**LeadingAge Minnesota Foundation**

**Round Two Workforce Solutions Grants**

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| **Organization** | **City** | **Project Description** |
| St. Mark's Living | Austin | $24,840 to create a career laddering and a retention program called the Peer Mentors that will work with new staff during first 90 days to reduce turnover. |
| Breath of Life Adult Day Services | Brainerd | $7,500 is to fund training opportunities for building skills and reinforcing culture of a well-trained and dedicated staff. |
| Browns Valley | Browns Valley | $25,000 to support a collaboration with Sisseton Wahpeton Oyate Tribe of the Lake Traverse Reservation (SWO) using intercultural workforce coaches in retaining current staff and recruiting new employees. |
| Walker Methodist Levande Housing Community | Cambridge | $25,000 to implement a new competency-based hiring, development, and performance-based process for 60 new employees at a new housing community in Cambridge. |
| Benedictine Living Community of Duluth | Duluth | $25,000 to extend customized leadership training, provided by Winona State University and Development Dimensions International (DDI), from the first round of grants |
| Guardian Angels | Elk River | $25,000 to offer nursing assistant programs at four local high schools and to provide career opportunities for students who complete the course. |
| Field Crest Care Center | Hayfield | $25,000 to recruit and train nursing assistants in local high schools using On the Job Training programs. |
| Villages of Lonsdale | Lonsdale | $16,220 to improve employee satisfaction by applying technology to daily workflow including mobile devices and electronic health record software. |
| Avera Morningside Heights Care Center | Marshall | $25,000 to develop literacy skills of potential CNA candidates with English as a second language by creating two lower levels of an online curriculum called "Reading Skills for Healthcare Workers."  |
| West Wind Village | Morris | $25,000 to strengthen skills of team building, committee work, mentoring/coaching, conflict resolution and leadership throughout the organization to reduce turnover. |
| Lifecare Medical Center | Roseau | $25,000 to add a health career exploration class, including long-term care and CNA training, for Juniors and Seniors in three local schools. |
| Good Shepherd Lutheran | Sauk Rapids and Becker | $23,049 to create a promotional toolkit to build awareness of caring for the aging while dispelling misconceptions with long-term care employment and to use better demographic targeting in recruitment. |
| Minnewashka | Starbuck | $19, 980 to apply a social marketing strategy in recruit ng young workers in senior living services. |
| Ecumen - Scenic Shores | Two Harbors | $23,450 for Experience Camps to introduce high school students to the rewards of working in geriatric care and on developing work readiness skills. |
| Bethesda  | Willmar | $25,000 for an Employee Training and Ambassador Program working with Ridgewater Community and Technical College to improve employee satisfaction. |
| **Lake Winona Manor** | Winona | $25,000 to integrate Namaste Care™ into daily programming to reduce turnover through increased employee safety. The program reduces combative behaviors related to care of cognitively impaired residents. |
| **Zumbrota Health Services** | Zumbrota | $19,985 to create a Wellness Suite to address employee stress and burnout while improving turnover and retention. The project will include fitness equipment, relaxation studio, and health counseling, including a smoking cessation. |

**About LeadingAge Minnesota Foundation**

The LeadingAge Minnesota Foundation supports initiatives designed to transform models of service delivery to seniors in Minnesota. As the state’s largest association of organizations serving older adults, LeadingAge Minnesota is driven to transform and enhance the experience of aging. Together with more than 50,000 caregivers, LeadingAge Minnesota members provide quality services and supports to nearly 70,000 older adults every day in independent senior housing, assisted living communities, in-home care, adult day services and skilled nursing facilities.