

## GPA IN THE WORKPLACE



GPA from the employer's point of view ...

**“GPA training is recognized in long-term care as the most effective training for staff to use in the long-term care environment with residents experiencing responsive behaviours”**

– Cindy Doris, Manager, Quality Education, St. Joseph at Fleming Long Term Care Homes

**“Our team has become stronger since the implementation of GPA practice and principles.”**

– Katie Hutchins, Director of Residence & Family Services, King Nursing Home, Whitchurch-Stouffville, ON

GPA became part of the curriculum at St. Louis Adult Learning & Continuing Education Centres in 2011. **“Getting knowledge to PSWs early sets them up for success ...”**

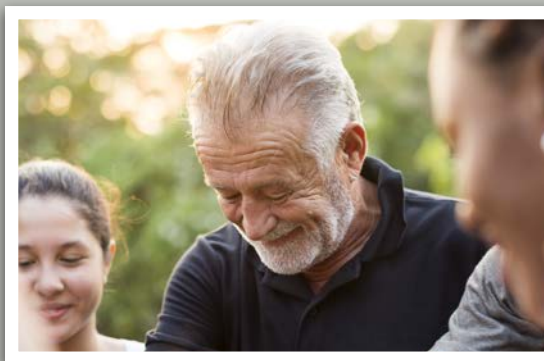
– Jill Corkery, Instructor, St. Louis Adult Learning & Continuing Education Centres, ON

**“As part of our recruitment process, we seek out candidates that have their GPA certificates.**

We know that these individuals have the knowledge, abilities and skills to provide extraordinary care to persons living with dementia.”

– Lisa Wauchope, Director of Senior Care, Bookjane, ON

## ABOUT AGE



Advanced Gerontological Education (AGE) Inc., is a national not-for-profit social enterprise in Hamilton, Ontario. Our main product is Gentle Persuasive Approaches (GPA®), a practical, evidence-based, multidisciplinary dementia care curriculum. GPA guides care providers to use a respectful and compassionate person-centred approach to dementia and responsive behaviours. Everything participants learn at a GPA session will be immediately useful in the care setting. More than 350,000 participants in over 2,000 organizations across Canada have taken GPA.

To learn more about AGE and its products and services, visit our website:

[www.ageinc.ca](http://www.ageinc.ca)

[info@ageinc.ca](mailto:info@ageinc.ca)



## HOW IS GPA® MAKING A DIFFERENCE IN COMMUNITY CARE?

### Testimonials



### Gentle Persuasive Approaches

A dementia care education program by

**AGE** | Advanced Gerontological Education

## WHY IMPLEMENT GPA IN YOUR ORGANIZATION?

- ✓ Helps safeguard staff safety.
- ✓ Meets legislative and accreditation safety requirements.
- ✓ Equips staff with practical real-life strategies for responding with confidence to responsive behaviours associated with dementia.
- ✓ Based on adult learning principles, the learning framework is theoretical and practical.
- ✓ Knowledge & skills gained are immediately useful in the care setting.
- ✓ The GPA program is sustainable.
- ✓ Available in English and French.

“As an organization, we adopted GPA as a standard of training for all staff ... it helps people understand the world those affected by Alzheimer’s disease or a dementia are living in. It gives staff a new sense of understanding that increases the success when communicating with our clients.”

— Christopher Rawn-Kane, CEO, Alzheimer Society of Peel, ON

“GPA training is a proud piece of our organizational culture — upon hire, new team members partake in a vibrant day of GPA training and the team repeats the training every 2 years.

— Sally Bennett Olczak, CEO, Alzheimer Society of Windsor & Essex County, ON

## SPOTLIGHT ON GPA AT WORK IN THE COMMUNITY

“GPA Basics is a wonderful learning experience; it addresses many different situations with options for engagement that are safe for all.” – K. Quaid, Peer Council Volunteer, Thunder Bay, ON

“Just today I had a staff member approach me on our lunch break to share excitedly that twice in the past week she tried the [GPA] ‘doing nothing is having a plan’ strategy and it really works! This staff member obtained her GPA training a number of years ago, but recently attended the GPA Recharged. **Staff are challenged to pay closer attention to their interactions and positive change is the result.** ... As the facilitator of the GPA Recharged program, it has been so exciting to see how the philosophies of GPA are second nature to our staff.” — Robin Stainton, Certified Adult Education Instructor, Alzheimer Society of Peel, ON

“Within our own organization, we have moved to training all of our staff [in GPA] every two years as a part of our Occupational Health and Safety training plan. ... **As a leader in the care and support of persons with dementia, it is critical to our organization that we follow the best practices in this field. GPA is one of those best practices.**” — Rosemary Fiss, Director of Programs, Alzheimer Society of Windsor-Essex County, ON

“When I was hired, the first thing I did was meet with our PSWs to ask what education they would most like to have. They all wanted more information on

dementia care and how to engage clients with dementia ... **we have now deemed GPA mandatory for all PSWs working for our program.**” — Dianne Arsenault, Supervisor, Assisted Living Services, VON Canada, CELHIN (ON)

“During an in-home respite shift, one staff member found herself in a challenging situation. The client had managed to grip her hair. She placed her hand over the client’s and gently massaged his hand, which in turn loosened his grip. She was able to safely pull away and the client disengaged — just one of the many examples in which GPA techniques are used while providing care on a daily basis.” — Kathleen Vendrasco, Manager of Client Care Programs, Alzheimer Society Windsor & Essex County, ON

“As a volunteer in a long-term care home, I learned techniques that I can use tomorrow to make my time with the residents more meaningful.”  
— S. Kayzer, Volunteer, Thunder Bay, ON

“GPA training has been so great with enhancing my problem solving skills as a Program Worker ... the best part of GPA training is that I am able to redirect members in a safe way. I have used several of the techniques both at our Respite site and the Day Program.”  
— Petil Smith, Adult Day Program and Respite Care team member, Alzheimer Society of Peel, ON

