Engage with OLDER ADULTS™
Skills-based Training – A New Approach

2018 Maryland Rural Health Annual Conference
Cambridge, MD
October 22, 2018
Welcome & Introductions

Who are we?
MHAMD is a 100 year old education, advocacy and quality oversight non-profit organization with decades of work specializing in mental health and aging.

What is Engage?
Engage is a comprehensive skills-based training that helps participants develop the skills and understanding necessary to engage in healthy working / caring relationships with older adults throughout all stages and conditions associated with aging.
Engage Training Program

**ENGAGE Core Skills Module - required**
- *What everyone needs to know*
- *4 hours*

**ENGAGE Supplements – optional (2 hrs each)**
- Responding to Mental Health Issues
- Understanding Substance Use and Medication Misuse
- Managing Aggression
- Navigating Dementia and TBI
- Partnering in Care
Core Skills and Available Supplements
Customizable to the specific needs of the agency, facility or individual
The spirit of the Engage with model is to generate positive interactions that address individual strengths and needs while preserving ego and integrity.
Demographic Significance

Population age 65 and over and age 85 and over, selected years 1900–2008 and projected 2010–2050

NOTE: Data for 2010–2050 are projections of the population. Reference population: These data refer to the resident population. SOURCE: U.S. Census Bureau, Decennial Census, Population Estimates and Projections.
Demographic Significance (cont.)

Estimated Prevalence of Major Psychiatric Disorders by Age Group

Jeste, Alexopoulos, Bartels, et al., 1999
Demographic Significance (cont.)

- **Past-Month Illicit Drug Use Among Adults Aged 50 to 64**

Graph showing the percent using in past month from 2002 to 2013:
- 50 to 54: 3.4, 3.9, 4.8, 5.2, 6.0, 5.7, 5.0, 5.4, 7.0, 7.2, 6.7, 7.2, 6.6, 5.7
- 55 to 59: 2.5, 2.0, 2.6, 2.4, 4.1, 4.3, 5.4, 4.1, 6.0, 6.9, 6.6, 6.0, 5.7
- 60 to 64: 1.9, 1.1, 1.1, 1.8, 2.1, 1.8, 3.0, 3.1, 2.6, 2.7, 3.6, 3.9
Aging is *not* a disease!

*Engage with Older Adults™*
The “New” Culture of Aging

What is different about Older Adults today?

Expectations?
Demands?
Needs?
“Ego Preservation”
is at the heart of the Engage philosophy and approach
PICTURE ME

It is terrible to destroy a person's picture of himself in the interests of truth or some other abstraction.

Doris Lessing
Communication

To **Engage** effectively...

you must **communicate** effectively
Skills of Engagement

Listening, Master, Effective, Body, Cross, Good

Communication, Non-verbal, Business, Language, Well, Good

Skills
Core Skills: What everyone needs to know
Skills Acquisition

EXERCISE #1

Demonstrate Respect
Skills Acquisition

EXERCISE #4

Use Trauma Informed Approach
Understanding Substance Use and Medication Misuse
Skills Acquisition

EXERCISE #3

Communicate Concerns About Use
Skill #5: Communicate Concerns

When communicating concerns about cognitive decline:

DON’T SAY:

“You can’t even remember his name?! I think you are getting Alzheimer’s”

“Why did you call that a knife? It’s clearly a spoon. What’s wrong with you?”

“What are you doing in here? You keep wandering around like you’re lost.”
Skill #5: Communicate Concerns

When communicating concerns about cognitive decline:

**INSTEAD SAY:**

“It seems as though sometimes you are having trouble remembering names. Have you noticed that happens from time to time?”

“Do you find that you are sometimes getting words messed up? Is that stressful for you?”

“I’ve noticed that you seem a little lost at times. Are you having difficulty remembering where you are headed?”
Managing Aggression

Engage with Older Adults™
Skills Acquisition

EXERCISE #4

Establish Safe Negotiation Zones
Partnering in Care
Skills Acquisition

EXERCISE #3

Develop a Self-care Plan
Preliminary Results of Pilot

Core Skills Training
- 212 participants
- 4 facilities / agencies
- 1 year
Preliminary Results of Pilot

Participant Breakdown by Discipline
Preliminary Results of Pilot

Age Range of Participants

- 16 - 24
- 25 - 44
- 45 - 60
- 61 - 80
- 81+

Graph showing the age range of participants in the pilot study.
## Preliminary Results of Pilot

<table>
<thead>
<tr>
<th>The skills I learned/practice are relevant to what I do most days.</th>
<th>4.7 / 5</th>
</tr>
</thead>
<tbody>
<tr>
<td>The training focused on useful skills.</td>
<td>4.8 / 5</td>
</tr>
<tr>
<td>How would you rate the usefulness of the Program.</td>
<td>4.8 / 5</td>
</tr>
</tbody>
</table>
Preliminary Results of Pilot

Skills Rated as Most Useful

- Dem. Respect
- Reduce Stigma
- Communicate
- De-escalate
- Identify Risk
- All Skills
## Preliminary Results of Pilot

<table>
<thead>
<tr>
<th>Question</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Did this program meet your expectations?</td>
<td>94%</td>
</tr>
<tr>
<td>I would recommend this program to others.</td>
<td>95%</td>
</tr>
<tr>
<td>Was the presentation length, time and venue appropriate?</td>
<td>91%</td>
</tr>
</tbody>
</table>
Evaluation Summary Report findings from the University of Maryland Department of Psychiatry:

“It is clear from participants’ evaluation form ratings and written comments that the trainings were engaging and valuable to attendees . . . Further, the thoughtful and constructive suggestions contained in some comments indicate that respondents are eager for the information and resources the trainings offer and are motivated to optimize what they can gain from such programs.”
Next Steps

• Additional grant funding to continue training scholarships
• Evaluation Partner to further establish efficacy
• Blended learning for scalability
  – On-line component
  – Gaming options
  – VR / AR experiences
Questions?
Thank you

Please feel free to contact us:

Engage with Older Adults™
A program of the Mental Health Association of Maryland
(443) 901-1550; ext 216
www.engagewith.org

Visit Maryland’s Mental Health and Aging website:
www.mdaging.org