

HEALTH CARE NEW EMPLOYEE ORIENTATION

AN ON-LINE FORMAT?

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Diffusion and Integration of Educational Technology

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HCNEO On-Line?

Health Care New Employee Orientation On-Line

The innovation I selected was to produce the majority of Health Care New Employee Orientation in an on-line format ensuring that all new employees in the thirty- three prisons in California get exactly the same information taught in the same consistent manner. Today, I have sent out lesson plans to all the institutions with Power Point slides, and two student hand books for each student. This occurred two years ago. As a lesson is updated, a CD is made and sent to the institutions. Yet, with all of this, we still have institutions that refuse to use the material for a variety of reasons, primarily being that Custody officers are no longer in control of the Health Care learning and training through a split in services due to three pretty nasty lawsuits. These law suits go to the eighth and fourteenth amendments to the constitution regarding cruel and unusual punishment and adequate care either dental health, mental health, or physical health. My particular unit is under a Federal Judge Receivership which means we have to reach what is considered to be the federal mandates by a certain point in time for the physical health side of things. One of the goals of our Receiver was to implement a standardized training program for all health care employees throughout the State.

Change of Program

In this last year, the dental and mental health programs have become merged with ours, in human resources only so far, with the goal being a complete split from the Department of Corrections for health care so custody can no longer block what needs to be done at each location. For many of the employees in the department it is a hard thing to look at, an inmate of the State receiving virtually free health, dental, and mental health care that surpasses what those on the streets do not have. The lesson goes back to the historical facts of when the constitution was written saying that all people we have under our Custody we must provide adequate care for. The general population is not under our

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custody, they are free to come and go, but convicted criminals are under our custody therefore we must provide adequate care.

Full Integration for Thirty-Three Plus Locations

If one goes to the outside the professional and support staff of all medical institutions receives on-going training especially new employee training to start them off with the same basic knowledge. At the majority of hospitals now, due to the size and scope of employees, they have gone to an on-line training program to meet regulatory requirements. I envision corrections in California to also do this.

Thornburg said you have to understand the past to prepare for the future in his video clip. I also believe that you have to take what is common practice in one's industry to know the best practice to use in one's own. Additionally, bartering from one department to another is something to look at.

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