



ACU Workforce Strategy Session
Region 9 Action Plan 2017-2018

Objective	R&R Activity	Collaboration Opportunities	PCAs Involved
Retention: Increase staff engagement & satisfaction	Self-paced, web-based modules	<ul style="list-style-type: none"> • Discuss curriculum development • Share speaker recommendations • Share archived materials as available • Within region, share list of confirmed trainings/topics for the next 6-12 months • Maximize CPCA-PCA-training cohort • index/listing of archived materials 	NV CA AZ
	In-person trainings	<ul style="list-style-type: none"> • Share speakers • Related to activity above—share training opportunities and archived materials 	NV CA AZ
	Cohort-based training program	<ul style="list-style-type: none"> • Joint marketing for Health Management Plus • Encouraging participation across the region 	NV CA AZ

		<ul style="list-style-type: none"> • Potential collaboration with NCAs 	
Improve CHC understanding of successful practices	Circulate state-level policy, program, and regulatory information	<ul style="list-style-type: none"> • Share policy language on scope of practice, CHW certification, etc. • Share presentation templates • Share templates and data for evaluation of both training and technical assistance 	Region 9
	HR Learning Team vs. HR Learning Network vs. Workforce Learning Team	<ul style="list-style-type: none"> • Share organizing documents • Share/coordinate agendas for future discussions 	Region 9
	Workforce-specific conference	<ul style="list-style-type: none"> • Share topics/agendas • Share speakers • Regional meeting? Maximize current Region 9 meeting? 	AZ – currently achieving NV – explore a joint conference
Every CHC has a strategic workforce plan	Salary/benefits/compensation survey	<ul style="list-style-type: none"> • Share templates • Potentially coordinate questions • Share descriptions 	AZ CA

	Share specific list of placement coordinators, directors, academic placement coordinators, etc.	<ul style="list-style-type: none"> • Share layout & process for updating • Potential joint support materials for health center staff 	AZ NV
	Share PCA T/TA curricula and workforce plans across region	<ul style="list-style-type: none"> • Review ACU data to identify state priorities • Share successes/failures on ongoing 	Region 9
Increase number of qualified candidates who seek & accept jobs at CHCs	Presentations at schools/residencies	<ul style="list-style-type: none"> • Coordinate with Hawaii on state video • Share marketing materials • Share PPT templates • Share NHSC Ambassador slides • Utilize NCA materials 	AZ NV - potential CA - would like to see materials
	Connect NHSC scholars with CHCs through an in-person meeting and PCO support	<ul style="list-style-type: none"> • Share agendas and meeting materials 	AZ to share materials with the rest of Region 9
	Exhibit at local and national recruitment conferences	<ul style="list-style-type: none"> • Share marketing materials • Discuss potential tracking mechanisms for potential recruits 	AZ CA – in partnership with consortia
	Health center careers website/PCA job board	<ul style="list-style-type: none"> • Share links to each other's job boards 	CA AZ

	Utilize 3RNet Job Board	<ul style="list-style-type: none"> • Share 3RNet conference registration information • Share annual report 	AZ
	“Employer of Choice” Campaign and branding campaign to increase staff engagement	<ul style="list-style-type: none"> • Discuss health plus program with other PCAs • Continue conversation with NCA/national partners about leveraging ideas 	CA Talk to other PCAs with successful initiatives
	Hiring & orientation toolkit for non-executive staff	<ul style="list-style-type: none"> • Share final toolkit • STAR Center Resource Center • Potential collaboration on development of toolkit content 	NV
	Web-based training on recruitment strategies	<ul style="list-style-type: none"> • Share topics • Share speakers • Discussion about sharing archive either internally or externally 	NV AZ CA – peer network

**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.*