



ACU Workforce Strategy Session  
Region 10 Action Plan 2017-2018

Objective	R&R Activity	Collaboration Opportunities	PCAs Involved
<i>Increase CHC training placements (pipeline development)</i>	Develop training programs: scribes, MAs, others	<ul style="list-style-type: none"> <li>Identify different scribe models &amp; vendors – share research</li> <li>Share apprenticeship programs &amp; lessons learned</li> </ul>	ID OR WA AK
	Recruitment of students into training programs through partnerships, matchmaking programs, etc.	<ul style="list-style-type: none"> <li>Share templates for introductory emails, student requests, etc.</li> <li>Share partnership model</li> <li>Share lessons learned on successful strategies</li> </ul>	AK WA NWR
	CHC and Preceptor training	<ul style="list-style-type: none"> <li>Share training curriculum</li> <li>Engage with others as CHC training is developed</li> <li>Share PPTs/other training materials</li> </ul>	WA OR NWR
	Collect baseline data from educational institutions on enrollment rates, graduation rates, placement rates, etc.	<ul style="list-style-type: none"> <li>Share data sources</li> </ul>	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"> <li>• Joint webinars</li> <li>• Discuss coordinated curriculum</li> <li>• Share archived trainings</li> </ul>	WA NWR ID AK OR
	Focus groups of clinicians and HR staff on needs and causes of burnout	<ul style="list-style-type: none"> <li>• Share final results/report</li> <li>• Share final list of questions/discussion format for potential replication</li> </ul>	OR
	Deploy CHC staff satisfaction/engagement tools	<ul style="list-style-type: none"> <li>• Share tools for investigation</li> <li>• Share aggregated data</li> <li>• Discuss value of a Region X tool</li> </ul>	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"> <li>• Jointly develop questions</li> <li>• Roll up into 1 NWR NA?</li> </ul>	NWR AK WA ID
	Collect standard baseline HR metrics	<ul style="list-style-type: none"> <li>• Share templates/list of metrics</li> <li>• Jointly collect 1 thing</li> </ul>	WA
	Conduct salary & benefits survey	<ul style="list-style-type: none"> <li>• Share questions to collect similar data</li> <li>• Share survey processes</li> <li>• One joint NWR survey?</li> </ul>	NWR WA

	Analyze evaluation data from training on workforce activities	<ul style="list-style-type: none"> <li>• Share best practices, especially on follow-up/outcome data</li> <li>• Explore a standardized evaluation question</li> </ul>	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"> <li>• Joint webinar</li> </ul>	NWR
	Collect baseline data on what CHCs currently have	<ul style="list-style-type: none"> <li>• Joint NWR needs assessment?</li> <li>• Survey before/after a joint webinar</li> </ul>	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"> <li>• Share policy/legislative language</li> <li>• Share successful advocacy strategies</li> </ul>	OR WA NWR AK
	Develop training curriculum on CHWs, MAs, and other team members	<ul style="list-style-type: none"> <li>• Identify who it's coming from and what the curriculum is about</li> <li>• Understand how each PCA is integrating this work into "workforce" capacity</li> </ul>	NWR OR AK
	Collect baseline data from health centers on anticipated team needs and interests	<ul style="list-style-type: none"> <li>• Share templates/questions</li> </ul>	OR

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