

## FSA- Kendal AIT Program

Both Kendal and FSA have identified a need to find excellent administrators in their residential communities. This is especially true for Nursing Home Administrators. The process for becoming credentialed as a NHA involves 100 hours of classroom and 100-120 hours of on-site training. Few current employees can afford to take the time off from work, unpaid, to complete the training, and few students majoring in health service administration consider this pathway.

Last year Barclay Friends agreed to host a pilot with a student, Elijah Tapp, from Penn State who was interested. He completed the classroom portion and incidentally got his CNA before going to Barclay Friends, where he was mentored by Linda Sterthous CEO and Laura, the NHA. Linda emphasized how important it was to include education on Quaker values and processes, which she provided. She also sent him to spend a day at 4-5 other Quaker communities to see the similarities and differences. Elijah now has a mid-level administrative job at Admiral at the Lake, a former Kendal affiliate in the Chicago area. Linda and Laura are creating a manual for the training.

FSA and Kendal would like to replicate this program in other communities. Kendal at Oberlin is the likely site. Currently Kendal Charities and FSA have each contributed \$20,000 so this can be a paid internship. The host site contributes supervision and training.

Jim, Emily and I met with Jane Mack(FSA) and Diane Massey (Kendal) to learn more about this opportunity for training Quaker community administrators. It was encouraging to see FSA and Kendal working together. Would FFA like to contribute to the effort?