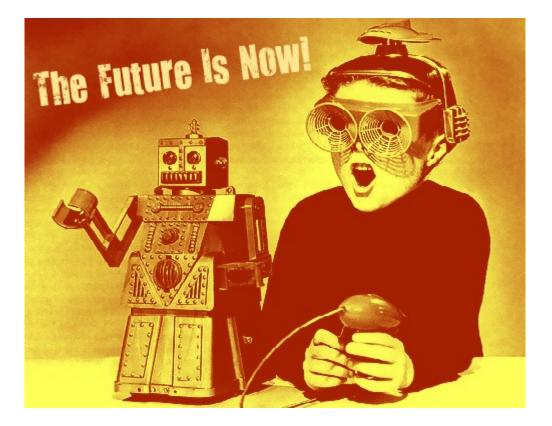
REGIONS 5 & 7 STRATEGY SESSION

ALLISON ABAYASEKARA, MA PAMELA J. BYRNES, PHD





THANKS FOR COMING!











GOALS OF THE DAY

- $\checkmark Connect with each other$
- Share individual PCA priorities & activities
- Identify areas for immediate and future collaboration
- ✓ Have some fun!









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PLAN FOR THE DAY

- I. Build a common language and structure for discussing workforce activities
- 2. Complete your PCA Workforce Matrix covering: R&R objectives, planned activities, and data sources
- 3. Talk!

4. Stitch things together into a Regional Action Plan



VISIONING EXERCISE

Look into the future: what would an ideal workforce landscape look like?









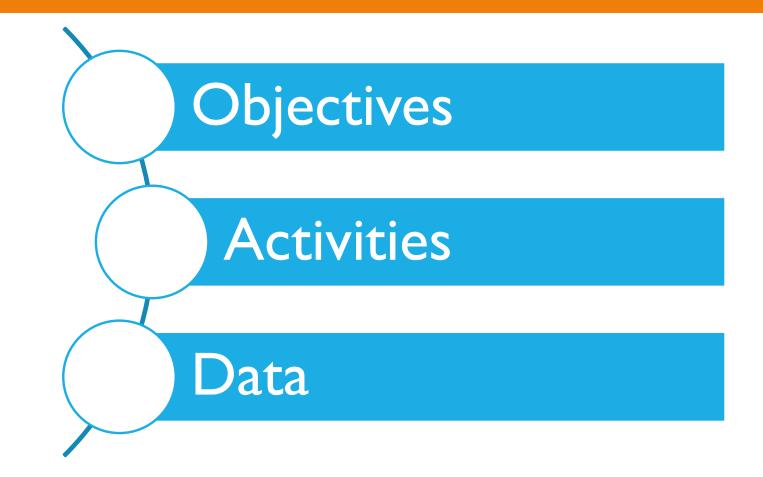








WORKFORCE MATRIX









ACU Workforce Strategy Session PCA Workforce Matrix 2017-2018

Recruitment & Retention Objective	Planned Activities Next 12 Months	Data Sources Need or Have





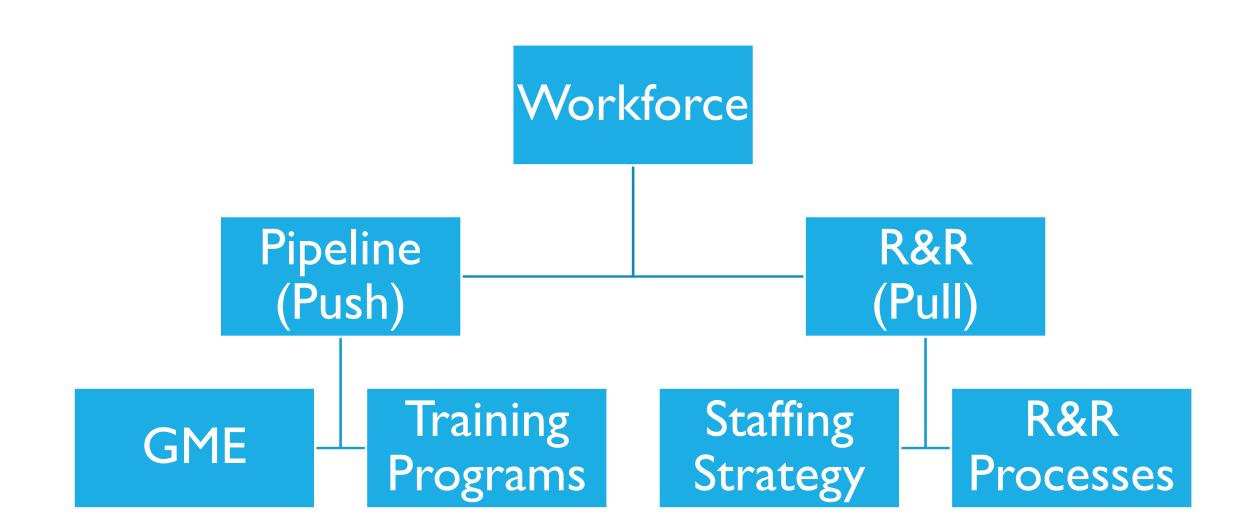
OBJECTIVES

What workforce objectives are you trying to help your health centers achieve?













EXAMPLES OF OBJECTIVES

- Increase physician tenure to minimum of 4 years
- Integrate behavioral health professionals into all care teams
- Decrease time-to-fill rates for Nurse Practitioners





- All health centers have a strategic workforce plan
- All health centers have a written retention and recruitment plan
- All health centers are collecting standard HR data

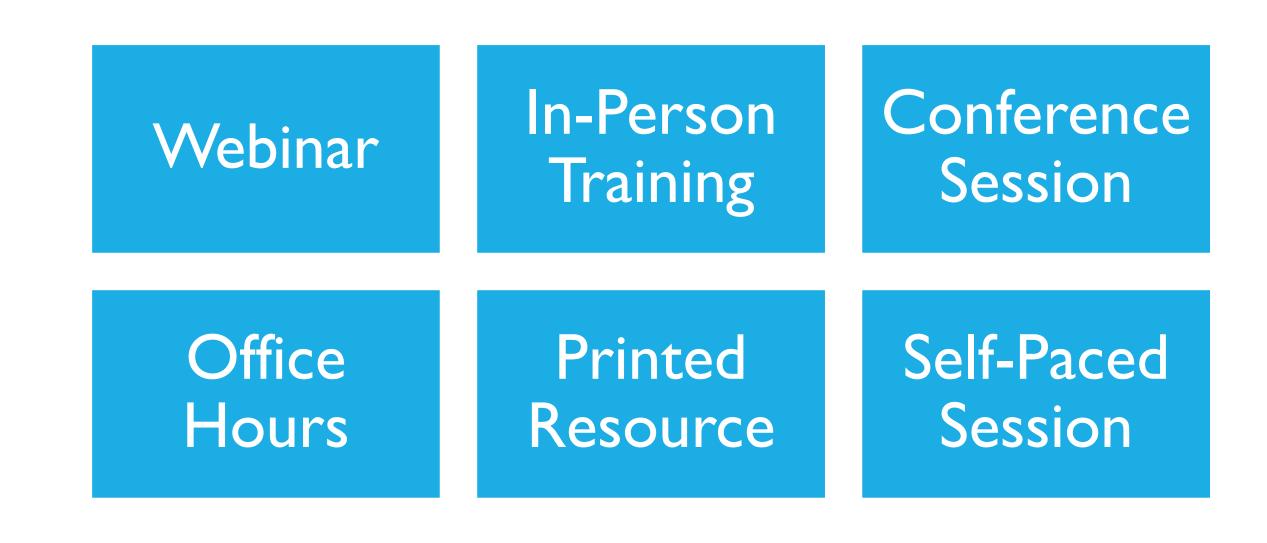
PLANNED ACTIVITIES



The actual T/TA activities you have planned to deliver content on your selected topics













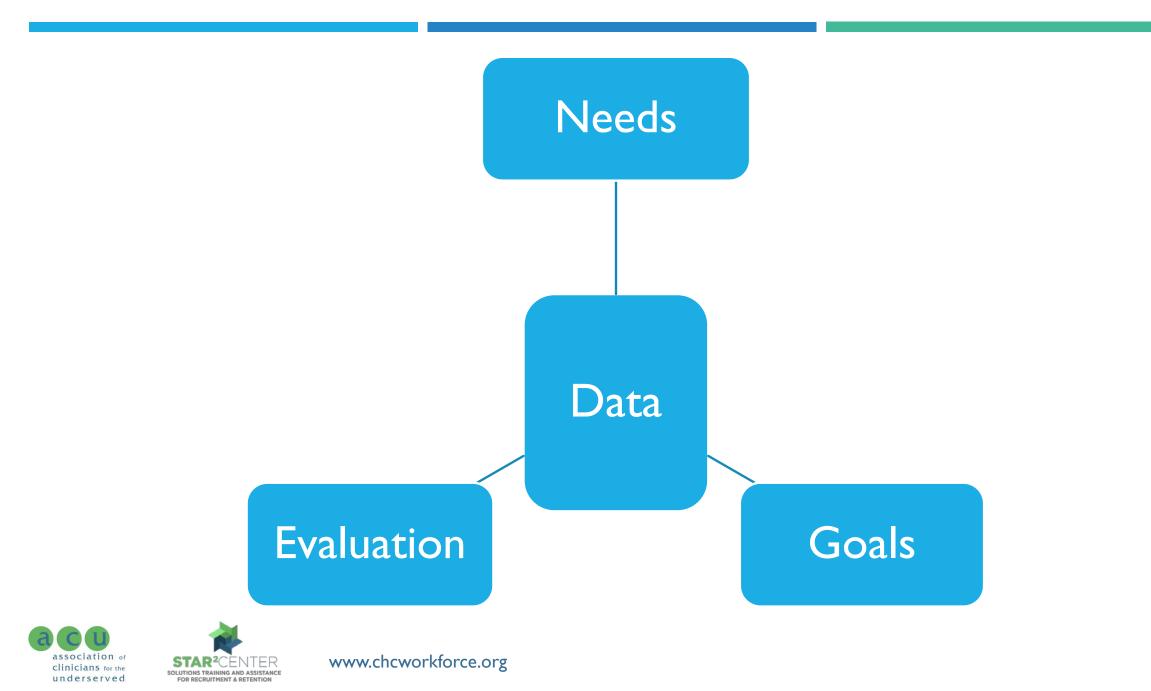


Examining your current and wished-for workforce data sets, and connecting them to your R&R objectives

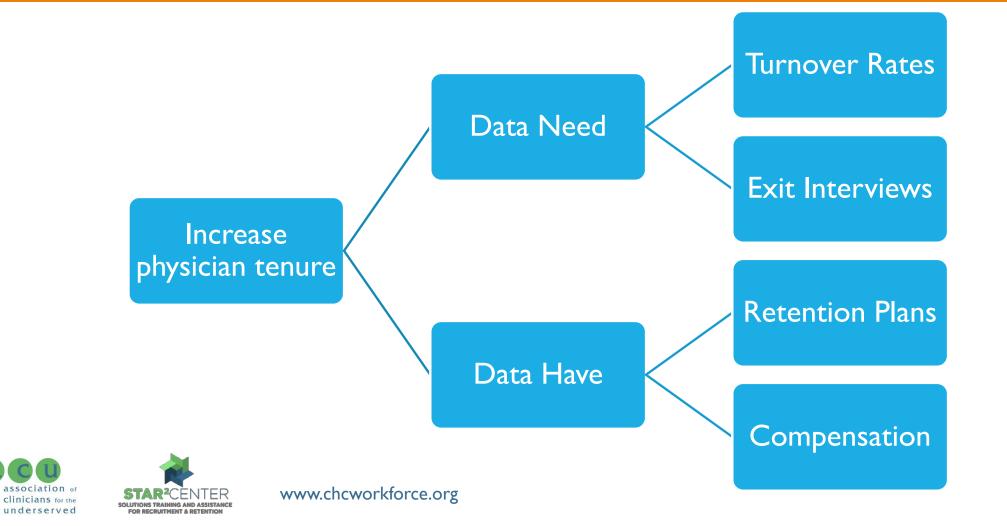




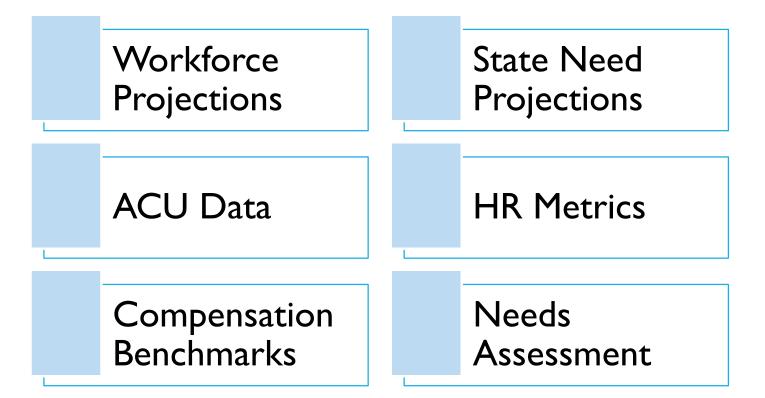
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OBJECTIVES & DATA



WORKFORCE DATA





FOR RECRUITMENT & RETENTION

ACU AGGREGATE REPORTS

- You're not starting from scratch!
- Use these as starting point to identify types of data you might need to achieve objectives

Med	dical (cial P	of Sites Jsers op Focus (majority of patients)?							
Med	dical (cial P	Jsers	177		An	v Grant Conditions?	1	7.2%	-
Spe		op Focus (majority of patients)?				IR Installed/In-Use?		6.6%	_
			3.4%			MH Recognition?	55.2%		
				.3% FundingHO 20.7% FundingPH 10.3% Rural G		rantees 72.4%			
		C Delerry Sie C Server Sie C Server Server Area C Server Area Server C Deler Area Ser							
			State Flag Rate* and (Count)	National Flag Rate	State Applicable Count		State Flag Rate* and (Count)	National Flag Rate	;
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ACTION TIME!

- I. Review the list of activities & data sets you brought
- 2. Fill in the Workforce Matrix for your PCA
- 3. It's ok to leave some squares blank! You may not have them all tied together yet

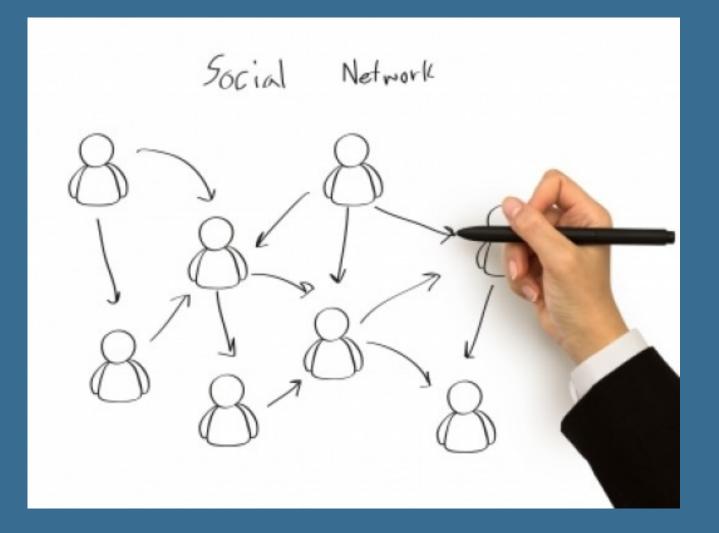


What are your current strengths? What are some big gaps for your PCA? What questions have come up?













STRENGTHS & CHALLENGES

- I. What activity was your biggest failure?
- 2. What's the best workforce activity you've ever done?
- 3. How could collaboration have helped increase your successes?



COLLABORATION

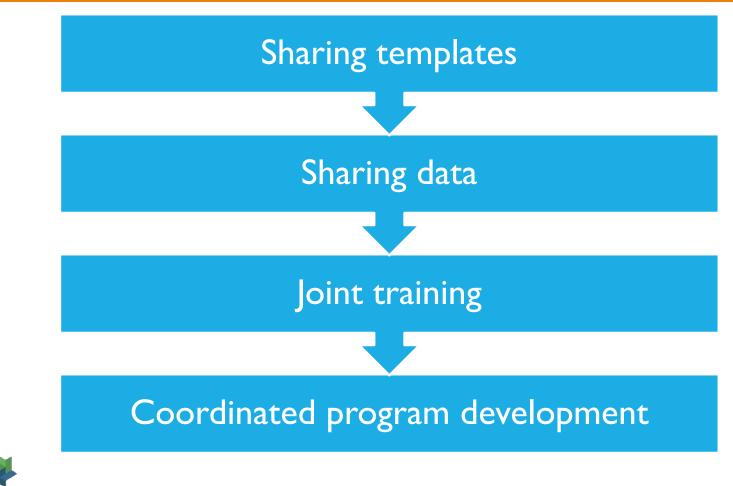
Identifying opportunities to share information or work together







COLLABORATION OPPORTUNITIES





SOLUTIONS TRAINING AND ASSISTANCE

FOR RECRUITMENT & RETENTION

What are some easy ideas? Which ideas seem cool but challenging? What can we do to collaborate across all PCAs in the region?











STAR



REGIONAL ACTION PLAN











ACU Workforce Strategy Session Regional Action Plan 2017-2018

Objective	R&R Activity	Collaboration Opportunities	PCAs Involved





SO NOW WHAT?

- I. Have a debrief meeting with your team to clean up your Workforce Matrix
- 2. Consider sharing your final Matrix with your Regional PCAs
- 3. Look for the final Regional Action Plan & Debrief from ACU



Jeamwork makes THE DREAM WORK.





STAY IN TOUCH!

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703-562-8820



