



Emphasis on Education

VistaCare recognizes that in order to realize our vision of changing the way end of life care is delivered in the United States, we must provide our staff with the proper tools and environment. If we are to achieve clinical excellence, we must always be focused on continued education. Thus, VistaCare provides the following educational support.

EXTENSIVE EDUCATION PROGRAM

VistaCare's staff receives an extensive in-depth orientation program, which covers behavioral expectations, hospice and palliative care principles, the Medicare hospice benefit, and grief and bereavement principles. Job-specific training is also provided. In addition, many positions — including Program Director, Patient Care Manager, Manager of Education and Compliance, Director of Clinical Services and Office Manager — participate in specifically developed training programs at the Home Office.

CONTINUED EDUCATION

VistaCare promotes excellence by offering ongoing educational support, including:

- Monthly in-service sessions covering the latest advances in relevant topics such as pain management, wound care, adult protective care and safety, and more.
- Tuition reimbursement for professional courses.
- Reimbursement of exam costs upon successful completion of the Certified Registered Nurse Hospice exam.
- Participation at educational/clinical seminars and conferences.
- Access to a VistaCare-specific training library of manuals, videos and CD-ROMs covering a wide variety of useful topics, such as:
 - Introduction to VistaCare
 - Leadership principles and employee supervision
 - Pain management
 - Business Development and Marketing
 - Crisis Communications
 - Communicating with Hospice Patients and Families
 - The Complete Trainer's Guide

ASSOCIATION MEMBERSHIPS

In an effort to help our staff to discover even more educational opportunities, VistaCare encourages employee participation in such organizations as:

- State Nurses' Associations and other professional organizations
- Local, state and national hospice organizations
- State pain initiatives