REGION10 STRATEGY SESSION

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THANKS FOR COMING!

The Future Is Now!

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"What if we don't change at all ... and something magical just happens?"
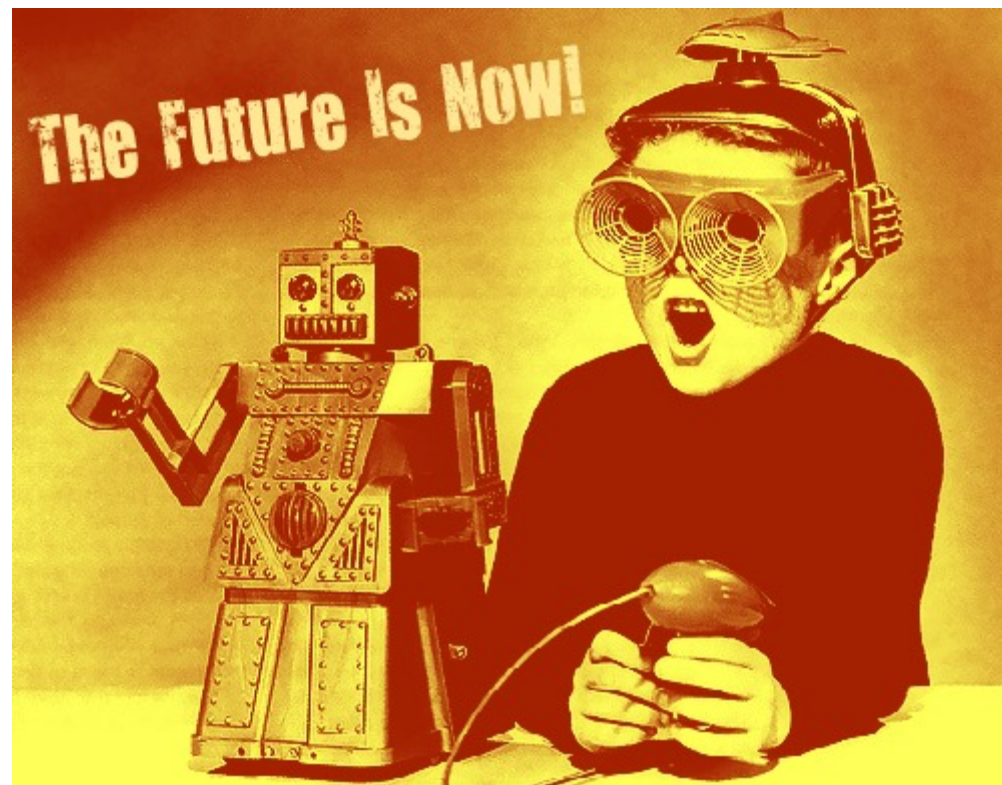
GOALS OF THE DAY

✓ Connect with each other

✓ Share individual PCA priorities & activities

✓ Identify areas for immediate and future collaboration

✓ Have some fun!

PLAN FOR THE DAY

1. 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!
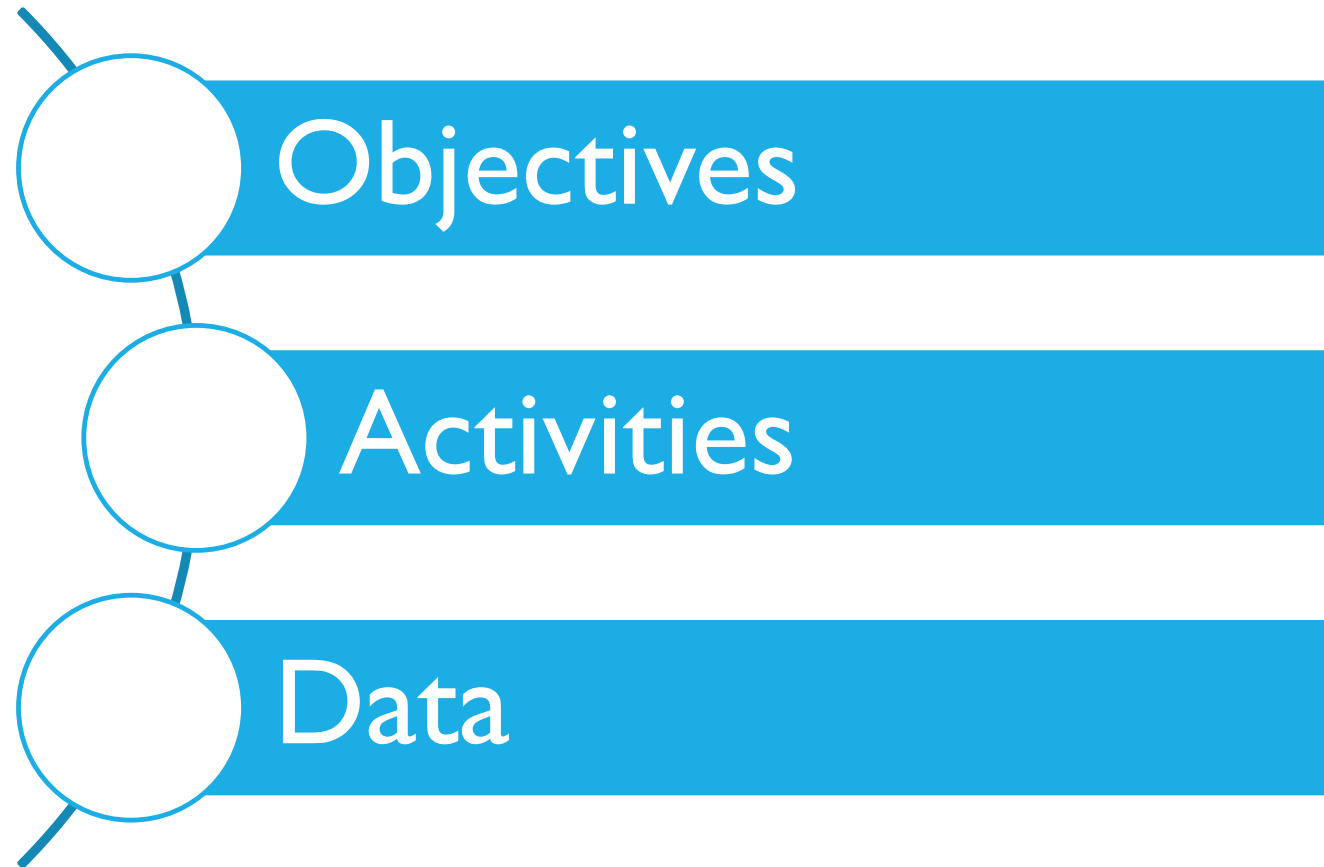
4. Stitch things together into a Regional Action Plan

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VISIONING EXERCISE

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

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WORKFORCE MATRIX

Objectives

Activities

Data

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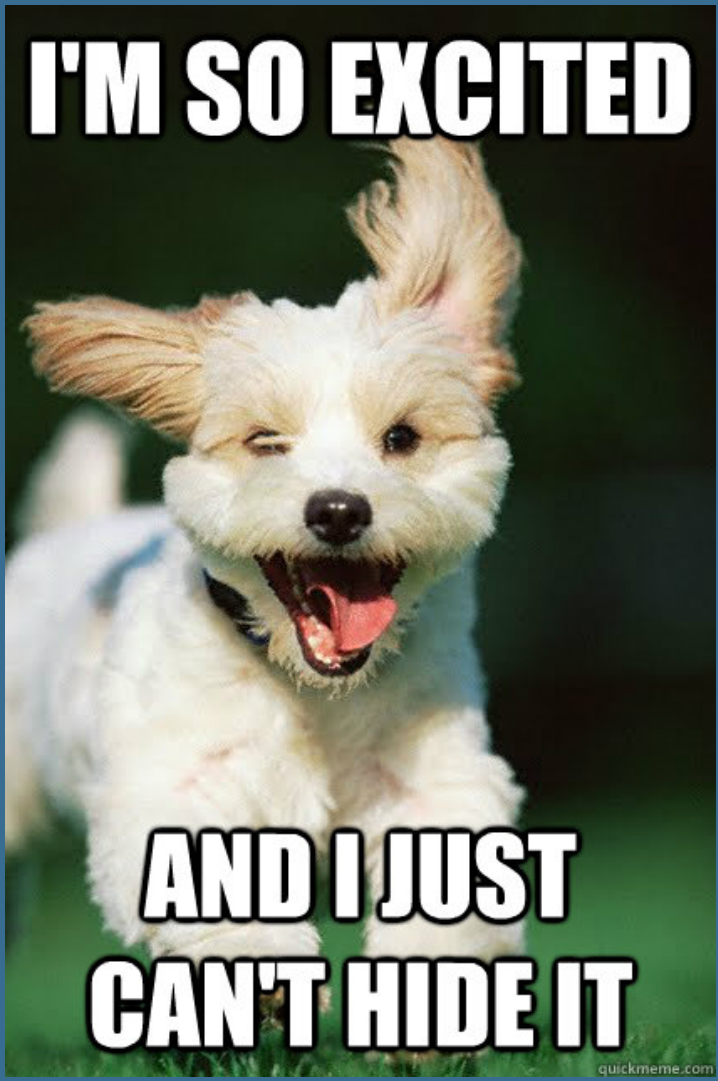
ACU Workforce Strategy Session
PCA Workforce Matrix
2017-2018

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?

Workforce

Pipeline (Push)

R&R (Pull)

GME

Training Programs

Staffing Strategy

R&R Processes
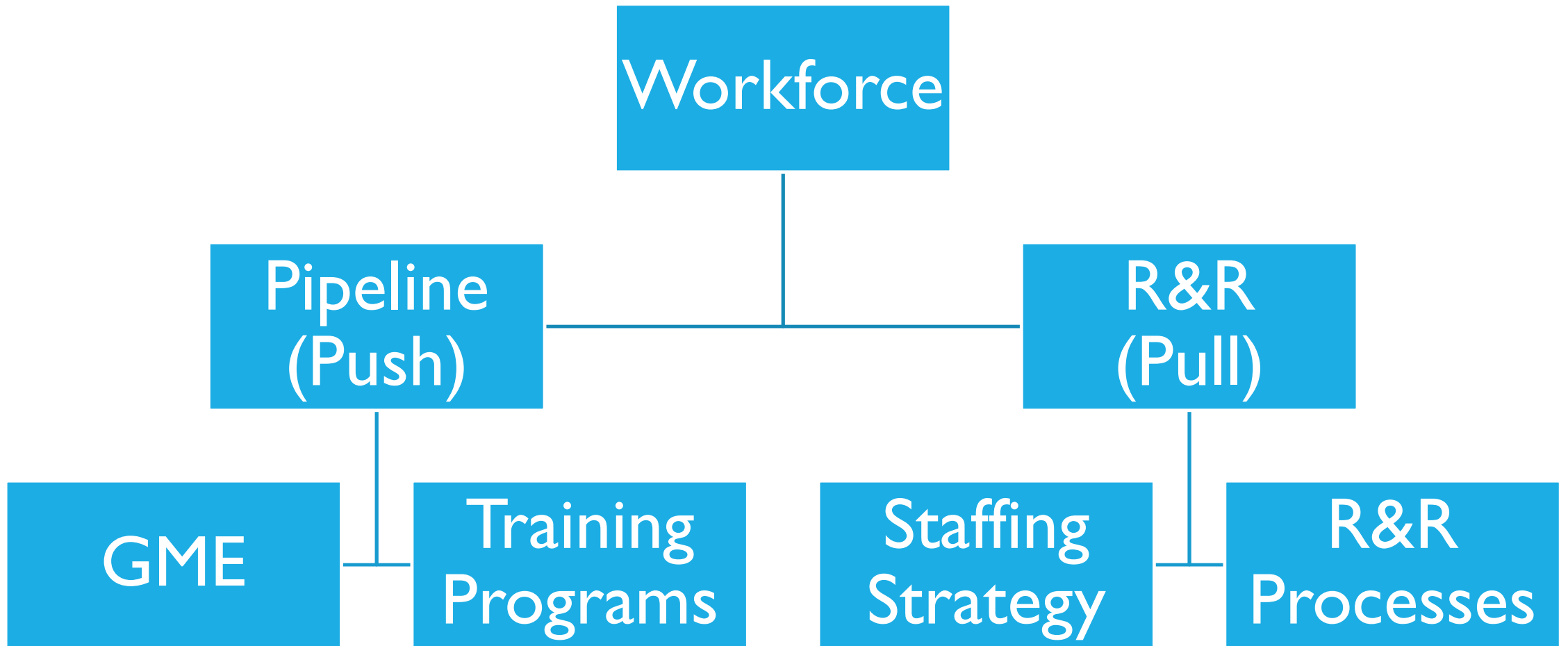
EXAMPLES OF OBJECTIVES

- 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

Webinar

In-Person Training

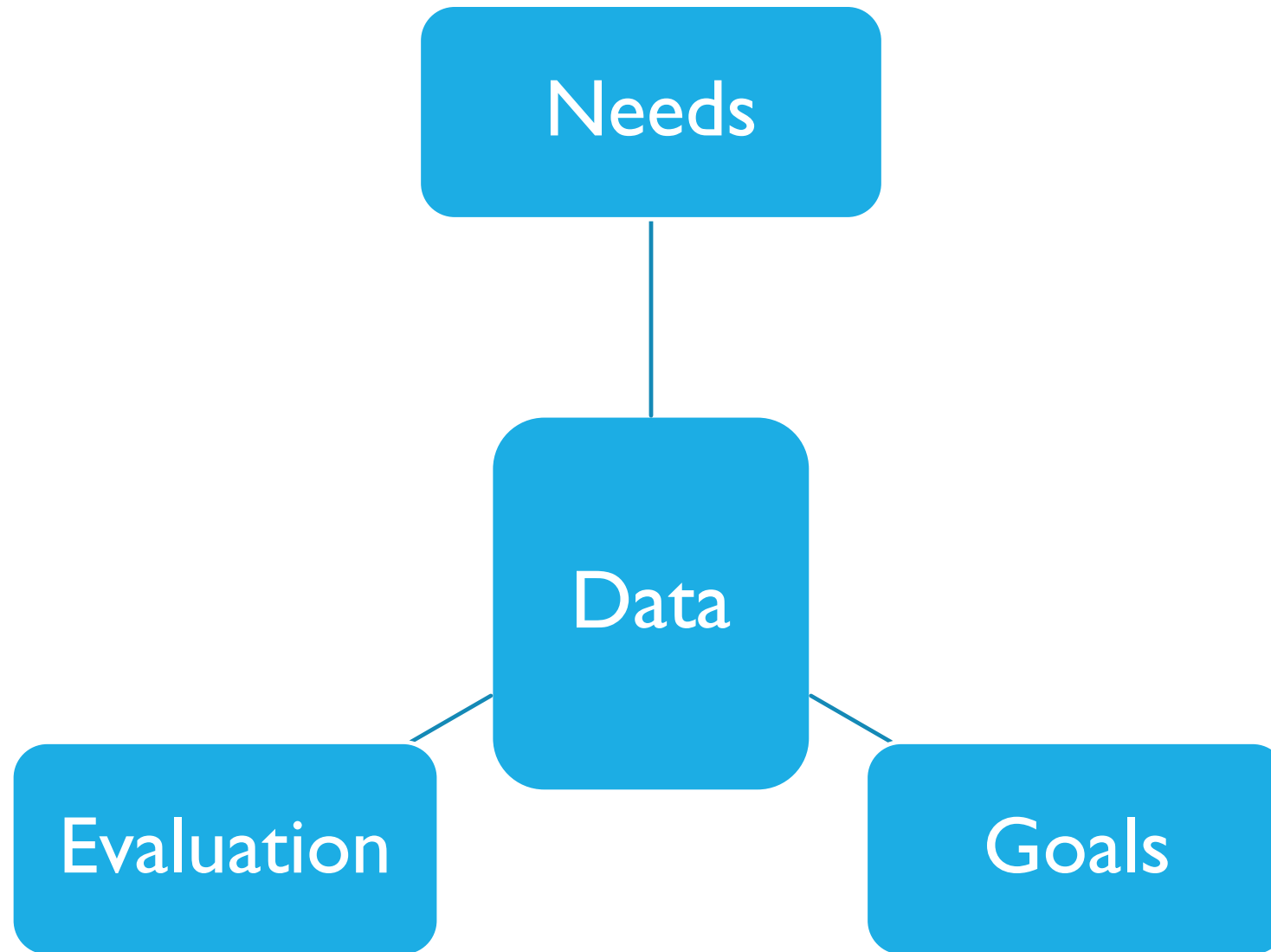Conference Session
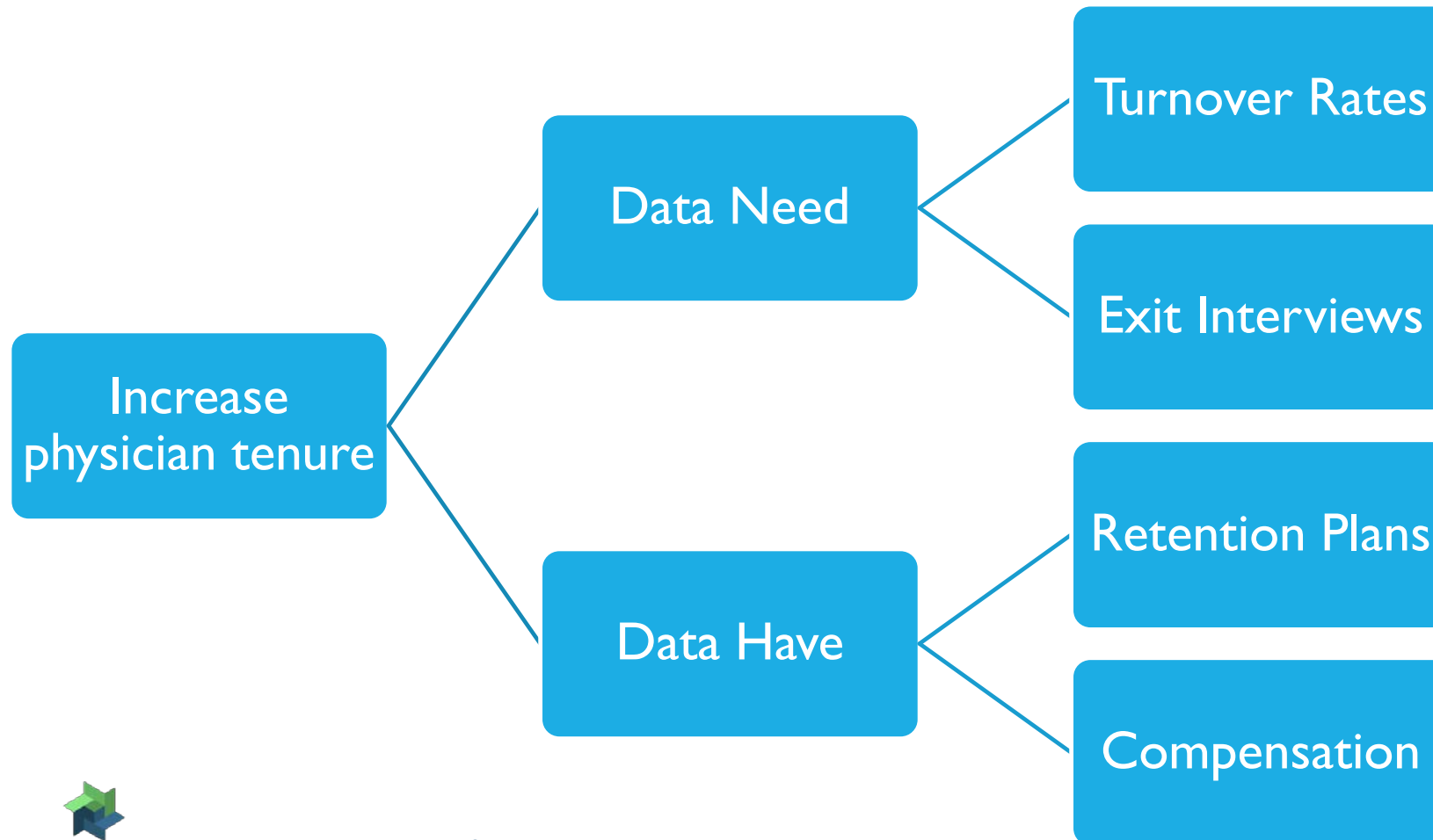
Office Hours

Printed Resource

Self-Paced Session

DATA

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

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OBJECTIVES & DATA

Increase physician tenure

Data Need
- Turnover Rates
- Exit Interviews

Data Have
- Retention Plans
- Compensation

WORKFORCE DATA

Workforce Projections
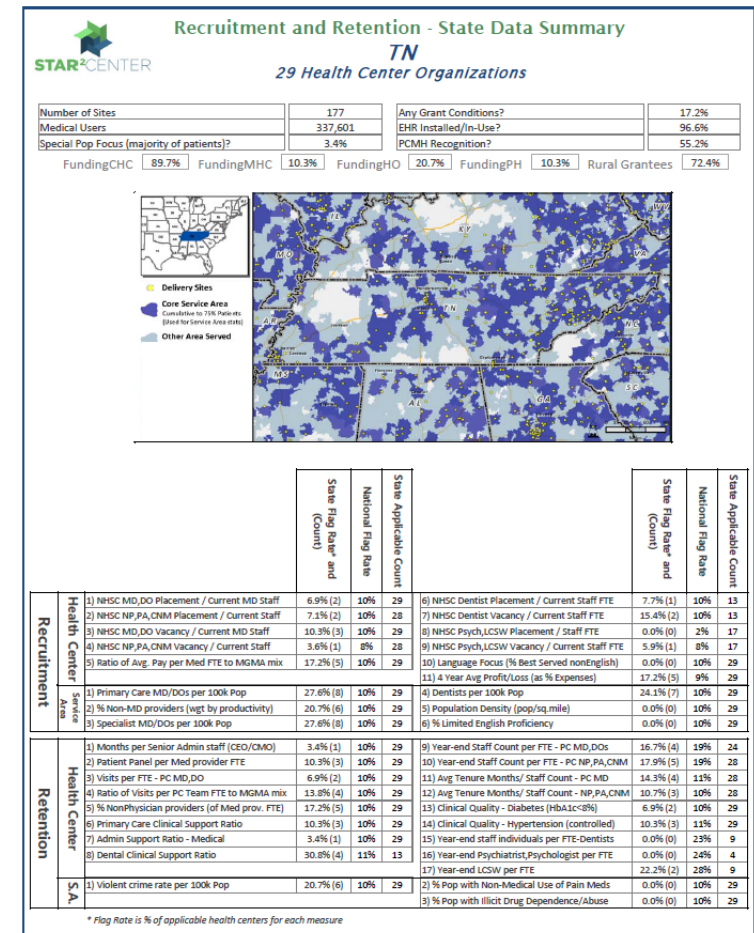
State Need Projections

ACU Data

HR Metrics

Compensation Benchmarks

Needs Assessment

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

Recruitment and Retention - State Data Summary
TN
29 Health Center Organizations

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ACTION TIME!

1. 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

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What are your current strengths?

What are some big gaps for your PCA?

What questions have come up?

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STRENGTHS & CHALLENGES

1. 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?

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COLLABORATION

Identifying opportunities to share information or work together

COLLABORATION OPPORTUNITIES

Sharing templates

↓

Sharing data

↓

Joint training
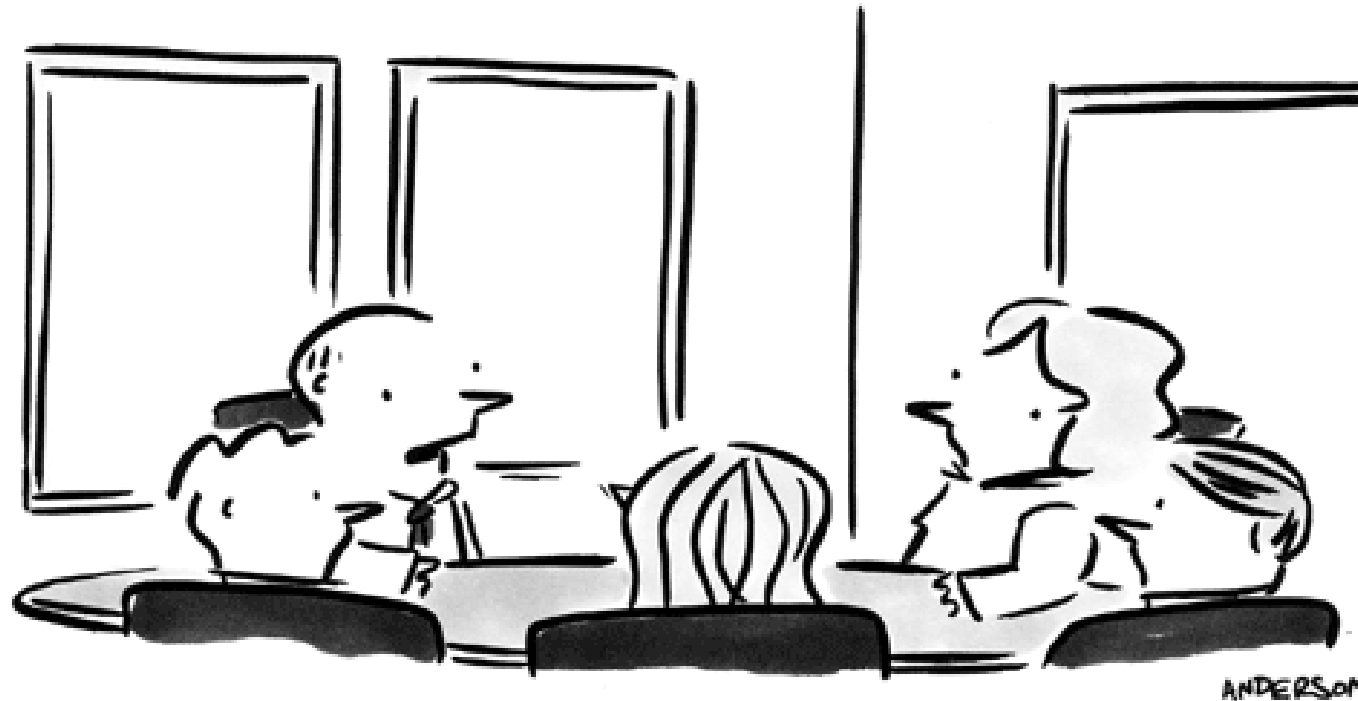
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Coordinated program development

What are some easy ideas?

Which ideas seem cool but challenging?

What can we do to collaborate across all PCAs in the region?

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REGIONAL ACTION PLAN

Objective

R&R Activity

Collaboration Opportunity

PCAs Involved

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ACU Workforce Strategy Session
Regional Action Plan 2017-2018

Objective	R&R Activity	Collaboration Opportunities	PCAs Involved

SO NOW WHAT?

1. 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

Teamwork makes THE DREAM WORK.

STAY IN TOUCH!

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