

## Symposium C5: Methodological Challenges in Intervention Research

### *An Intervention Conundrum: Recruiting Certified Nurse Aides From Nursing Homes*

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**Purpose:** The purpose of this presentation is to provide an overview of selected recruitment challenges and strategies to gain entrée to 'novice' research nursing homes (NHs), create nurse researcher and clinical staff partnerships, and develop creative compensations for engaging certified nurse aides (CNAs) in education intervention studies.

**Background and Significance:** Since approximately 1.5 million Americans live in nursing homes with much higher figures projected with the ensuing baby boomer generation), it is critical that future research focus on existing knowledge gaps between education and training of the NH workforce to deliver safe, high quality person-centered care. In addition, CNAs provide 70-80% of the direct care to older adults with disabilities and complex chronic care needs in NHs. However, there is a paucity of research in the literature to support care practices of CNAs. Nurse scientists can bridge the gap between research and practice in NHs by conducting intervention studies that test innovative CNA care strategies.

**Approach:** Accessing established professional networks in specialty practices [long-term care] will be discussed as an effective approach to recruit CNAs in 'novice' research NHs to participate in education intervention studies.

**Major Points and Rationale:** (1) Recruitment efforts must be tailored to identify and address issues that may prevent; NH gatekeepers from granting researchers entrée to the NH and NH personnel from engaging in research. (2) Since most NHs are new to research a high level of trust between the research team, NH gatekeepers, and clinical staff is required to gain entrée to 'novice' research NHs and develop partnerships to create compensations to engage CNAs in intervention studies.

**Conclusions:** Accessing established professional networks is an effective recruitment approach to build trust and develop collaborative partnerships to gain entrée to 'novice' research NHs and develop creative (non-coercive) compensations to recruit CNAs to participate in education intervention studies.