

# A CAREER OF SERVICE IN LONG TERM CARE



## WHO WORKS IN LTC?

*Healthcare services provided in this setting include a variety of professionals to meet the needs of the residents they serve.*

### NHA & ALA

*The organization is led by a licensed nursing home administrator, or assisted living administrator. This individual oversees the operations of care delivery as well as managing the financial business aspects.*

### NURSING

*A large nursing department carries out the clinical care that is provided to the residents. Led by a team of nurse managers, this division is comprised of Registered Nurses, Licensed Practical Nurses, Certified Nursing Assistants and Medication Administration Technicians. Frequently long-term care communities actually provide the Certified Nursing Training for free or a reduced rate, and can be an entry level position for a career in nursing.*

### SOCIAL SERVICES

*Social Services professionals advocate and support the residents psycho-social well being. They assist them in accessing resources, making decisions about their care, and providing emotional support. The admissions process is also frequently led by this department.*

## ACTIVITIES

*Activities professionals bring cheerful joy to the community. These employees create individual and group activities to meet the desires of the residents.*

## NUTRITIONAL PROFESSIONALS

*Nutrition Professionals prepare and serve the meals for the residents. This department includes a Registered Dietician, a Director of Food Services, chefs, cooks and dietary assistants. This department has a great opportunity to interact with the residents during their three daily meals, and sometime more with snacks.*

## THERAPY

*The therapy department consists of physical therapy, occupational therapy, and speech therapy. These individuals provide rehabilitation to an individual after an illness or surgery, and also assist with safety such as wheelchair positioning and strength training.*

## HEALTH INFORMATION MANAGEMENT

*Health Information Management, also called Medical Records, maintains the medical documentation on each resident: physician's notes; documentation from each department; advanced directives; assessments.*

## ENVIRONMENTAL SERVICES

*Environmental Services maintains the physical building, and plays a critical role in infection control and prevention. This department is comprised of maintenance, housekeeping, laundry janitorial services and floor technicians.*

## BUSINESS OFFICE MANAGEMENT

*Long-term care is also a business, with a busy business office. These employees are responsible for billing private, Medicare, Medicaid or skilled insurance for the care. These employees also process accounts payables and payroll.*

# WHY WORK IN LTC?

## RELATIONSHIPS

*One of the greatest benefits of working in a long-term care community is the opportunity to develop relationships with those you serve. In other healthcare settings, the length of stay for their patients is very short, sometimes a day or two. In long-term care, the resident may be with the community for years. Of note, typically in post-acute rehabilitation, the length of stay is 20 days. During this time you have the ability to get to know these people as individuals: you get to hear their stories; you have the opportunity to meet their families; you celebrate holidays together.*

## LEADERSHIP & GROWTH OPPORTUNITIES

*The opportunities for growth within the long-term care communities is remarkable. The organization is usually led by an administrator, and each department also has a leader. If you demonstrate competency and dedication, you can move into managing direct caregivers, take advantage of further degree programs, and apply your growing expertise in other areas of service to the residents.*



## COMMUNITY & TEAM WORK

*When you work as a direct caregiver, you work alongside other caregivers and nurses to help the residents guide their own care.*

*In long-term care, the care of the residents is supported by the “Inter Disciplinary Team” or IDT for short.*

*This team collaborates with the resident and their responsible party to create a plan of care that is specialized for that resident. The members of the team typically include a representative from nursing both licensed nurse and nurse aide, social services, activities, nutrition services, therapy and the attending physician. This team meets quarterly and as needed with changes with the resident to review their plan of care, updating their clinical needs and personal preferences.*

## DEMAND & JOB SECURITY

*There are more jobs right now than can be filled in long-term care. And statistics show that the demand for senior care will continue to grow over the next ten years. As such, if you choose a career in long-term care, job security is an added bonus.*

## IDENTIFICATION & PREVENTION OF BURN-OUT

*Healthcare can be very rewarding, and also has challenges. Please see the links below for resources to prevent burn-out.*

***Resources for LTC Professionals***

***Reducing Health Care Burnout: Preventive Tips for Organizations & Caregivers***

***Burnout Prevention***

***Burnout in Healthcare Workers: Prevalence, Impact and Preventative Strategies***

***A “Burnout Prevention” Tool for Improving Healthcare Providers’ Health and Wellbeing: Mantram Repetition***

***5 Burnout Prevention Strategies for Health Care Professionals***

***Healthcare Worker Burnout: Causes and Prevention***