

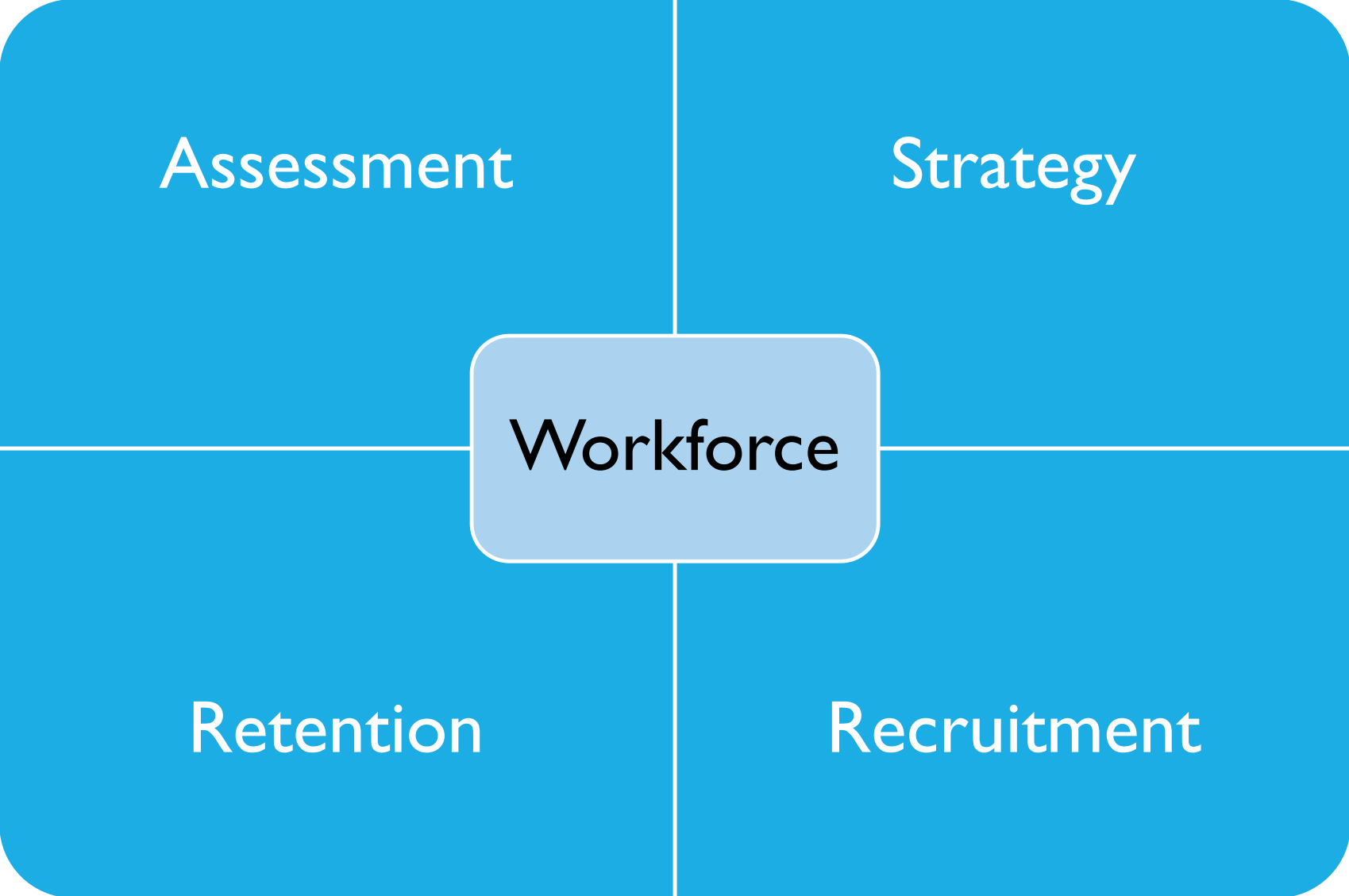


# BUILDING A COMPREHENSIVE WORKFORCE PLAN

PAMELA J. BYRNES, PHD

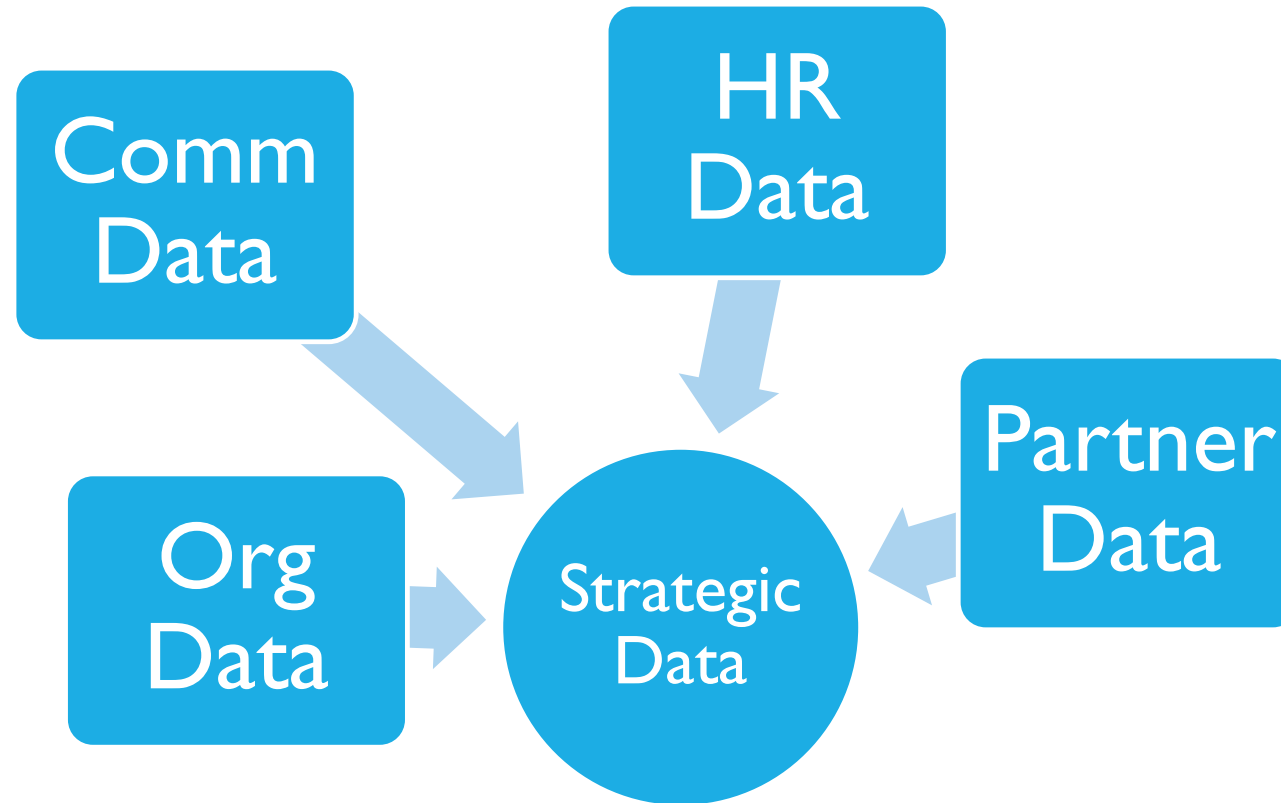
JOHN SNOW, INC.







# ASSESSMENT



# ASSESSMENT

## Org Data

- UDS Information
- National Benchmarks
- Growth Plan

## HR Data

- Time-to-Fill
- Turnover Rates
- Anticipated Turnover

## Partner Data

- Community Partner Plans
- Staff Satisfaction
- Funders Interests

# ASSESSMENT

## COMMUNITY DATA

- Population Data
- Health Disparities
- Socio-Economic Data

# ASSESSMENT RESOURCES

## Org Data

- Data Profiles
- User Guide

## HR Data

- Self-Assessment Tool
- Financial Assessment Tool

## Partner Data

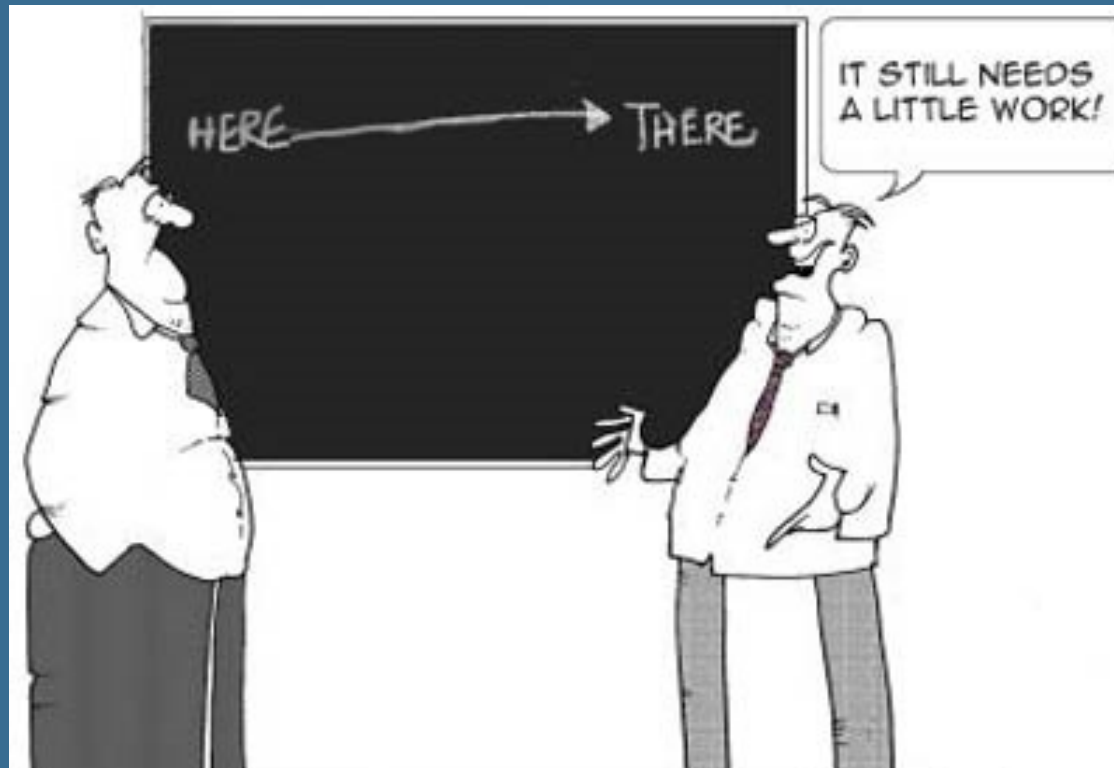
- Staff Satisfaction Templates
- Funders Interests



# ASSESSMENT RESOURCES

## COMMUNITY DATA

- Census – other population data sources
- Health Departments
- Refugee resettlement info
- School systems



# STRATEGY

## Community

- Demographics
- Cultural Needs

## Organization

- Workforce Data
- Culture & Retention

## Marketplace

- Policy & Regs
- Payment

## Future

- Growth
- Timing

# STRATEGY RESOURCES

## Guiding Question

- How many of what kinds of staff will we need and when will we need them?

## Tools

- Recruitment and Retention Plan Template
- CapLink's Strategic Planning Manual
- Coming Soon: Strategic Planning Matrix

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**“I want you to find a bold and innovative way to do everything exactly the same way it’s been done for 25 years.”**

# RECRUITMENT

Partnerships

Processes

Realignment

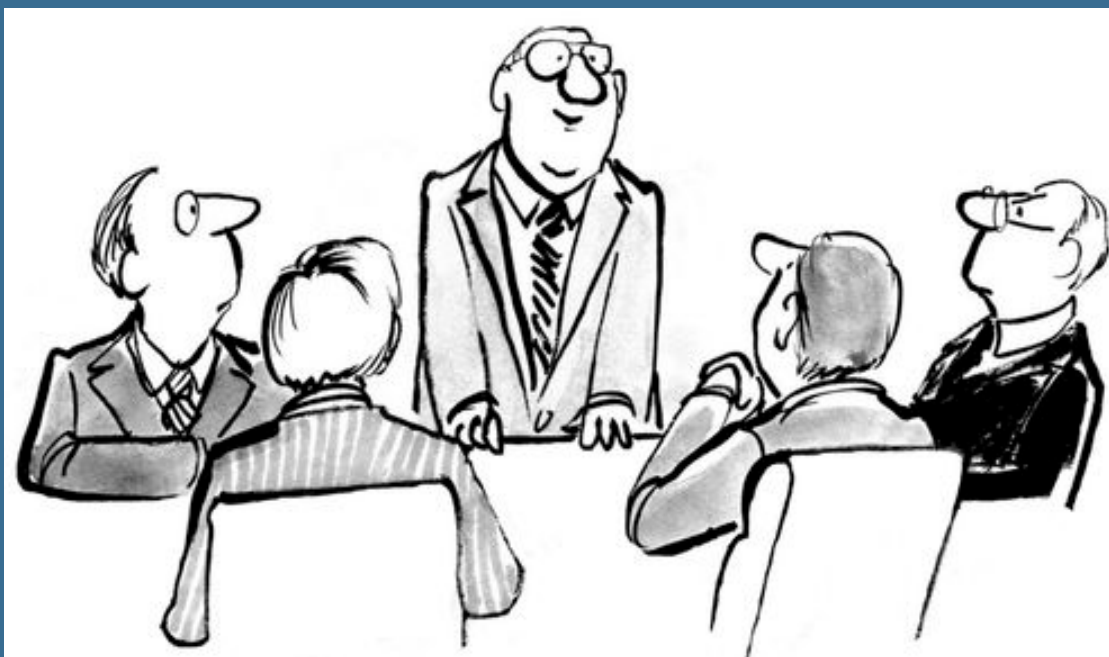
# RECRUITMENT RESOURCES

## Partnerships

- PCA & 3RNet: Indiana PCA
- PCO: IN Dept. of Health
- ACU!

## Processes

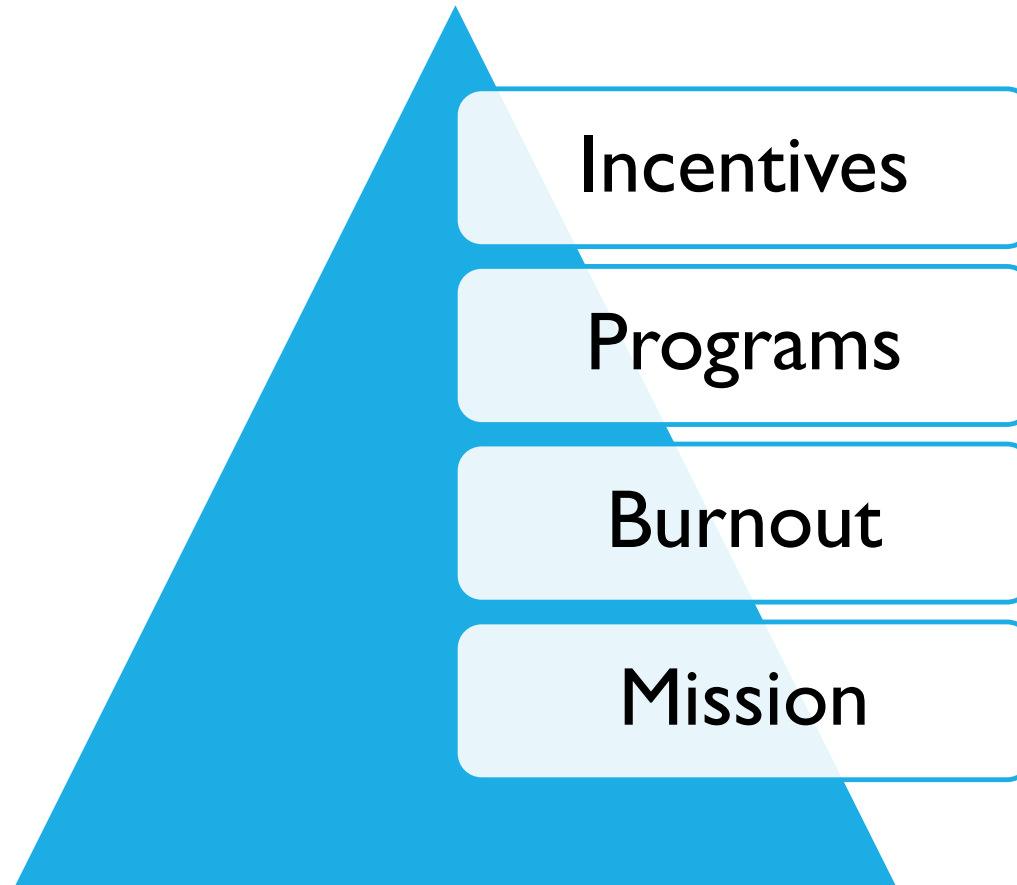
- Developing a Plan
- Best Practices, e.g. Sourcing Candidates
- New Ideas, e.g. Interview Techniques



“What if, and I know this sounds kooky,  
we communicated with the employees.”



# RETENTION



# RETENTION RESOURCES

## Mission

- Alignment across all recruitment & retention processes
- Resource: Onboarding Checklist

## Burnout

- Administrative, clinical, and benefits supports to prevent burnout
- Resource: Stay Interviews

# RETENTION RESOURCES

## Programs

- Wellness and engagement programs supported by good communication
- Resource: CDC Worksite Health Score Card

## Incentives

- Broad incentive packages supported by good communication
- Resource: Recruitment Package Template

# NEXT STEPS

