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Health Center Provider Retention and Recruitment Action Plan

# Assessment

Assessment of the health center’s current practice measures and strategic planning with identified gaps or barriers, opportunities and strategies for unmet needs.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Practice Assessment | Gaps/Barriers | Opportunities | Strategies for Improvement | Timeline |
| Provider Capacity and Demand |  |  |  |  |
| Appointment Access |  |  |  |  |
| Care Teams and Provider Mix |  |  |  |  |
| Support Staff |  |  |  |  |
| Patient Schedules |  |  |  |  |
| Provider Satisfaction |  |  |  |  |
| Provider Succession Planning |  |  |  |  |

# Retention

Health center’s retention environment with identified gaps or barriers, opportunities and strategies for unmet needs.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Retention | Gaps/Barriers | Opportunities | Strategies for Improvement | Timeline |
| Mission |  |  |  |  |
| Compensation |  |  |  |  |
| Benefits |  |  |  |  |
| Work Schedules |  |  |  |  |
| Career Path |  |  |  |  |

# Recruitment

Health center recruitment efforts with identified gaps or barriers, opportunities and strategies for unmet needs.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Recruitment | Gaps/Barriers | Opportunities | Strategies for Improvement | Timeline |
| Community Recruitment Plans |  |  |  |  |
| Recruitment Team |  |  |  |  |
| Recruitment Team Roles and Responsibilities |  |  |  |  |
| Recruiting Priorities |  |  |  |  |
| Recruitment Budget |  |  |  |  |
| Recruitment Firm |  |  |  |  |
| Advertising |  |  |  |  |
| Strategies for Use of Social Media |  |  |  |  |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Recruitment Continued | Gaps/Barriers | Opportunities | Strategies for Improvement | Timeline |
| Screening Process |  |  |  |  |
| Visit |  |  |  |  |
| Follow up with Candidates |  |  |  |  |
| Contract Development and Negotiation |  |  |  |  |
| Onboarding |  |  |  |  |

# Other Resources

Assessment of the health center’s use of other resources to optimize recruitment efforts with identified gaps or barriers, opportunities and strategies for unmet needs.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Other Resources | Gaps/Barriers | Opportunities | Strategies for Improvement | Timeline |
| National Health Service Corps |  |  |  |  |
| State Loan Program Participation |  |  |  |  |
| Medical Education Connections Through Residency Programs |  |  |  |  |