

Project Synopsis Clinical Skills

Name of Organization	Associated Home Care, Inc., Beverly
Name of Project	
Total Grant Amount Requested	\$50,000.00
Total Match Amount	\$25,700.00
Total Number of <u>Unduplicated</u> Participants the Project will serve	70
Total number of Participants Receiving a Wage Increase	70
Average Hourly Wage Increase	\$4.00 per hour – 60 certified home health aids .50 per hour – 10 supportive home health aids
Describe other Program Elements/Outcomes	<p>We anticipate being able to attract and enroll 60 CHHA's with an 85% completion rate. We will provide Supportive Home Care Aide training to another 10 staff members who meet AHC's requirements and have an 80% completion rate. Upon completion of training, all participants will be asked to complete a survey regarding the training. They will then be surveyed one year after the completion of the program to determine the retention rate of staff and whether the program was a benefit to employees. Some questions may be: Did the training provide them with more opportunities at AHC, do they feel the company is invested in them? How has becoming a CHHA or Supportive Home Health Aide added to their skills? How has it changed them as a person? As an employee? What changes to the training do we need to make? What other types of training could we offer for future growth? Is AHC doing enough to keep them employed? If the Supportive Home Care Aide with a focus on mental illness is successful, then we would look at providing more clinical skills training to our employees, such as hospice, palliative care, Alzheimer's or possibly C.N.A or LPN training. Our projected retention rate is 75% over the two years following the initial training.</p>

Employee Release Time: 50%

Partners: N/A

Subcontractors: N/A