



ACU Workforce Strategy Session  
Region 4 Action Plan 2017-2018

Objective	R&R Activity	Collaboration Opportunities	PCAs Involved
<i>Statewide partnership and collaboration to create state workforce plan</i>	Board seats with state stakeholders/partners	<ul style="list-style-type: none"> <li>Share list of current board appointments and experience (regional call?)</li> </ul>	MS NC
	MOUs with state stakeholders: ID roles & responsibilities	<ul style="list-style-type: none"> <li>Share developed templates with regional PCAs</li> </ul>	TN
	Convene stakeholder meetings	<ul style="list-style-type: none"> <li>Share agendas, meeting topics, etc.</li> <li>ACU preconference regional meetings</li> </ul>	MS NC SC Brittany – listserv/Dropbox
<i>Assure adequate workforce data &amp; ability to use it</i>	Assess current data sources; ID gaps	<ul style="list-style-type: none"> <li>Sharing templates for analysis</li> <li>Sharing data sets and lists</li> <li>Job description for data person</li> </ul>	ACU to convene second call as part of new project year
	Develop needs assessments to capture HR data	<ul style="list-style-type: none"> <li>Standardizing across the region specific HR metrics, how to calculate them</li> <li>Templates for actual survey/needs</li> </ul>	AL SC

	Develop training curriculum on using data	<ul style="list-style-type: none"> <li>• Joint program &amp; training materials</li> </ul>	AL MS
	Salary & benefits survey	<ul style="list-style-type: none"> <li>• Share templates</li> <li>• Standardized data/job descriptions</li> <li>• Sharing best practices on survey dissemination, timing</li> </ul>	Region 4
	T/TA curriculum for year based on ACU data	<ul style="list-style-type: none"> <li>•</li> </ul>	ACU
	Create statewide community needs dataset with partners	<ul style="list-style-type: none"> <li>• Share templates and other documents as it is building</li> </ul>	TN
<i>Increase health professions training activities at health centers for all clinical disciplines.</i>	Develop formal/informal MOUs with residencies & schools	<ul style="list-style-type: none"> <li>• Share templates</li> <li>• Joint presentation templates</li> </ul>	MS SC
	T/TA on capacity to train health professionals	<ul style="list-style-type: none"> <li>• Joint program/product materials on how to structure a training program</li> </ul>	NC MS SC
	Increase residency slots	<ul style="list-style-type: none"> <li>• Regular coordination</li> </ul>	MS KY (SouthEast Regional PCA Forum)

	Create advisory board of schools/programs	<ul style="list-style-type: none"> <li>Sharing templates and other documents as you're building it</li> </ul>	GA
<i>Create PCA level program to support direct recruitment</i>	Fee for service direct recruitment	<ul style="list-style-type: none"> <li>Sharing with each other work loads, fees, and other program design</li> </ul>	GA
	Candidate development and recruitment, e.g. posting vacancies, candidate lists, residency presentations.	<ul style="list-style-type: none"> <li>Sharing basic work flow on processes</li> </ul>	AL SC NC GA KY
	Facilitate HR work groups	<ul style="list-style-type: none"> <li>Share agendas and joint topics</li> <li>Share presenters</li> </ul>	Region 4
	In-person training on specific processes, e.g. contracting and CEO-ED role in recruitment	<ul style="list-style-type: none"> <li>Share presenters</li> <li>Share needs assessment data on selected topics</li> <li>Joint webinars</li> </ul>	Region 4
	Recruitment curriculum by discipline	<ul style="list-style-type: none"> <li>Sharing and caring!</li> </ul>	NC
<i>Increase retention rate of clinicians and c-suite</i>	Retention curriculum by discipline	<ul style="list-style-type: none"> <li>ACU resources – joint branding</li> </ul>	NC

	Develop funding with state workforce boards to support clinicians training	<ul style="list-style-type: none"> <li>• Share draft language</li> </ul>	MS
	Standard orientation program	<ul style="list-style-type: none"> <li>• Share survey tool and survey results</li> <li>• Templates for program</li> </ul>	AL
	Measure staff satisfaction and engagement at health centers	<ul style="list-style-type: none"> <li>• Share templates</li> </ul>	AL MS
	C-Suite retention training	<ul style="list-style-type: none"> <li>• Share developing program materials</li> </ul>	SC NC
	Share data on compensation & benefits	<ul style="list-style-type: none"> <li>• Share developing program materials</li> </ul>	Region 4
	T/TA for succession planning	<ul style="list-style-type: none"> <li>• Share developing program materials</li> </ul>	Ask for partner input – parking lot material
<i>Regional advocacy for increased resources from state, federal, and other partners like foundations</i>	Southeast Regional PCA Group	<ul style="list-style-type: none"> <li>• Workforce policy and advocacy coordination</li> <li>• Shared regulatory draft language</li> </ul>	All CEOs

	Primary Care Advisory Committee	<ul style="list-style-type: none"> <li>• Share agendas and notes</li> </ul>	Region 4
	Scope of practice regulations	<ul style="list-style-type: none"> <li>• Share draft language</li> </ul>	Region 4
	Education on potential ACA changes	<ul style="list-style-type: none"> <li>• Share materials</li> </ul>	Region 4
	Billable behavioral health providers: policy & regulations	<ul style="list-style-type: none"> <li>• Share draft language</li> </ul>	Region 4
	State loan repayment program partnerships	<ul style="list-style-type: none"> <li>• Share draft language</li> </ul>	Video conference calls

*\*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.*