

PROJECT SYNOPSIS

Name of Facility	Buckley Healthcare Center, Greenfield, MA	
Total Grant Amount Requested:	\$115,521.00	
Total Match Amount:	\$85,288.00	
Total Number of <u>Unduplicated</u> Participants the Project will serve:	97	
*Cost per Participant:	<u>Public Funds</u> \$1,190.94	<u>Matching Funds</u> \$879.26
Project Milestones:	<p>At the end of Phase I - all entry-level employees will have completed an ECCLI training plan.</p> <p>At the end of Phase II - 60 employees will have taken at least 1 class at GCC – Supervisors will have completed Supervisor/Coach training – 12 entry level employees will have completed Mentor training and will receive a pay advance.</p> <p>At the end of Phase III - 8 CNA's will graduate to CNA II position and receive a pay advance – 10 entry level employees will achieve 5 Star Partner Status and receive a pay advance- 4 Managers will have completed Power Point Training.</p>	
Expected Number of Successful Participant Training Outcomes for each Training Pathway:	<u>Training</u>	<u># of Successful Participants</u>
	Skill Level Advancement	10
	5 Star partner	
	CNA I – CNA II	8
	Mentor	12
	Supervisor to Coach	28
	Power Point Presentation	
	Train the Trainer	4
<p>Project Synopsis:</p> <p>The goal is to improve facility practices and create more effective systems of communication. In order to increase the skill levels for CNA's and other entry level employees they will create two new Career Ladder positions: CNA II and Mentor. Employees selected for new positions will receive a pay advance upon successful completion of required training.</p> <p>Phase I, Capacity Building, will be comprised of a variety of short, in-house sessions, the goal of which is to continue assessment of needs, generate interest and excitement for the project and deepen employees' understanding of, and commitment to, basic OBRA(Federal Guidelines for Long-Term Care) principles and policies and the importance of their role to positive resident outcomes. Phase II, Team Building, will involve Soft Skill and Self-Care classes and workshops at the downtown campus of Greenfield Community College. The goal of this phase is to build personal confidence and interpersonal skills and to promote interest in</p>		

education and career advancement. Phase III, Skill Building, also at Greenfield Community College, will be a series of advanced skills and knowledge training modules. These trainings will be open to all eligible employees with the goal of selecting 10 employees for the advanced positions of Five-Star Partner.

In addition to gaining the advanced job-related skills and knowledge so important to their immediate positions, employees participating in this project will grow in their over-all personal awareness and confidence. This shift in perception toward their jobs and about their own abilities is necessary in order for them to feel empowered and to work more effectively and cooperatively with their co-workers. In addition to the training that will be provided through this grant, the Project Director will work with employees of all departments to root out embedded beliefs and practices that aren't working and to support the creation of new practices and approaches to problem solving.

Projected outcomes for the project and their measures are as follows:

- 60 entry level employees will participate in at least one class at Greenfield Community
- 28 supervisors will participate in training in the coaching model of management
- 8 CNA's will be selected and trained for CNA II position and will receive a pay advance
- 12 entry level employees will be trained for Mentor positions and will receive a pay advance
- 10 entry level employees will successfully complete ten training modules to achieve a Five Star Partner Rating and a pay advance
- 4 senior managers will successfully complete training in the use of Power Point for educational presentations

In addition to training completion, positive outcomes will include:

- A significant improvement in employee satisfaction as evidenced by repeat survey at 6, 12, and 18 months
- Improved recruitment and retention of CNA's, resulting in a 60% reduction in the use of outside agency staffing
- Regular CNA II involvement in the resident care planning process
- Improved systems of communicating resident status changes and CNA awareness of and input into care plan problems and goals

Employee Release Time-100% employee release time will be paid to participants while in training.

Subcontractors-Tripp Community Care Collaborative and Greenfield Community College

PROJECT SYNOPSIS

Name of Project	St. Camillus Health Center, Whitinsville, MA	
Total Grant Amount Requested:	\$125,000	
Total Match Amount:	\$116,286	
Total Number of <u>Unduplicated</u> Participants the Project will serve:	40	
*Cost per Participant:	<u>Public Funds</u> \$3125	<u>Matching Funds</u> \$2907
Project Milestones:	<ul style="list-style-type: none"> • Completion of 1st C.N.A. 2 course • Completion of Bridge to Nursing course • Completion of 2nd C.N.A. 2 course • Completion of Culture Change Training • Implementation of Neighborhood Coordinator position 	
Expected Number of Successful Participant Training Outcomes for each Training Pathway:	<u>Training</u>	<u># of Successful Participants</u>
	C.N.A. 2 increase)	18 (.50 cent wage increase)
	Peer Mentor increase)	8 (.50 cent wage increase)
	Bridge to nursing	10
	Culture Change	30
<p>Project Synopsis: This Project is designed to increase the ability of front line staff to better communicate with residents, family members and each other. Through contextualized programming, they will learn become more proficient in math and English, enabling them to provide better service to residents. In addition, through the Bridge to Nursing program, they will continue to develop nurses for future needs. Lastly, through the Culture Change pathway, St. Camillus will continue to be a leader in operationalizing Resident Directed Care in Massachusetts. This will also enable them to continue to teach and mentor other facilities just beginning on their Culture Change Journey.</p>		

Eighteen individuals will be promoted to CNA-2

Eight individuals will be promoted to Peer Mentor

Employee Release Time-100% release time will be paid to participants enrolled in the Career Ladder; 50% release time will be paid to participants enrolled in the Bridge to Nursing program.

Subcontractors-Holyoke Community College, Worksource Partners and B & F Consulting