



ACU Workforce Strategy Session
Region 10 Action Plan 2017-2018

Objective	R&R Activity	Collaboration Opportunities	PCAs Involved
Increase CHC training placements (pipeline development)	Develop training programs: scribes, MAs, others	<ul style="list-style-type: none"> Identify different scribe models & vendors – share research Share apprenticeship programs & lessons learned 	ID OR WA AK
	Recruitment of students into training programs through partnerships, matchmaking programs, etc.	<ul style="list-style-type: none"> Share templates for introductory emails, student requests, etc. Share partnership model Share lessons learned on successful strategies 	AK WA NWR
	CHC and Preceptor training	<ul style="list-style-type: none"> Share training curriculum Engage with others as CHC training is developed Share PPTs/other training materials 	WA OR NWR
	Collect baseline data from educational institutions on enrollment rates, graduation rates, placement rates, etc.	<ul style="list-style-type: none"> Share data sources 	ID NWR

<i>Increase retention of all types of staff through increased staff engagement</i>	Health center training: supervisor, manager, faculty development	<ul style="list-style-type: none"> • Joint webinars • Discuss coordinated curriculum • Share archived trainings 	WA NWR ID AK OR
	Focus groups of clinicians and HR staff on needs and causes of burnout	<ul style="list-style-type: none"> • Share final results/report • Share final list of questions/discussion format for potential replication 	OR
	Deploy CHC staff satisfaction/engagement tools	<ul style="list-style-type: none"> • Share tools for investigation • Share aggregated data • Discuss value of a Region X tool 	WA ID OR
<i>Develop comprehensive HR and workforce data sets</i>	Needs assessment: current and anticipated openings, training needs, data needs	<ul style="list-style-type: none"> • Jointly develop questions • Roll up into 1 NWR NA? 	NWR AK WA ID
	Collect standard baseline HR metrics	<ul style="list-style-type: none"> • Share templates/list of metrics • Jointly collect 1 thing 	WA
	Conduct salary & benefits survey	<ul style="list-style-type: none"> • Share questions to collect similar data • Share survey processes • One joint NWR survey? 	NWR WA

	Analyze evaluation data from training on workforce activities	<ul style="list-style-type: none"> • Share best practices, especially on follow-up/outcome data • Explore a standardized evaluation question 	Region X
<i>All CHCs will have written plan for both recruitment and retention</i>	Web-based and in-person training	<ul style="list-style-type: none"> • Joint webinar 	NWR
	Collect baseline data on what CHCs currently have	<ul style="list-style-type: none"> • Joint NWR needs assessment? • Survey before/after a joint webinar 	NWR
<i>Increase utilization of emerging team members</i>	Policy development on payment and other issues for emerging team members	<ul style="list-style-type: none"> • Share policy/legislative language • Share successful advocacy strategies 	OR WA NWR AK
	Develop training curriculum on CHWs, MAs, and other team members	<ul style="list-style-type: none"> • Identify who it's coming from and what the curriculum is about • Understand how each PCA is integrating this work into "workforce" capacity 	NWR OR AK
	Collect baseline data from health centers on anticipated team needs and interests	<ul style="list-style-type: none"> • Share templates/questions 	OR

<i>Increase number of workforce partnership activities</i>	Joint training sessions: webinars and in-person	<ul style="list-style-type: none"> • Participation in planning and promotion 	NWR
	Webinars with state/national partners within context of coalitions	<ul style="list-style-type: none"> • Share training agendas, list of partners, and partnership models for potential replication 	AK
	Virtual job fairs	<ul style="list-style-type: none"> • Participation in planning and promotion 	NWR

**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.*