

Project Synopsis Program Enrichment

Name of Organization	Collective Home Care, Inc., South Deerfield
Name of Project	Franklin Hampshire Home Care Project II
Total Grant Amount Requested	\$49,537.00
Total Match Amount	\$29,592.00
Total Number of <u>Unduplicated</u> Participants the Project will serve	54
Total number of Participants Receiving a Wage Increase	27
Average Hourly Wage Increase	\$.25
Describe other Program Elements/Outcomes	<p>Create New, three step, Home Care Aide career ladder training program to be offered as follows over grant cycle:</p> <ul style="list-style-type: none"> Step 1 = Homemaker x1 Step 2 = Personal care Homemaker x 1 Step 3 = Home Health Aide x 2 <p>Completers of each step will receive a .25 wage increase.</p> <p>Create two new modules of enhanced training: 3 hours - Understanding Special Diets 3 hours - Working with individuals and families with Early Onset Alzheimer’s Disease Offer each training two times during grant cycle</p> <p>Develop and provide training for new advanced home care aide position, 9 individuals will complete “Lead Home Care Aide” 10 hour training and receive .50 wage increase</p> <p>Develop career coaching program within each agency and designate at least one staff person to provide ongoing coaching to direct care staff.</p> <p>In 2006 we formed a partnership consisting of five home care provider agencies, Greenfield Community College (GCC), Franklin Hampshire Regional Employment Board and Tripp Memorial Foundation. Together we developed “The Franklin Hampshire ECCLI Home Care Project.”</p>

We successfully concluded our ECCLI project in the spring of 2008, however the reason for our original coming together, To raise the standards of home care training and develop sustainable, flexible, high quality educational opportunities for workers in the field, has become the mission statement of our ongoing “Franklin Hampshire Home Care Collaborative.” We meet periodically to discuss the ongoing needs of our direct care workforce and to explore solutions to the many challenges of providing quality services to community home care consumers. GCC and Tripp continue to offer a very comprehensive CNA/HHA training program four times a year. Partner provider agencies continue to both sponsor and employ graduates of the program and though we are competing vendors, we continue to share resources where possible in order to maximize service capacity.

This new project will have three distinct components. The first will be to develop, through GCC and Tripp, an ongoing Home Care Aide career ladder training program. The program will have three separate, but progressive certification steps that will meet the requirements of the Executive Office of Elder Affairs for state home care vendors. This program will offer provider partners and ultimately individuals from the community a less expensive and time consuming portal of entry into the field of home care and will expand the pool of potential workers for agencies to recruit from. The second will be to provide enhanced training and to create a new advanced Home Care Aide position within each of the provider agencies. “Lead Home Care Aides” will be prepared through customized training (provided by GCC and Tripp) to initiate cases, and more effectively coordinate shared service/care plans. In addition two new modules of training will be developed to better prepare workers to meet the unique needs of individual clients. 1.) Understanding Special diets such as vegetarian, Gluten or Lactose free 2.) Working with individuals and families with early onset Alzheimer’s Disease.

The third component will be to designate one staff person from each agency to coordinate grant activities and to provide ongoing career coaching to incumbent

	<p><u>workers</u>. In our last grant coordination and career counseling were provided by Sue Pratt from partner organization, Tripp Memorial. Through this project Sue will share tools, knowledge and mentor staff from each agency to provide these services themselves. There will not be an outside Career Coach, because our goal is to institutionalize career coach services within each agency.</p>
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Employee Release Time: 50%

Partners:

Barton' Angels
Collective Home Care, Inc.
Elite Home Care
Greenfield Community College
Tripp Memorial Community Care Collaborative
Regional Employment Board

Subcontractors: N/A