



ACU Workforce Strategy Session
Region 1 Action Plan 2017-2018

Objective	R&R Activity	Collaboration Opportunities	PCAs Involved
<i>Increase staff/provider retention</i>	Clinical training	<ul style="list-style-type: none"> • Share calendar • Share curricula 	MA CT
	CMO Mentoring/Peer Group	<ul style="list-style-type: none"> • Share agendas • Training mentors – joint webinar? 	MA CT VT-NH
	Workforce survey to capture quantitative and qualitative data on need and staff engagement	<ul style="list-style-type: none"> • Share questions and methods from previous surveys • Regional/multi-state compensation survey • Develop regional job descriptions 	MA CT VT-NH
	In-person and web-based training on retention issues	<ul style="list-style-type: none"> • Share planned conferences and webinars • Joint/archived webinars? • Share ACU T/TA curricula 	MA CT VT-NH
<i>Increase the flow of a diverse, interdisciplinary health professional pipeline</i>	Training for health centers on training program infrastructure	<ul style="list-style-type: none"> • Share program forms and set-up • Engage in ACU needs assessment 	CT

	Outreach to academic, education, training programs	<ul style="list-style-type: none"> • Share branded PPT and marketing materials • Share data sources and engagement strategies on influencing student/program development 	MA CT VT-NH
	Early pipeline engagement activities	<ul style="list-style-type: none"> • Share branded and PPT marketing materials 	MA VT-NH
	Policy development: MD and NP residency programs	<ul style="list-style-type: none"> • Share language and policy proposals • Ongoing regional conversation on strategy • Joint EHCI training 	MA CT
<i>Improve provider recruitment</i>	Increase 3RNet postings and participation	<ul style="list-style-type: none"> • Share program design for health center/member engagement 	MA CT VT-NH
	HR Workgroups	<ul style="list-style-type: none"> • Share agendas • Joint agenda items 	MA CT VT-NH
	Job banks	<ul style="list-style-type: none"> • Share logistical information on financial and member 	MA CT VT-NH

		engagement strategies	
	Training on successful practices	<ul style="list-style-type: none"> Regional pool of both recruitment and retention program/policy documents 	MA CT VT-NH
	Policy development: HPSA, NHSC, LRP	<ul style="list-style-type: none"> Share policy language Share language on reciprocity In-service to share how LRP was established Joint regional foundation request for LRP 	MA CT VT-NH
<i>Strengthen health center leadership skills to improve recruitment and retention</i>	Mid-manager leadership training	<ul style="list-style-type: none"> Share curricula Joint speakers/approach? 	MA CT VT-NH
	Board development and OSV preparation re: workforce	<ul style="list-style-type: none"> Share training materials and speakers 	CT
	CMO leadership development	<ul style="list-style-type: none"> Share training curriculum Discuss possibilities for regional peer support 	MA CT

<i>Increase adoption of team-based care models</i>	Coding training	<ul style="list-style-type: none"> • Share approach/lessons learned 	MA
	ACO readiness re: workforce implications and impacts	<ul style="list-style-type: none"> • Share ACO engagement strategies • Ongoing discussions about implications 	MA CT VT-NH
	Practice transformation re: behavioral health and substance use disorder	<ul style="list-style-type: none"> • Share training curricula 	MA VT-NH
	Training emerging team members on new roles: health coaches, MA training, certification	<ul style="list-style-type: none"> • Share set-up and curricula for programs • Engage on impact of integration of MAs into team 	CT MA
	Quality forum, PCMH training, care integration training, etc.	<ul style="list-style-type: none"> • Share and compare materials – potential for joint language and activities 	MA CT VT-NH

**This Action Plan was developed during an in-person regional strategy session. The document represents ideas generated during that discussion, and is not binding or reflective of a firm commitment on the part of any participating organization.*