

## Project Synopsis Program Enrichment

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| <b>Name of Organization</b>  | Loomis House, South Hadley   |
| <b>Name of Project</b>   |  |
| <b>Total Grant Amount Requested</b>  | \$38,829.00  |
| <b>Total Match Amount</b>  | \$62,825.00  |
| <b>Total Number of <u>Unduplicated</u> Participants the Project will serve</b> | 58   |
| <b>Total number of Participants Receiving a Wage Increase</b>                  | 18   |
| <b>Average Hourly Wage Increase</b>  | \$.44  |
| <b>Describe other Program Elements/Outcomes</b>                                | <p>The creation of the CNA 4/Peer Mentor program will reduce CNA turnover by 10%. The program will be sustained so that new CNAs have an opportunity to work in an expanded roles and receive wage increases in the future.</p> <p>A sustainable career ladder for “Champions” of Person Centered Care has been created that will provide the opportunity for all entry level workers to receive wage increases in the future. This program is also replicable by other organizations who wish to have employees work in blended roles.</p> <p>The Clinical Care Practices of the nursing staff will be adapted to be consistent with person centered care. This program will be replicable for other organizations who pursue culture change and will improve resident care.</p> <p>Employee Satisfaction is projected to increase by 10% and will reduce turnover in all positions.</p> <p>Culture Change is essential for the quality of care for our residents and improves the quality of work for our employees. Transformational change is needed to attract entry level workers to care for our elders as our population ages. Culture change will soon be a requirement for all nursing homes. Loomis House has been a leader of culture change for the past seven years. Loomis House has a strong track record of</p> |

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|  | <p>sharing what we have learned in our ECCLI grants and benefiting the entire nursing home industry. Program goals are consistent with the goal of expanded roles for entry level workers and efforts to improve workplace practices and work environments in ways that result in better care for residents. The creation of role models for other employees and other nursing homes is important to implementing sustainable change. This grant creates two new career ladder opportunities for our entry level workers which will be sustained for the future.</p> |
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**Employee Release Time:** 100%

**Partners:** PHI

**Subcontractors:** N/A