie
- Tote and miscellaneous items to place in tote (e.g., keys, glasses, lotion, floss, mints, phone, tissues, gum)
- Headphones



PREPARATORY STEPS

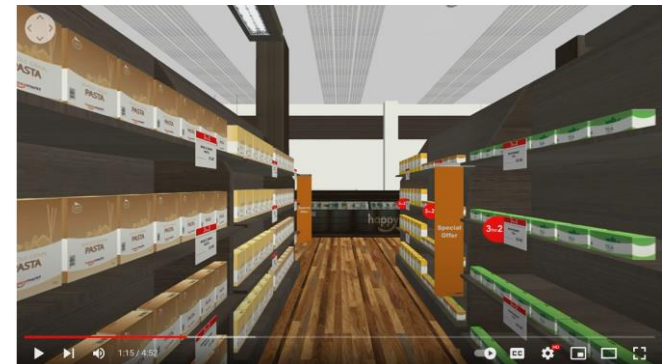
- Fill tote with items
- Use marker to draw on goggles and scratch goggles (to represent visual impairment)
- Place spoon in a drawer or on table
- Connect headphones to a YouTube video of rain or crowd noise
- Ask student to put on goggles, gloves, and headphones
- Tape 2-3 fingers together on each hand after the gloves are put on
- Once the visual (goggles), auditory (headphones), and mobility (gloves) impediments are on, ask the student to complete the following activities

ALZHEIMER'S SIMULATION ACTIVITIES

1. Find spoon and fill bowl with cereal
2. Unscrew toothpaste and put toothpaste on toothbrush
3. Put shirt on and button up shirt
4. Retrieve specific item from tote (e.g., floss or mints)

Dementia Simulation Video Sources

- How does a person with dementia see the world? (3:35)
• https://www.youtube.com/watch?v=q_sWiwI3yP0
- Simulation Scenario: Dementia Care Aggression (7:03)
• <https://www.youtube.com/watch?v=WE65yrnsrPk>
- A Walk Through Dementia at the Supermarket (4:52)
• <https://www.youtube.com/watch?v=TaeNgo8bR2k>





Using Scenario-Based Learning to Walk in the Shoes of an Elder Abuse Victim

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ELDER ABUSE



Define It

- Five Types of Elder Abuse
 - Physical Elder Abuse
 - Elder Neglect and Self Neglect
 - Financial Elder Abuse
 - Elder Sexual Abuse
 - Elder Psychological and Emotional Abuse

Learn How to Identify It

- Warning signs are key
- Screening tools
- Risk factors



Warning Signs

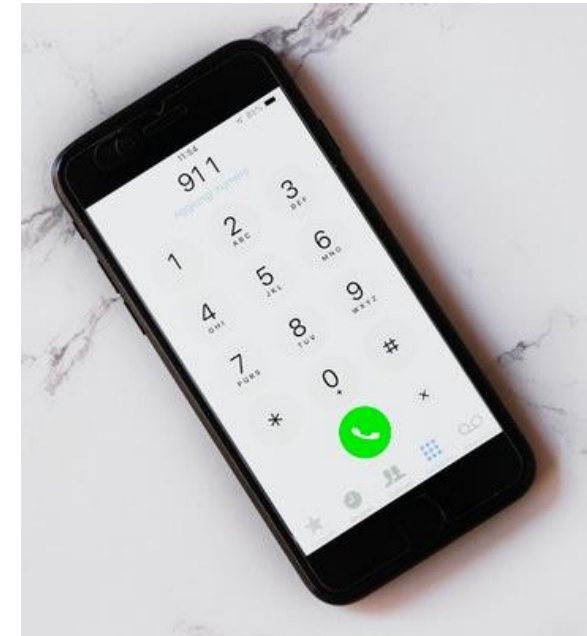


- Unexplained signs of injury, such as bruises, welts, or scars, especially if they appear symmetrically on two sides of the body
- Broken bones, sprains, or dislocations
- A report of drug overdose or an apparent failure to take medication regularly (a prescription would have more remaining than it should)
- Broken eyeglasses or frames
- Signs of being restrained, such as rope marks on the wrists
- Caregiver's refusal to allow you to see the elder alone

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Learn How to Report It

- **Call the police or 9-1-1 immediately if someone is in immediate, life-threatening danger**
- Do NOT confront the alleged abuser
- If the danger is not immediate, but you suspect that abuse has occurred or is occurring, please tell someone:
 - Adult Protective Services
 - Local Ombudsman
 - Receiving Doctor
 - Police



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Sources for Elder Abuse Reporting Information

- National Center on Elder Abuse
<https://ncea.acl.gov/Resources/State.aspx>
- Elder Protection Center
<https://elderprotectioncenter.com/state-elder-abuse-hotlines/>
- US Department of Health and Human Services
<https://www.hhs.gov/answers/programs-for-families-and-children/how-do-i-report-elder-abuse/index.html>



Lesson Plans

- Elder Abuse and Neglect Teaching Plan
- http://lchscwebster.weebly.com/uploads/3/0/4/3/30433004/elder_abuse_packet.pdf
- Introduction to Elder Abuse for Nursing Students
- <https://www.centeronelderabuse.org/docs/intro-to-elder-abuse-for-undergrad-nurses.slides.pdf>
- Elder Abuse Awareness Teen Kit
- <https://intergenerational.ca/wp-content/uploads/2015/08/Elder-Abuse-Awareness-Teen-Tool-Kit.pdf>
- NCEA
- [NCEA - Education \(acl.gov\)](http://acl.gov/ncea/education)

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Dementia Simulation Experience

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Dementia Simulation Experience

1 Soft-sided storage case



Dementia Simulation Experience

Additional features and functions:

- Allows users to feel common emotions and cognitive symptoms associated with dementia: Confusion, fear, anxiety, frustration, and anger
- Users can experience visual and tactile impairment
- Simulates: Alzheimer's disease, Lewy body, frontotemporal, vascular, and mixed
- Five-minute audio recordings are specific to each of the 10 scenarios in the program are included for realism
- Two scenarios included for each type of dementia, one in a medical setting and another in a home care setting
- Standards-based, downloadable curriculum



10 Student kits (each include):

Headphones and MP3 player
(10 dementia simulation audio files)



Dementia simulation glasses



Gloves



Storage case

Dementia Simulation Experience

This will provide an easy supplemental class kit for a one-week unit on dementia

Students will learn about the 5 types of dementia: Alzheimers, Lewy Body, Frontotemporal, Vascular and Mixed

Ten scenarios will be included (2 for each of the 5 types). One scenario will focus on medical care environment and the second will be home environment.

Students will walk in the shoes of someone with dementia, a care provider and family member. 10 Sim Kits are included for students to pair up and experience the simulation.

Audio tracks will be provided to match each of the 10 scenarios to make realism even greater

Scenarios will include everything the instructor needs to set up the environment, brief the students, conduct the scenario and debrief following INASCL best practices

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Simulation Experience Scenario Sample

Dementia Simulation

Frontotemporal Dementia Scenario #6 – Home Care Setting

- Roles: Frontotemporal Patient, wife (caregiver), 3 children
- Environmental set-up with needed props identified
 - Headphones, MP3 player with audio track for Frontotemporal Dementia Scenario 6
 - Glaucoma glasses
 - Gloves
 - Home space – If there are multiple groups doing the simulation at the same time, spread groups out around the classroom.
- Patient description (background information to give more context)
Patient is a 50-year-old male that has a wife and three children, none out of the house at this point. His wife is his main caregiver. Randy started showing signs of frontotemporal dementia when he became very isolated, did not want to leave his house, and seemed as though he was depressed.
- Scenario Overview:
Randy's wife wants to go grocery shopping. Randy doesn't want to leave the house. The children ask their dad to come along. He refuses so they leave without him. They are gone for an hour and leave him alone and he just sits there. When he arrives home his wife expresses frustration with him in general.
- The frontotemporal dementia patient will most likely experience the following:
 - He wants to go out with his family but his feelings of not wanting to go out are overtaking them.
 - He doesn't understand the emotions he is experiencing.
- Scenario Events and Expected Actions:
 - Randy will not move from his chair in his room.
 - Randy and his wife are both frustrated throughout the scenario.
 - The children are confused and do not understand what is happening with their dad.
- Scenario Audio Summary of Ambient Sounds:
 - Multiple children talking, 15 years and younger.
 - Television sounds
 - Wind coming through the window.
 - Car leaving and driving away
 - Car returning

Dementia Simulation

Scenario Script:

Wife: (Yelling from another room). Honey! It's time to go. We need to go grocery shopping for the weekend.

Randy: (Yelling from the bedroom). I don't want to go. Go without me.

Child #1: Why doesn't he want to go with us, mom?

Wife: Come on, Randy. You haven't been out of the house for weeks. It's time to get out.

Randy: No, I do not want to go. Do not make me go.

Child #1: But mom, he has to come. He's the only one that knows the recipe for the cheesy potatoes.

Randy: I am not coming. You can figure out the recipe. Just go!

Child #2: Just come on, Dad! What are you afraid of?!

Randy: I am not afraid of anything. I just don't feel like going.

Child #3: Mom, what if we go to a store in a different town so we don't see anyone we know? Maybe that is what he is scared of.

Wife: I'm sorry honey, he's not worried about seeing anyone. He just doesn't want to go out with us anymore.

Randy: You know it's not because I don't want to! I just... can't.

Wife: I do not see anyone stopping you besides yourself.

Randy: I am NOT going. Now get out of here.

Child #2: Maybe he is mad at us?

Wife: No honey, he's not mad at us. I don't know what's going on but I don't think he's coming with us today.

Child #3: Or tomorrow, or the next day, or the day after that....

Wife: Randy, are you sure you aren't coming with us? This is upsetting the kids.

Randy: And it's upsetting me that you keep asking. Just go.

Wife: Alright, we will go, but I hope you have a better attitude when we get back.

-----Wife and children leave-----

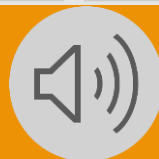
-----Randy continues sitting alone-----

-----Wife and children return after a long time (45 min- 1 hour)-----

Wife: Hey honey, we are home. I think we got everything for the potatoes. It would have been nice if you would have went with us. What did you do while we were gone?

Randy: If you must know. I sat here. The whole time.

Wife: So, you did nothing else?



Simulation Experience – Frontotemporal Scenario Example

- Choose the scenarios you wish to include in the simulation. Decide if you wish to have students:
- Choose one Frontotemporal Dementia Scenario and have everyone do the same one
- Choose a different Frontotemporal Dementia Scenario for each small group – there are two.
- Have each pair role play one Frontotemporal Dementia Scenario in a medical setting, switch roles and
- Role play a different Frontotemporal Scenario in a home care setting.
- There are many different ways this can be implemented. Choose the method that works best for your course objectives.
- It is estimated that each scenario will take 10-15 minutes including pre-brief, orientation and scenario itself. For planning purposes, if instructors choose to simulate both of the scenarios for the condition, it would take approximately 40-60 minutes (or one class period).

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Curriculum

- Introduction to Dementia
- Alzheimer's Dementia
- Lewy Body Dementia
- Frontotemporal Dementia
- Vascular Dementia
- Mixed Dementia

Teaching hours: 5-10





Elder Abuse Training Kit Overview

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Elder Abuse Training Kit



Package Includes:

Elder Abuse Moulage Kit – light and dark skin tones
8 skin conditions (per skin tone)

Wound bond

Elder Abuse Scenario Cards (5 sets)

Elder Abuse Student Workbooks (pack of 20)

Introduction to Elder Abuse curriculum

<https://www.realityworks.com/product/elder-abuse-training-kit/>

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Elder Abuse Scenario Cards



Elder Abuse Scenario Cards Physical Abuse

Scenario #4

Mary is a resident at the skilled nursing facility where you work as a medical assistant. You show up to work one morning and are assigned to take Mary to the beauty salon for her weekly appointment. While transferring Mary to her wheelchair, you notice several abrasions and skin tears to both of her arms that weren't there two days ago when you took Mary to her exercise class. You ask what happened to her arms and she tells you that the CNA who was helping her with her daily routine yesterday "got a little rough."

Key Questions

- What are the warning signs for this scenario?
- How would you report this suspected abuse?
- What are some preventative measures you can take?

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Elder Abuse Scenario Cards

Elder Abuse Scenario Cards Financial Abuse

Scenario #1

You are working at a nursing home as an LVN and overhear one of the residents, Linda, complaining to a friend about her son. You hear her say that her son put her in a nursing home so he could live in her house because he lost his job, and she's afraid she will never be able to go home. Linda tells her friend that she was supposed to only stay at the nursing home for a short time, but now her son says that she's better off living in the facility. Linda also expresses her concern that her son is taking money from her bank account, but she doesn't know how to access her account online.

Key Questions

- What are the warning signs for this scenario?
- How would you report this suspected abuse?
- What are some preventative measures you can take?

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Workbook Activities

Sexual Abuse

Scenario #2

Bess and Wally, a married couple, live at the assisted living facility where you work as a medical assistant. Bess has early-onset dementia, and Wally is her primary caregiver. You notice over the past month that Bess's dementia seems to be getting worse, and you ask Wally if he needs any help with Bess's personal care. Wally snaps at you, and says, "I can take care of my wife, thank you very much." A few days later, you are walking by their room and hear Bess crying and saying, "Please stop. You're hurting me!" You knock on their door, and Wally answers in a bathrobe. You ask him if everything is alright and that you heard Bess yelling. He tells you to mind your own business, and as he's closing the door, you notice Bess lying on the floor. Her underwear is around her ankles and there is blood on her nightgown, which is pulled up to her waist.

What are the warning signs for this scenario?

How would you report this suspected abuse?

What are some preventative measures that can be taken?



Sexual Abuse

Scenario #2 Written Activity

Research and write a document with information for an educational pamphlet for all residents and family members. The report should include:

- Definition of elder sexual abuse
- Warning signs of abuse
- Risk factors
- How to report the abuse

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Free Scenarios for You

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Free Video Sources

- Elder Abuse Training Video (14:06)
- <https://www.youtube.com/watch?v=8Cc10ed3Vtc>
- Elder Abuse Five Case Studies (3:01)
- <https://www.youtube.com/watch?v=EYQVlwVC48s>
- Elder Abuse Awareness (12:39)
- <https://www.youtube.com/watch?v=OOOnsgdWrkxQ>
- When Help Was There: Four Stories of Elder Abuse (18:51)
- <https://www.youtube.com/watch?v=Y4aSniTVbXA>



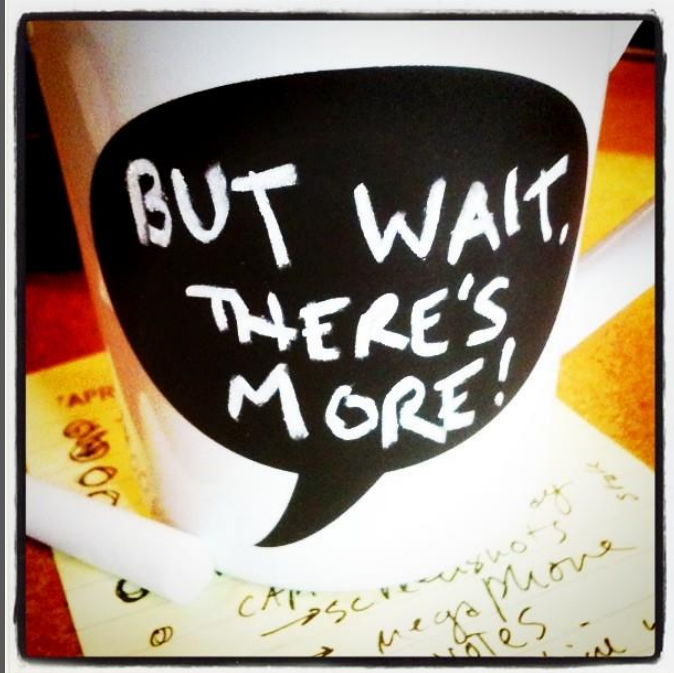
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Free Sources of Scenarios

- Elder abuse scenarios for nursing students
- <https://www.centeronelderabuse.org/docs/NURSING-ELDER-ABUSE-WRITTEN-SCENARIOS.pdf>
- Alberta Elder Abuse Awareness Council
- <https://www.albertaelderabuse.ca/what-is-elder-abuse/stories-of-abuse>
- Elder abuse indicators and examples
- <https://scholarship.law.marquette.edu/cgi/viewcontent.cgi?referer=&httpsredir=1&article=1116&context=elders>
- Elder abuse case studies
- <https://www.netce.com/casestudies.php?courseid=1951>

More Dementia Scenario Resources

- Tom and Barbara's Story: Dementia
- <https://www.england.nhs.uk/wp-content/uploads/2017/04/toms-story-full-narrative.pdf>
- Dementia Friendly Toolkit
- <https://charge.wisc.edu/care/index>
- Dementia Care – Repetitive Questions
- <https://www.uclahealth.org/medical-services/geriatrics/dementia/caregiver-education/caregiver-training-videos/repetitive-questions>



Free Resources

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Free Career Exploration



- Health Sciences Career Exploration
- Human Services Career Exploration
- FCS Career Exploration
- Therapeutic Services Career Exploration

<https://www.realityworks.com/thank-freecurriculum/>

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More FREE Resources

FREE infographics

<https://www.realityworks.com/resources/reality-works-interactive-posters-downloads/>

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NURSING CAREERS

Nurses provide personalized and focused care to patients. They promote health, preventative care, and help manage a patient's symptoms. Nurses can practice independently, but more commonly work with different professionals as part of a healthcare team. As educators, nurses give back to the community by teaching others how to manage and prevent illness.¹³

Projected Growth*

Overall employment of nursing careers is expected to grow

9% from 2020 to 2030.

Job Outlook*

Job growth for nursing careers is strong, especially in long-term healthcare facilities. Careers in outpatient care centers, residential care facilities, and home healthcare agencies are also expected to grow.

Medical Assistant*

Medical assistants do not require specific education to practice with the exception of those involved in special duties like surgery or phlebotomy. Medical assistants handle administrative and clinical duties in hospitals, physician offices, and other types of healthcare facilities.

Average Salary: \$37,160¹⁴

Certified Nursing Assistant*

Certified nursing assistants (CNAs) work directly under licensed nurses. They care for a wide variety of patients that are otherwise unable to care for themselves. CNAs are the healthcare professionals that patients often interact with the most. Patients' comfort and recovery often depends on basic CNAs tasks like gathering medical supplies and reporting, bathing, feeding, or grooming patients.

Average Salary: \$30,230¹⁵

Registered Nurse*

Registered nurses (RNs) must be licensed. The most common education paths include a bachelor's degree, associate degree, or a nursing program diploma. RNs are responsible for providing and coordinating patient care and educating patients and caregivers about various health conditions.

Average Salary: \$77,460¹⁶

Clinical Nurse Leader*

A clinical nurse leader (CNL) is a master's level educated nurse who focuses on improving patient quality of care. Working with a team of doctors, specialist nurses, specialists, and nurse practitioners, CNLs evaluate and work to improve treatment outcomes through evidence-based change.

Average Salary: \$124,000¹⁷

Nurse Practitioner*

As advanced practice nurses, nurse practitioners (NPs) provide comprehensive services like diagnostic care and preventative health maintenance. NPs, like RNs, focus on preventative education and patient care. Some by state, NPs may be required to practice under a physician.

Average Salary: \$124,000¹⁸

Top Soft Skills¹¹

- Communication
- Teamwork
- Empathy
- Adaptability

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FAMILY & CONSUMER SCIENCES

Once considered home economics, the field of Family and Consumer Science (FACS) is the comprehensive study of skills, research, and knowledge that helps people make informed decisions about their well-being, relationships and resources to achieve optimal quality of life.¹⁹

FACS GOALS²⁰

1. Develop a strong foundation of knowledge in FACS
2. Develop a strong foundation of skills in FACS
3. Develop a strong foundation of research in FACS
4. Develop a strong foundation of leadership in FACS
5. Develop a strong foundation of communication in FACS
6. Develop a strong foundation of critical thinking in FACS
7. Develop a strong foundation of problem-solving in FACS
8. Develop a strong foundation of teamwork in FACS
9. Develop a strong foundation of adaptability in FACS

WHAT DOES FACS HAVE TO OFFER?

Family-centered Career & Technical Student Organizations (FCTSOs)

Family, Career, and Community Studies of America (FCCSA) has been the National youth organization for the FACS profession. The development of leadership skills and effective communication that are critical for success in the 21st century. FACS students are encouraged to become leaders in their communities and to develop a strong foundation of knowledge and skills in FACS.

21ST CENTURY EMPLOYABILITY SKILL DEVELOPMENT

Top 4 soft skills exhibited by FACS & FCTSO students:²¹

Skill	Percentage
Communication	64%
Teamwork	58%
Problem Solving	54%
Adaptability	48%

PREPARATION FOR IN-DEMAND CAREER PATHWAYS

- Culinary/Chief
- Child Care/Development
- Christian Services/Missionary
- Dental Health
- Exercise Studies
- Fashion
- Interior Design
- Nursing/Health Care
- Physical Therapy
- Social Work/Human Services
- Teaching/Education
- Towel/Therapeutic

ENCOURAGES POST-SECONDARY EDUCATION

Students engaged in FACS programs and FCTSOs are more likely to pursue post-secondary education.²²

Check out Realityworks products for Family and Consumer Science

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HEALTH CARE CAREERS

12 of the top 20 fastest growing occupations nationwide are in health care.²³

1. Solar photovoltaic installers
2. Wind turbine service technicians
3. Home health aides
4. Personal care aides
5. Occupational therapy assistants
6. Information security analysts
7. Physician assistants
8. Statisticians
9. Nurse practitioners
10. Speech-language pathologists
11. Physical therapist assistants
12. Teller clerks
13. Mathematicians
14. Operations research analysts
15. Software developers
16. Forest health protectors and pest control specialists
17. Health specification technicians
18. Philanthropists
19. Physical therapist aides
20. Medical assistants

Employment of health care occupations is projected to grow 14% from 2018-2028, much faster than the average for all other occupational groups, adding about 1.9 million new jobs.²⁴

Health Care Employment

In 2018, employment in health care occupations was 17.1 million jobs, up from 15.1 million jobs in 2013. By 2028, it is projected to reach 19.1 million jobs, adding 2.0 million jobs.

CNA

A certified nursing assistant, or CNA, helps patients or clients with health care needs under the supervision of a registered nurse (RN) or a licensed practical nurse (LPN).

Most programs to become a CNA last about 1-3 months. State-approved programs are recommended. The employment rate of CNAs is projected to grow 16% between 2018-2028, creating a total of 131,400 new jobs.²⁵

The median annual wage for CNAs was \$21,540 in 2018. The highest wage was more than \$25,400.²⁶

CNAs do not require a post-secondary degree and are one of the highest paid professions in America.²⁷

There is a high employment rate for CNAs because many states have the requirement to attend training programs for other health care occupations. Therefore, people who are interested in, and suited for, this work should have excellent job opportunities.²⁸

Projected growth for CNAs: 1.5 million in 2018 to 1.65 million in 2028.²⁹

9% Growth

Registered nurses, or RNs, provide and coordinate patient care, educate patients and the public about various health conditions and provide advice and emotional support to patients and their family members.

RN

NUMBER OF ACTIVE LICENSES BY STATE

The employment rate of RNs is projected to grow 12% from 2018-2028, adding nearly 600,000 new jobs.³⁰

The national median salary is \$71,500 for entry-level positions, \$82,200 for mid-career positions, and \$121,400 for late career.³¹

Nearly 10% of the US population, or about 25.9 million, are employed in nursing.³²

The Bureau of Labor Statistics also projects 230,400 RN jobs will be opening up per year.³³

Some of the skills employers seek for RNs include: technology, critical care, intensive care unit, and labor and delivery.³⁴

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Free Implementation Guides



- Geriatric Program Implementation
- CNA Program Implementation
- Patient Care Technician Implementation
- Soft Skills Implementation
- Career Exploration Implementation

<https://www.realityworks.com/resources/classroom-ideas/>

Social Media

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Part number

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