

IMPROVE
employee
engagement

INCREASE
employee
retention

POSITIVELY
IMPACT THE
**resident
experience**

CMS invests in stabilizing Minnesota senior care workforce with CMP grant

CMS has approved civil money penalty (CMP) grant dollars to address employee turnover and its impact on the resident experience and quality of life in Minnesota skilled nursing facilities.

GRANT SNAPSHOT

Application available: August 1, 2021

Application closes: August 30, 2021

Expected notification date: Applications approved and awarded every 30 days

Who can apply: Minnesota skilled nursing facilities

Maximum number of grants awarded: 150

Expected outcomes:

- Increase engagement levels
- Increase employee retention
- Ultimately, improve the resident experience and quality of life

A January 2020 survey of long-term care leadership in Minnesota indicated most providers believe a stable, motivated workforce is critical for achieving quality outcomes for residents and improving residents' overall satisfaction.

This two-year initiative incorporates targeted listening, learning and improvement strategies throughout the employee life cycle to progressively develop and sustain engaged employees.

This initiative will fully fund:

- A comprehensive employee engagement process, complete with evidence-based retention resources
- Data collection and analysis through surveys across the entire employee life cycle — new hires, current staff and exiting employees — to help you make informed improvement decisions
- Staff and customer communication tools
- Leadership training for managers and supervisors — because employee engagement is highly influenced by the behaviors and actions of your frontline leaders
- Benchmarking on multiple data points compared to participating facilities in Minnesota

Collaborating to improve the customer experience by engaging and retaining employees

Care
Providers
of Minnesota

LeadingAge™
Minnesota

Align™

For more information: align30.com/MNworkforce-grant



STRATEGIES FOR ENGAGING AND RETAINING EMPLOYEES

Employees who are committed and connected to the organization are more productive, take pride in their work, contribute to overall outcomes and tend to stay longer. Improving employee engagement requires more than just a survey — but does begin with listening to your employees' concerns and suggestions.

Align's listening strategies start with measurement tools designed specifically for senior care. And it doesn't stop there.

ACTIONABLE INSIGHTS

Our reporting tools help you target your time and energy on improvement areas that make the biggest difference — engagement needs specific to each department.

TARGETED IMPROVEMENT STRATEGIES

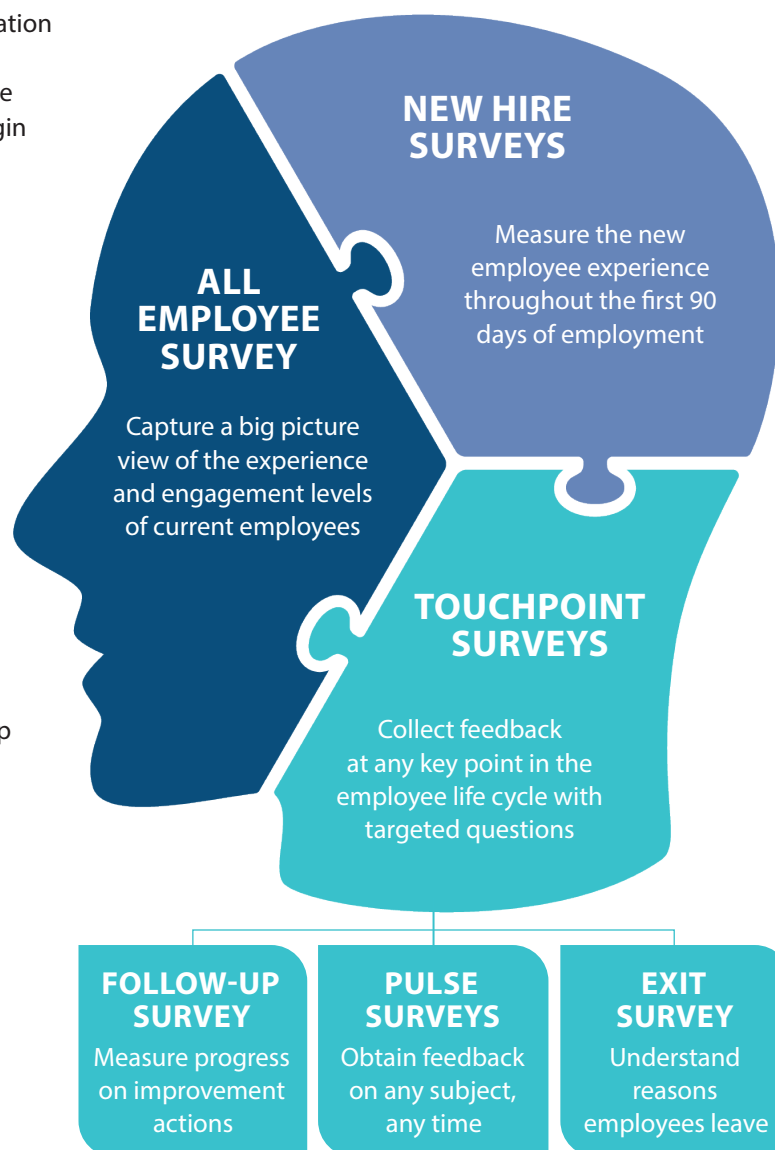
Our continuous improvement approach inspires performance excellence in care and service:

INSTANT IMPACT — Because engagement is highly influenced by an employees' day-to-day experience and relationship with their direct supervisor, building supervisory skills is a priority. This series of short interactive lessons with videos, infographics and quizzes promotes effective leadership habits, which leads to more engaged employees.

ACTION MAPS — Managers and other leaders can accelerate improvement with our step-by-step guidance for identifying and improving leadership practices and processes.

UNPARALLELED SUPPORT

We leverage decades of senior care service and measurement knowledge to create an outstanding experience for our customers and help you get the best results.



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We'd love the opportunity to tell you more!

715-261-2770 | info@align30.com | align30.com