



# UNLOCKING THE POWER OF PERSON-DIRECTED LIVING



**A WHITE PAPER BY THE CENTER FOR INNOVATION:  
AN ALLIANCE OF THE GREEN HOUSE PROJECT  
AND PIONEER NETWORK**

# Context



When The Green House Project and Pioneer Network formally aligned under the Center for Innovation banner, moving both organizations' powerful person-directed care education online was a top priority. Both GHP and Pioneer are well-known for transforming eldercare environments, systems, and workforce cultures through their innovative, evidenced-backed education and training courses.

EmpowerED is the new home for education and culture-change consultation from CFI, harnessing The Green House Project and Pioneer Network's combined 40+ years of education and culture-change experience. From workforce education to cultural transformation, EmpowerED supports eldercare organizations across the continuum in improving care, quality of life, and elder autonomy. To date, their approach has resulted in:

- ▶ **Higher occupancy rates**
- ▶ **Lower infection rates**
- ▶ **Lower staff turnover & higher retention**
- ▶ **Higher elder engagement, quality of life, and satisfaction**

CFI launched EmpowerED with the Person-Directed Living Certificate (PDLC), which focuses on identifying and impacting the beliefs, behaviors, and systems that influence and affect person-directed living across organizations. The certificate is for **any staff member in any role** at any organization looking to elevate daily workplace practices and incorporate person-directed living principles and practices. CFI plans to release more content each quarter, with multi-language versions of key content as well.

# The Person-Directed Living Certificate

## An Overview

- Geared towards direct care staff, but is also appropriate for learners in roles across the organization, such as dining services, custodial, admins, volunteers, and others.
- Contains four badges, with three micro-learning sections each, that take users 10 to 15 minutes to complete.
- Each module is highly interactive, with continuous learner engagement and guidance they progress through the course - with specific tools for immediate application.
- Once learners complete all of the certificate badges, they "unlock" the ability to sign up for a virtual, instructor-led live session, connecting learners to others around the globe. EmpowerED invites learners to share their stories of applying person-directed living in the workplace while assessing learning comprehension.
- Managers and Leaders can earn a badge with peer group access, ongoing support, and course access even after the course is over.



### Introduction & Badge 1: Building Blocks

Recognize & apply the main ideas behind person-directed living



### Badge 2: Creating Home

Describe what real home should look and feel like in an eldercare setting



### Badge 3: Engaging the Heart

Effectively support elders in creating meaningful life, communication, engagement, purpose, and well-being



### Badge 4: Working Together

Recognize the power of your individual actions and how to work effectively as a team

# The Pilot Study

## Design

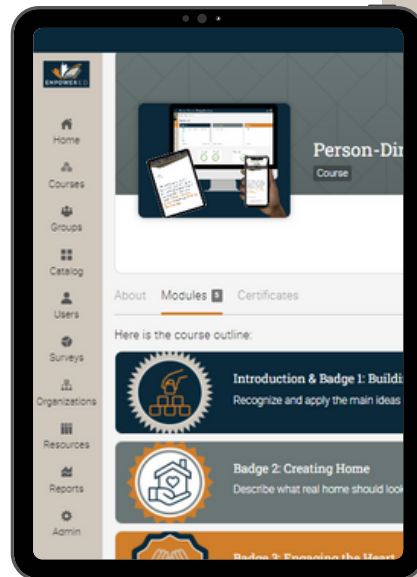
- The pilot study was conducted with three different communities – two in South Florida and one in Central Arkansas. The self-paced portion of the pilot was delivered via the EmpowerED portal and learning management system.
- The learners were mostly direct care staff, but also included people from roles such as nursing, activities, dining services, and custodial services.
- Learners were given four weeks to complete the four badges via any type of internet/wireless connected device of their choice. Organizations were given the option to have staff complete the PDLC during their work hours or on their own.
- After completing the badges, learners attended an hour-long virtual session with up to 24 others in the pilot, led by Green House Project staff.
- Shifts in participant beliefs and attitudes related to person-directed living were measured through pre- and post-assessments
- Upon completion of the post-assessment, learners received the Person-directed Living Certificate via email.

## Results

**After aggregating the results of the pre- and post-assessments, results showed that people who complete the PDLC are:**

- ▶ More likely to agree that aging/stereotypes impact the health & wellbeing of elders
- ▶ Less likely to determine "workday success" as completing a care checklist
- ▶ More certain that getting to know elders as people is part of their job each day
- ▶ More likely to communicate with elders about topics unrelated to care tasks
- ▶ More likely to agree that elders should be able to take risks
- ▶ More certain their individual actions support elder quality of life
- ▶ More likely to believe that elders can contribute meaningfully to their communities

# What makes EmpowerED & eLearning by CFI unique and different?



- Utilizes **self-paced eLearning AND virtual coaching** led by CFI
- Leaders & managers get access to **free courses** that help them **effectively integrate what their staff is learning**, in addition to developing leadership skills, understanding how to lead organizational change – all of which **sustain the investment** you've made in your training initiatives
- The **most interactive** eLearning solution in aging care with micro-learning, badges and games to keep staff engaged

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