

Design Document

Training Title: Bloodborne Pathogens

Business Goal and Problem	<p>All new hires will complete the Bloodborne Pathogen course to equip each employee with knowledge about bloodborne pathogens and the skills needed to reduce the risk of exposure to bloodborne pathogens. Meeting the passing requirements of this training will satisfy compliance requirements for OSHA.</p> <p>Employees at Silver's Senior Sanctuary are providing patient care to seniors including, but not limited to, medication management, wound care, physical therapy, bathing, dressing, grooming, and toileting. This range of services presents risk of exposure to blood and other potentially infectious materials.</p>
Target Audience	<p>Employees at Silver's Senior Sanctuary will limit the amount of exposure incidents to bloodborne pathogens by using the protective measures put in place by Silver's Senior Sanctuary, while providing patient care to the residents.</p> <p>Employees at Silver's Senior Sanctuary include Healthcare Personnel: specifically, Certified Nursing Assistants, Orderlies and Attendants.</p> <p>Current employees at Silver's Senior Sanctuary have learned the fundamentals of basic nursing care, and have completed supervised clinical work as required in their education program and requirements for obtaining their certificate.</p>
Learning Objectives	<p>Terminal LOs:</p> <ul style="list-style-type: none">• Wear the necessary protective personal equipment properly when in contact with bloodborne pathogens.• Dispose properly of items contaminated by bloodborne pathogens.• Disinfect items and areas contaminated by bloodborne pathogens.• Report exposure incidents to the employer. <p>Enabling LOs:</p> <ul style="list-style-type: none">• Identify common bloodborne pathogens in the workplace.• Recognize when protective personal equipment is needed in the workplace.• Complete the post exposure procedure steps when reporting an exposure incident.
Training Recommendation	<p>Delivery Method: eLearning training using Articulate Rise</p> <p>Approach:</p> <ul style="list-style-type: none">• Applicable examples of bloodborne pathogens and protective measures

	<ul style="list-style-type: none"> • Mini-scenario • Performance-based assessment
Training Time	20 minutes
Deliverables	<ul style="list-style-type: none"> • Articulate 360 Rise source file • SCORM file
Training Outline	<ul style="list-style-type: none"> • Introduction: Learning Objectives • Background Information about bloodborne pathogens <ul style="list-style-type: none"> ◦ Occupational Safety and Health Administration (OSHA) definition ◦ Common bloodborne pathogens ◦ 3 types of incident exposures • Protective Measures <ul style="list-style-type: none"> ◦ Work practices and administrative controls <ul style="list-style-type: none"> ■ Exposure control plan ■ Company policies ◦ Engineering Controls <ul style="list-style-type: none"> ■ Sharps Disposal Containers ■ Safety engineered sharps devices ■ Biohazardous bags ■ Personal Protective Equipment (PPE) <ul style="list-style-type: none"> • Gloves • Facial protection (e.g. masks or face shields) • Eye protection (e.g. goggles or glasses) • Protective clothing (e.g. gowns or scrubs) • Action Steps for an Exposure <ul style="list-style-type: none"> ◦ Wash the exposed area and properly dispose of the contaminated items ◦ Report the incident to your employer ◦ Seek medical treatment ◦ Complete any follow up actions outlined in the exposure plan policy • Final Evaluation
Assessment Plan	<p>Level 2 Assessment:</p> <ul style="list-style-type: none"> • 4 ungraded knowledge checks <ul style="list-style-type: none"> ◦ Most common bloodborne pathogens ◦ Protective measures ◦ Engineering controls and PPE

- Responding to an exposure incident
- Graded Quiz
 - 5 questions
 - Passing rate of 80%. Learners must receive a passing score to complete training.
 - Multiple-choice
 - Scenario-based questions about wearing protective personal equipment, disposing properly of contaminated items, disinfecting contaminated areas and items, and reporting exposure incidents.

Level 3 Assessment:

- 1 hour observation of each employee completed by the employee's supervisor 1 week upon completion of the training course. The supervisor will have a checklist for wearing and using PPE properly and disposing of and disinfecting contaminated items.
- Interview with the supervisor after all employees have completed the training course, and all observations have taken place. A record of any exposure incidents will be reviewed during this interview. This will likely occur within 4-6 weeks of the training course being delivered.