



National Certification Council for Activity Professionals

Setting Standards of Excellence for Quality of Life through Education

Certification Standards

National Certification Council for Activity Professionals

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INTRODUCTION

Welcome to the Standards Booklet of the National Certification Council for Activity Professionals (NCCAP). This booklet explains NCCAP Certification Standards and the types and levels of certifications offered by NCCAP. The information will increase understanding what is required to earn NCCAP certification. Please see our website and contact our office for additional information.

Activities Professional Certification

NCCAP, a nonprofit credentialing body, is the trusted, premier national organization for the certification of Activity Professionals who deliver person-centered care in facilities across the continuum of care - Home Care to Skilled Nursing to Hospice. NCCAP also offers certification based on professional equivalency including NCTRC, COTA, CBMT, ATCB, OTR, and NAAPCC credentials.

Certified Activity Professional Benefits

- Enhanced professional recognition and career development
- Collaboration at the national level with other long-term health care associations
- NCCAP membership communication including monthly emails, e-newsletters, social media and www.nccap.org
- Inclusion in the NCCAP National Registry of Certified Activity Professionals
- Recognition as an Activity Professional who has met higher standards of excellence and knowledge through education, experience, training, and examination

Why Become NCCAP Certified?

- NCCAP was established in 1986 by the National Association of Activity Professionals (NAAP) to offer the highest-level credential of qualification as a Certified Activity Professional
- Federal law, F-Tag 680, Omnibus Budget Reconciliation Act, states an activity department must be directed by a "qualified professional"
- NCCAP is recognized by CMS as an organization that certifies activity professionals who deliver person-centered care across the continuum of care
- Many US states accept NCCAP certification and education standards as meeting requirements for working in the activity profession
- NCCAP certification assures administrators and surveyors that you have met professional standards verifying competencies in providing services that enhance quality of life through activity and engagement
- Many organizations only hire Activity Professionals who are certified
- Some organizations offer higher salaries to Certified Activity Professionals
- NCCAP certification is recognized nation-wide
- NCCAP has worked to build partnerships and acceptance of its standards and credentials across the activity profession with federal and state regulators, healthcare agencies, non-profit associations, and private sector organizations

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NCCAP CERTIFICATION

ACTIVITY, SPECIALIZATION, SETTINGS AND ENGAGEMENT

NCCAP provides the following types and levels of certification:

Levels of Certification of Activity Professionals:

- Activity Professional Certified - APC
- Activity Director Certified - ADC
- Activity Consultant Certified - ACC

Optional Specialization Designations of Certified Activity Professionals:

- Assisted Living -ALF
- Memory Care -MC
- Home Care -HC
- Adult Day Services - ADS
- Person Centered -PC
- Education - EDU

Setting Specific Certifications:

- Home Care Certified - HCC
- Adult Day Services Certified - ADSC

Engagement Certification:

- Montessori Dementia Engagement Certified - MDEC

Provisional Certification:

- Activity Director Certified Provisional - ADCP

Provisional certification is available to care partners who meet specific criteria/requirements and are working towards meeting the full criteria/requirements of NCCAP standards for ADC certification.

Provisional certification is valid for a fixed period of time, requires interim renewal, and is nonrenewable after that time. See tables below for the criteria/requirements for provisional certification.

QUALIFICATION COMPONENTS OF CERTIFICATION

NCCAP standards include up to **6 Qualification Components** with requirements that vary by type and level of certification. See tables and information in the sections below for specific requirements of each certification type and level and for the Definitions of Terms used in NCCAP Certification Standards.

The 6 qualification components include the following:

1. **ACADEMIC EDUCATION** - High School Diploma/GED, college level curriculum within a wide range of subject areas including: Social Work, Recreation, Education, Science, and Business degrees.
2. **ACTIVITY EXPERIENCE** - Activity work experience with individuals across the continuum of care within the past 5 years of application for certification. Volunteer work may be applied.
3. **CONTINUING EDUCATION (CE)** - Current Continuing Education clock hours earned within the past 5 years are accepted for attendance in workshops, seminars, and college courses of present trends on topics that are included in the NCCAP **Body of Knowledge**.

4. **REQUIRED CURRICULUM - Specific Course Requirements Vary by Type and Level of Certification**

Modular Education Program for Activity Professionals (MEPAP) is a two-part program involving a total of 180 hours of educational learning and 180 hours of experiential learning that includes practicum work. Each part consists of 90 hours of coursework and 90 hours of practicum assignments.

- MEPAP Part 1: Core Content 1-11 prepares students for the essential functions and duties of an Activity Professional: to design, deliver and evaluate activity services for older adults across the continuum of care.

- MEPAP Part 2: Core Content 12-20 prepares students to apply principles of management in their role as an Activity Professional: to provide service through leadership, advocacy, using principles of planning, organizing, staffing, directing and controlling.

NCCAP Home Care Curriculum establishes a baseline knowledge for Home Care partners involving the skills needed to improve the daily quality of life of a client by engaging a client in discussions and activities, potentially decreasing incidents of accidents and dangerous situations, preventing boredom, depression, and disengagement, and avoiding relocation from home to a long-term care facility.

Certified Activity Professionals working to become Consultants must complete an independent study with the guidance of a NCCAP instructor.

From Can't to Can Do!: Using the Montessori Approach - This course provides an introduction to using Montessori with older adults and people living with dementia. The curriculum focuses on engaging individuals in person centered activities that have meaning and purpose for an improved quality of life.

5. **NATIONAL EXAM** - Required of Activity Director and Activity Consultant levels. A third-party proctored exam is taken at a designated testing site.

6. **CONSULTING EXPERIENCE** - Required of Activity Consultant level. Consulting experience may include: advising a group, working one-to-one, teaching a class, conducting workshops, publishing professional articles, supervising students and/or managing 5 or more activity staff.

NCCAP CERTIFICATION STANDARDS

Activity Professional Certified - APC

Activity Professionals who meet NCCAP standards to deliver activity programs.

Qualification Components	Track 1	Track 2
1. ACADEMIC EDUCATION	High School Diploma/GED, plus 6 college credits, including English Writing/Composition	High School Diploma/GED
2. ACTIVITY EXPERIENCE	2,000 hours within the past 5 years	4,000 hours within the past 5 years
3. CONTINUING EDUCATION	20 clock hours from NCCAP Body of Knowledge within the past 5 years	20 clock hours from NCCAP Body of Knowledge within the past 5 years
4. REQUIRED CURRICULUM	MEPAP Part 1: Core Content 1-11	MEPAP Part 1: Core Content 1-11

Activity Director Certified - ADC

Activity Professionals who meet NCCAP standards to direct an activity team and program.

Qualification Components	Track 1	Track 2	Track 3
1. ACADEMIC EDUCATION	Bachelor's Degree or higher, including English Writing/Composition	Associate's Degree, including English Writing/Composition	12+ college credits, including English Writing/Composition
2. ACTIVITY EXPERIENCE	2,000 hours within the past 5 years	3,000 hours within the past 5 years	6,000 hours within the past 5 years
3. CONTINUING EDUCATION	30 clock hours from NCCAP Body of Knowledge within the past 5 years	30 clock hours from NCCAP Body of Knowledge within the past 5 years	30 clock hours from NCCAP Body of Knowledge within the past 5 years
4. REQUIRED CURRICULUM	MEPAP Parts 1 & 2 : Core Content 1-20	MEPAP Parts 1 & 2 : Core Content 1-20	MEPAP Parts 1 & 2 : Core Content 1-20
5. NATIONAL EXAM	Required	Required	Required

Activity Director Certified - ADC (continued)

Activity Professionals who meet NCCAP standards to direct an activity team and program.

Qualification Components	Track 4	Track 5	
1. ACADEMIC EDUCATION	High School Diploma/GED	<p style="text-align: center;">PROFESSIONAL EQUIVALENCY PATH</p> <p>Individuals with related education and experience are eligible for NCCAP certification through professional equivalency.</p> <p>Individuals can apply for Activity Director Certified upon verification of current certification by a national credentialing body, such as:</p> <ul style="list-style-type: none"> • NCTRC (National Council for Therapeutic Recreation Certification) • CBMT (Certification Board for Music Therapists) • ATCB (Art Therapy Certification Board) • OTR (Occupational Therapist Registered) • COTA (Certified Occupational Therapy Assistant) • NAAPCC (no Bachelor's required) 	Bachelor's Degree
2. ACTIVITY EXPERIENCE	12,000 hours within the past 6 years		10,000 hours within the past 5 years
3. CONTINUING EDUCATION	40 clock hours from NCCAP Body of Knowledge within the past 5 years, 8 of which specifically address activity documentation of MDS, Care Planning		40 clock hours from NCCAP Body of Knowledge within the past 5 years, 8 of which specifically address activity documentation of MDS, Care Planning
4. REQUIRED CURRICULUM	MEPAP Parts 1 & 2 : Core Content 1-20		No Requirement
5. NATIONAL EXAM	Required		Required

Activity Director Certified Provisional (ADCP)

NCCAP offers a provisional certification for those who are currently working towards meeting all 5 qualification components of NCCAP standards for ADC certification.

Standards and requirements to qualify for ADCP include:

- Academic Education: High School Diploma/GED or higher
- Required Curriculum: MEPAP 1 Core Content 1-11

And meeting 1 of the following 3 additional requirements:

- Activity Experience: # hours for Academic Education level per ADC Tracks 1, 2, 3, or 4
- Continuing Education: # of clock hours for Academic Education level per ADC Tracks 1, 2, 3, or 4
- Required Curriculum: MEPAP Part 2 Core Content 12-20

The ADCP certification is valid for 6 years, must be renewed every 2 years with 30 CEs. ADCP is nonrenewable after that time.

Activity Consultant Certified - ACC

Activity Professionals who meet NCCAP standards for consultants or educators of an activity program, staff, and/or department.

Qualification Components	Track 1	Track 2
1. ACADEMIC EDUCATION	Master's Degree, including English Writing/Composition	Bachelor's Degree, including English Writing/Composition
2. ACTIVITY EXPERIENCE	2,000 hours within the past 5 years	4,000 hours within the past 5 years
3. CONTINUING EDUCATION	40 clock hours from NCCAP Body of Knowledge within the past 5 years	40 clock hours from NCCAP Body of Knowledge within the past 5 years
4. REQUIRED CURRICULUM	MEPAP Parts 1 & 2 : Core Content 1-20. If previously completed for AAC or ADC certification level, must submit certificates of completion	MEPAP Parts 1 & 2 : Core Content 1-20. If previously completed for AAC or ADC certification level, must submit certificates of completion
5. NATIONAL EXAM	Required unless fulfilled for ADC level	Required unless fulfilled for ADC level
6. CONSULTING EXPERIENCE	200 hours of activity consulting experience within the past 3 years OR completion of independent study with the guidance of a NCCAP instructor	200 hours of activity consulting experience within the past 3 years OR completion of independent study with the guidance of a NCCAP instructor

Activity Consultant Certified - ACC (continued)

Activity Professionals who meet NCCAP standards for consultants or educators of an activity program, staff, and/or department.

Qualification Components	Track 3
1. ACADEMIC EDUCATION	Associates Degree or higher, including English Writing/Composition
2. ACTIVITY EXPERIENCE	6,000 hours within the past 5 years
3. CONTINUING EDUCATION	40 clock hours from NCCAP Body of Knowledge within the past 5 years
4. REQUIRED CURRICULUM	MEPAP Parts 1 & 2 : Core Content 1-20. If previously completed for AAC or ADC certification level, must submit certificates of completion.
5. NATIONAL EXAM	Required unless fulfilled for ADC level
6. CONSULTING EXPERIENCE	200 hours of activity consulting experience within the past 3 years AND completion of independent study with the guidance of a NCCAP instructor

NCCAP Specialization Options

NCCAP Certified Activity Professionals are eligible to receive specialization designations.

Specialization Area	Specialization Designation Qualification Components
ASSISTED LIVING	<p>Applicants applying for or renewing Activity Professional Certification are eligible for specialization designations.</p> <p>10 Continuing Education (CE) clock hours within the past 2 years are required in addition to CE requirements of certification level (CE within the past 5 years will be accepted for initial application).</p> <p>Topic of all CE clock hours must be related to those listed in the NCCAP Body of Knowledge. Applicant must submit evidence and description of the focus of the CE on the specialization.</p> <p>Specialization designation recognizes competency to understand a team approach, direct an activity team, and carry out an activity program in the specialization area.</p> <p>Specialization designations are renewed biennially.</p>
MEMORY CARE	
HOME CARE	
ADULT DAY SERVICES	
PATIENT CENTERED	
EDUCATION	

Setting Specific Certifications

Individuals who meet NCCAP standards to provide quality of life engagement within a setting.

Qualification Components	Home Care Certified - HCC	Adult Day Services Certified - ADSC
1. ACADEMIC EDUCATION	High School Diploma/GED	High School Diploma/GED
2. ACTIVITY EXPERIENCE	1,000 hours of Home Care experience within the past 5 years	4,000 hours of Adult Day Services experience within the past 5 years
3. CONTINUING EDUCATION	20 clock hours from NCCAP Body of Knowledge within the past 5 years	20 clock hours from NCCAP Body of Knowledge within the past 5 years
4. REQUIRED CURRICULUM	NCCAP Home Care Curriculum	MEPAP Part 1: Core Content 1-11
RENEWAL SCHEDULE	Annually	Biennially

Engagement Certification

Individuals who meet NCCAP standards to provide quality of life engagement.

Qualification Components	Montessori Dementia Engagement Certified - MDEC
1. ACADEMIC EDUCATION	High School Diploma/GED or higher
2. ACTIVITY EXPERIENCE	4,000 hours experience working with people living with dementia within the past 5 years
3. CONTINUING EDUCATION	20 clock hours of related topics from NCCAP Body of Knowledge within the past 5 years
4. REQUIRED CURRICULUM	<i>From Can't to Can Do!: Using the Montessori Approach</i>
RENEWAL SCHEDULE	Annually

The MDEC certification is appropriate for all healthcare professionals who work in the field of aging, such as Activity Professionals, Nurses, Nursing Assistants, Home Care Aides, Rehabilitation Professionals and Social Workers.

DEFINITION OF TERMS

Academic Education

1. High School Diploma or GED

2. Academic Degrees or College Credits:

- A. From an accredited college or university, accredited by the US Department of Education or State Department of Education
- B. All subject areas of degrees and college courses are accepted
- C. No time limit for college degree or credits
- D. Course work used to satisfy Academic Education must be a grade of "C" or better
- E. Equivalency of college (University, State, Community, or Technical) or technical credits based on an official evaluation from an accredited US College, University or Independent Agency.

3. Amount of Required Course Work

All tracks requiring college credits include an English course, depending on track chosen

4. Comparing Semester to Quarter Credits/Units

One semester credit/unit = 1.5 quarter credit/units

5. Documentation Needed to Verify Academic Education

- A. Copy of High School Diploma or GED
- B. Copy of transcripts from each college or university referred to in your application
- C. Foreign transcripts and college credits (University, State, Community, or Technical) must be accompanied by an official evaluation from an accredited US and Canadian College, University or Independent Agency

Activity Experience

1. Applicable Activity Work Experience

- A. Activity Professionals Certification:
 - 1) 50% of work experience must be directly working with activity programming and documentation
 - 2) 50% can be indirectly working with activities, i.e. Restorative, CNA, Dietary Aide, Rehab etc.
 - 3) 20% of this experience can be volunteer work with individuals across the continuum of care
- B. Setting Specific Certification: For Home Care, 1,000 hours or 6 months of Home Care experience within past 5 years. For Adult Day Services (ADS), 4,000 hours of ADS experience within the past 5 years.
- C. Engagement Certification: For Montessori Dementia, 4,000 hours of experience working with people living with dementia.
- D. Internship if not included in academic credits

2. Activity Experience Timeframe

APC, ADC, ACC, and ADCP experience must be within the past 5 years

3. Documentation of Activity Experience

- A. On facility or program letterhead, the letter must verify:
 - A. Employee title
 - B. Dates of beginning and end of employment (within the past 5 years)
 - C. Defines type of population served
 - D. States actual total hours of activity experience to date of letter (Be specific and state the number of hours worked. Example: 20 hours a week. Stating full time or part time is not acceptable.)
- E. Letter signed by administrator, program director or supervisor

Continuing Education (CE)

1. Continuing Education Timeframe:

- A. For initial certification, completed within previous 5 years
- B. For renewal of certification, completed within previous 2 years

2. Qualifying Continuing Education (CE):

- A. College and university courses can be used to satisfy CE requirements if the courses have not been used to meet Academic Education requirements for certification and were not required as part of the college degree; one (1) college credit = 10 CE clock hours
- B. Focus/content of CE must be included in the list of topics of the of the NCCAP Body of Knowledge
- C. CE must be at least 60 minutes in length (unless otherwise specified in the table below), and when received, one (1) CE clock hour=1 actual 60-minute hour, consistent International Association for Continuing Education and Training (IACET) standards
- D. Allowable CE delivery methods include:
 - 1) A group setting with leader and discussion
 - 2) Independent/on-line format
 - 3) Other methods if NCCAP approved (e.g., facility tours part of state/national activity conventions)
- E. Speakers at workshops, in-service trainings, and courses can receive CE hours to be used to satisfy CE requirements as follows:
 - 1) Speeches must pertain to the activity profession
 - 2) Proof of presentation must be submitted (see paragraph 4 for documentation requirements)
 - 3) Speech material (e.g., text, PowerPoint) must be included in application
 - 4) CE clock hours = 2 x presentation time (this accounts for preparation time)
 - 5) CE hours are allowed only for initial presentation (if presentation given more than once)

F. Writers of educational articles can receive CE hours to be used to satisfy CE requirements as follows:

- 1) Articles must pertain to the activity profession
- 2) Proof must be submitted that an article was published in a state or national professional publication, or published online
- 3) Published material must be included in application
- 4) One (1) CE clock hour = 400-600 words
- 5) CE hours are allowed only for one publication of an article

G. See table below for allowable types and amounts of CE

3. Activities that do not meet NCCAP Standards for CE:

- A. Entertainment, reading, travel
- B. Business and committee meetings
- C. Self-taught courses
- D. Any home study (e.g., video/audio tapes) and online courses not approved by NCCAP
- E. Activity experience and performing duties

4. Documentation of CE (depending on type):

- A. Evidence of CE approval by a college, university, or other accrediting body
- B. Proof of attendance and eligibility of CE, including a copy of the Certificate of Attendance (original may be requested by NCCAP office, hand written certificates of attendance are unacceptable), with the following information:
 - 1) Name of the attendee
 - 2) Title/topic of the educational session
 - 3) Date and location of the educational session (sessions/workshops over 8 hours need to include a time outline verifying the number of hours attended)
 - 4) Clock hours attended
 - 5) Instructor(s) name(s) and credentials
 - 6) Sponsor name
 - 7) Signature of instructor or sponsor
 - 8) Additional material (e.g., course brochure, explanation if above information is not on Certificate of Attendance)
 - 9) Copy of transcripts from college or university and course outline/syllabus/description

5. Total Annual CE Hours Requirement:

- A. APC = 20, ADC = 30, ADCP = 30, ACC = 40
- B. HCC - 20, ADS = 20, MDEC = 20
- C. Specialization = 10

6. CE instructors can submit CE courses to receive NCCAP approval using forms posted on www.nccap.com

- A. See NCCAP website for list of NCCAP-approved CE providers

Allowable Type and Amount of CE in a Certification Application (See text above for criteria and required documentation)	% Limit of Total CE	Total Annual CE Requirement			
		10	20	30	40
Type of Continuing Education (CE)		Up to Limit of Hours By Type of CE			
Healthcare skill-based related courses (CNA, CDL, CPR, etc)	20%	2	4	6	8
Work place in-service, at least 30 minutes in length					
- Mandatory work place in-service	20%	2	4	6	8
- Additional non-mandatory work place in-service	20%	2	4	6	8
Facility-based teleconference internet streaming video subscription (e.g., Primedia, Relias, Care2Learn, etc)					
- No NCCAP course approval number	30%	3	6	9	12
- Has NCCAP course approval number	100%	10	20	30	40
Non-traditional courses, including online, correspondence, and home study courses					
- No NCCAP course approval number	30%	3	6	9	12
- Has NCCAP course approval number	100%	10	20	30	40
Activity related courses (other than MEPAP), including adult education, workshops, seminars, facility tours part of state/national conventions, state-required training, and educational sessions at professional venues, including conferences and conventions	100%	10	20	30	40
College or university courses, including independent study and correspondence courses	100%	10	20	30	40
Published educational articles written by applicant (see text above for documentation requirements)	20%	2	4	6	8
Speeches, presentations, and lectures delivered by applicant at workshops, in-services, and courses (see above text for documentation requirements)	20%	2	4	6	8
Total CE Hours Required	100%	10	20	30	40

Activity Consultant

1. Consulting Experience

A. Applicable activity consultant experience must meet the certification criteria and may be a combination of:

- 1) One-to-one activity consultation
- 2) Teaching a class and workshop of at least one hour
 - a) Count the actual teaching time of presentation only the first time it is given
 - b) Content from:
 - Applicable course work per Definitions of NCCAP Certification Standards
 - Teaching Modular Education Program for Activity Professionals (MEPAP)
 - Acting as a practicum supervisor up to 20%
 - Articles published in state or national publications. Count 1 hour of consulting for each 400-600 words up to 20%
- 3) Include a copy of published materials with application
 - a) May count up to 40 hours direct on-site supervision of activities related practicum
 - b) At least 40 hours of consulting MUST occur outside place of current employment
 - c) At least 40 hours of consultation must be direct activity consultation
 - d) Activity Consultant Track 3 Candidate contact NCCAP office to obtain details about Track 3 requirements

B. Consulting Experience Timeframe: 200 hours consulting experience must be from within the past 3 years

C. Documentation of consulting experience

- 1) On facility or program letterhead
- 2) Verify each aspect used as listed above
- 3) Letter(s) also verifies:
 - a) Employee title
 - b) Dates of beginning and end of employment (within the last 3 years only)
 - c) States actual total hours of experience to date of letter
- 4) Letter signed by administrator, program director, or supervisor
- 5) For all teaching submit copy of advertising document, copy of certificate of attendance, and verification that the session was presented including:
 - a) Title of educational offering
 - b) Date, time of day offered (3-15-2017, # of clock hours)
 - c) Place of presentation
 - d) Presenter's name and qualification for teaching: degree, or certification number, or experience

Required Renewals

1. Activity Professional Certification renewal is required every two years. Late renewal and payment date do NOT change the two-year period. To renew you need to acquire continuing education during the two years after initial certification and thereafter. CE requirements are as follows:
 - APC - 20 CEs every two years
 - ADC or ADCP - 30 CEs every two years
 - ACC - 40 hours CEs every two years
 - Specializations require an additional 10 CEs in that specialization every two years
2. Home Care Certification and Montessori Dementia Engagement Certification renewal is required every one year. Late renewal and payment date do NOT change the one-year period. To renew, acquire continuing education during the one year after initial certification and thereafter. CE requirements are as follows:
 - Home Care Certification - 10 hours CEs annually
 - Montessori Dementia Engagement Certification - 20 CEs annually
3. Adult Day Services Certification renewal is required every two years. Late renewal and payment date do NOT change the two-year period. To renew you need to acquire continuing education during the two years after initial certification and thereafter. CE requirements are as follows:
 - ADS- 20 hours CEs every two years
4. Renewal email reminders will be sent 90 days prior to expiration and then monthly thereafter.
5. Renewal information, including a schedule of renewal fees, and required application forms can be found on the NCCAP website at www.nccap.org.
6. **Renewal applications can be submitted on-line via www.nccap.org** (or printed, completed and submitted by mail to the NCCAP office).
7. Submit renewal applications 6 weeks prior to your expiration date to allow for processing time. Renewal fees are due at the time of renewal application submission. Renewal applications received without appropriate forms and/or amount of payment are considered incomplete.

8. Notices of incomplete applications will be sent by email when discovered during initial processing and periodically thereafter up to one year from expiration of certification.
9. Processing of renewal applications can be expedited for an additional fast track fee.
10. Certification status can only be given after review and approval are complete.
11. If your certification has expired for more than one year, you must submit a new application (rather than a renewal application) per current certification standards in effect.

Level Change

Activity Professionals seeking a level change need to complete a new application. The application will be merged and reviewed with the most recent previous application on file.

It is not necessary to duplicate information already on file in the most recent previous application.

Applicants only need to add additional information supporting the level change and pay the level change fee (see website for fee schedule).

The expiration date of certification will remain the same as the most recent previous application.

BODY OF KNOWLEDGE

Topics for Continuing Education - Curriculum Content for Activity Professionals

WORKING WITH PARTICIPANTS/ CLIENTS

1) Human Development and Late Adult Years

- Life Span Potential
- Theories of Aging

2) Human Development and Aging

- Human Behavior and Aging
- Potential and Creativity
- Wellness and Self-Esteem

3) Spirituality of Aging

- Reminiscing
- Tasks of Life Review
- Worship - Religion
- Death - Dying
- Palliative Care
- Journaling
- Ethics
- Tasks of Vital Aging
- Prayer - Scripture
- Personal Growth
- Wisdom in Aging
- Comparative Religions

4) Biology of Aging

- Changes - Physical & Sensory
- Sexuality
- Medications
- Nutrition
- Healthy Aging
- Illness and Dysfunction
- Bariatric Issues
- Behavioral Interventions
- Pain Management

5) Sociology of Aging

- Involvement - Isolation
- Dependence/Independence
- Living Alone - Social Networks
- Cultural Attitudes
- Social Histories
- Long Term Care/Aging/Social Needs
- Living Arrangements - Retirement Housing, Elder Communities, Long-Term Care, Adult Day Services, Assisted Living, Mental Health, Sub-Acute, Independent Living, Home Health, Aging in Place, Senior Centers
- Culture Change in the Continuum of Care
- Baby Boomers/Generational Diversity
- Sign Language
- Foreign Language
- Elder Abuse

6) Psychology of Aging

- Leisure & Aging
- Psychological Choices - Depression, Anxiety, Fears
- Drugs & Alcohol
- Security
- Successful adaptations
- Hospice
- Counseling Techniques
- Stereotypes - Myths
- Confusion/Disorientation/Dementia
- Institutionalization
- Aging in Place
- Memory Care

7) Leisure and Aging

- Recreation - Definition, Types, Philosophy
- Lifestyles
- Retirement Living
- Attitudes - Motivation
- Analysis of Leisure Time
- Client Interests
- Client Rights - Different Categories
- Volunteerism
- Creativity in Aging
- Leisure Education
- Barriers to Leisure
- Person Centered Programming

8) Basic Health

- First Aid/CPR
- Health Precautions
- Personal Health Issues
- Geriatric Medications/Contra-Indications in the Activities Delivery systems
- Nutritional Issues/Diabetes

9) Group Instruction/Leadership

- Adult Learning Modes
- Instruction Methods - Lecture, Handouts, Videos
- Demonstrations, Samples, Slides, Discussion, Participation, Survey, Sharing Experience
- Teaching Materials - Tools, Resources
- Group Dynamics/Leadership
- In-Service
- Leader Listening
- Esteem Building
- Build Group Support/Support & Group Leadership

10) Therapy for the Disabled Aging

- Overview of P.T., O.T., Speech Therapy, Art Therapy, Recreation Therapy, Dance Therapy, Music Therapy, Drama Therapy, Validation, Poetry Therapy, Reality Orientation, Re-motivation, Horticulture Therapy, etc.
- Restorative Programs - Feeding Training, ADL Skills, etc.
- Patient Physical Transfer Techniques
- Therapeutic Approach - Meaningful, Purposeful, How it Helps
- Therapeutic Feeding Techniques
- Aroma Therapy
- Massage Therapy
- Therapeutic Swimming

11) With Residents & Staff

- Types of Communication
- Listening Skills
- Responding Skills
- Communication with Frail
- Communication with Confused
- Intercultural Concerns
- Morale Building
- Dealing with Difficult Situations

12) Public Speaking

- Professional Image
- Leading Meetings
- Business Etiquette

13) Public Relations

- The Written Message
- Media Use - Press releases, P.S.A., T.V., Radio
- Publicity - News
- Letters of Appreciation
- Volunteer Programs
- Fund Raising
- Marketing Activity Importance letters, Bulletin Boards, Posters, Graphic Techniques
- Community Marketing of Facility and Activities Delivery Systems

14) Interpersonal Relationships

- Staff Team Approach - Working Together
- Coordination of Services - Staff, Families, Volunteers, etc.
- Peer Relationships - Staff, Residents
- Family Relationships - Various Age Needs and Attitudes
- Empowerment/Managing Relationships/ Personality Evaluation
- Staff/Client Relationships
- Consultant Relationships
- Organizational Relationships
- Organizational Structures in Different Levels of Care
- Conflict Resolution
- Dealing with Difficult People
- Assertiveness Training

15) Motivation

- Of Clients, Families, Staff, Volunteers
- Professional Improvement
- Motivational Techniques

16) Community Services/Support/Relations

- Recreation Resources
- Service Clubs
- Religious Resources
- Mainstreaming
- Adult Health Services/Support Groups - Alzheimer's, MS, Ostomy, Parkinson's, Arthritis, Amputee, Cancer
- Business - Chamber of Commerce
- Family Open Houses
- Library Resources

17) Regulations

- State/Federal Activities, Regulations & Standards, OSHA/ADA/Professional Standards
- Survey Process
- Plan of Corrections
- Legislative Updating
- JCAHO, CARF, Specialty Standards
- Assisted Living Regulations/Memory Care/ Enhanced Assisted Living Regulations
- Medical Adult Day Health Regulations
- Mental Health Adult Day Health Regulations/ Adult Day Habilitation (MR/DD)
- Adult Home Regulations/ Personal Care and Boarding

PROGRAMMING

18) Individualized Care Planning

- Assessment - MDS, CAA's, CATS
- Interdisciplinary Team
- Care Planning, Approach, Progress Notes
- Professional Standards
- Legal - Ethical Issues
- Medical Terms
- Charting - Confidentiality
- Patient - Resident Involvement
- For Participant Learning
- Quality Indicators
- Individualized Service Plans
- Person Centered Care Planning/"I" Care Plans

19) Program Management

- Philosophy of Operation
- Expressive/Creative Program Scope - Physical, Mental, Social, Emotional, Community, Spiritual, Educational
- Program Planning - Resident Centered
- Organization - Calendar
- Program Implementation - Conducting Activities
- Evaluation Techniques
- Operating Audio - Visual Equipment
- Equipment & Supplies - Control, Safety Precautions, Resource Materials, Ordering
- Modes of Programming
- Operating Facility Vehicles

20) Computer Skills

- Word Processing
- Database
- Charting
- Desktop Publishing
- Games
- Participant Learning
- Internet

21) Program Types - Theory and Practice

- Supportive
- Maintenance
- Empowerment
- Exercise - General, Volleyball, e.g., Wheelchair, Reik, Tae Kwon Do, Yoga, etc.
- Social - e.g., Parties
- Outdoor - e.g., Barbecues, Games, Walks
- Away from the Facility - e.g., Visits to Community Places of Interest
- Religious - e.g., Bible Study, Services
- Creative - e.g., Crafts, Drama, Writing, Journaling, Scrapbooking
- Educational - e.g., Current Events, Alzheimer's Group, Adult Learning
- Residents with special needs - e.g., AIDS, DDs, MRs, MS et al.
- Resident Planned - e.g., Resident Council or Any Activity
- In-Room - e.g., Adapt Out-of-Room Activities
- Sensory - e.g., Braille Materials, Any Sensory Stimulation, Pet, Food Related, Snoozelen™, Meditation, Massage, Reflexology
- Reality Awareness e.g., with Other Programs
- Entertainment - e.g., Games, Entertainer Resources
- Self Help - e.g., Independent Activities
- Music - Basic & Adaptive Techniques 1. Accompaniment Instrument-Chord Structure, Ear Training 2. Recreational - Rhythm Instruments, Musical Games, Movement, Literature for the Aged
- Community Oriented - e.g., Intergenerational, Community Groups in the Facility
- Computer Based
- Lesson Planning
- Technological Advancements
- Wii
- Outings/Policies and Procedures
- Recreational/Leisure Vehicle Training
- Bar Tending/Mixology/Wine Tasting
- Proper Food Handling

MANAGEMENT/PERSONNEL, LEGAL AND ETHICAL ISSUES

22) Personal Employment

- Recruitment, Interviewing, Hiring, Termination, Development, Recognition, Evaluation - Staff and Volunteers
- Job Search - Resume Writing, Interview Preparation

23) Management Leadership

- Interdisciplinary Care Plan Team
- Leadership Styles
- Program Management
- Program Evaluation
- Supervision Philosophies and Techniques
- Delegating - Enabling Staff Ability
- Self Analysis
- Time Management
- Activity Staff In-Service
- How to Conduct Meetings: Staff, Association
- Problem Solving
- Resident Council and Family Council
- Record Keeping
- Dealing with Challenging People
- Stress Management
- Memory Improvement
- Violence in the Workplace
- Controlling
- Advocacy/ Ombudsman
- Universal Worker Concepts
- Culture Change/ Greenhouse Concepts
- Management and Management Techniques
- Generational Diversity/Gender Issues
- Quality Assurance, CQI, TQM, etc.
- Association Management/Conference
- Committee Development
- Customer Service

24) Management Writing Skills

- Documentation Chart Auditing
- Job Descriptions
- Policies and Procedures Manuals
- Incident Records/Reports
- Letters of Request - Direct Mail
- Grant Writing
- Public Relations
- E-mail and Internet Etiquette
- Form Development

25) Financial Management

- Reimbursement
- Record Keeping
- Expense Control
- Establishing Non-Profit Status
- Fund raising
- Donation Management
- Establishing Budgets

26) Professional Development

- Certification
- Professional Attitude Toward Residents
- Professional Associations
- Business Expectations
- Professional Standards - Ethics
- Professional Affiliations
- Professionalism

27) Consulting

- Consultant's Role, Goals, Knowledge
- Consultant's Education

28) Resources

- How to Work with Volunteers
- How to Work with Supervisors
- How to Work with Consultants
- How to Work as Middle Management
- Intra-departmental Skills
- How to work with Vendors

NCCAP Website, Application Forms, Documents, and Fees

Additional information can be found on the NCCAP website including application forms, documents, and fees.

Applications and supporting documentation can be submitted via the online application process on the website.

www.nccap.org