

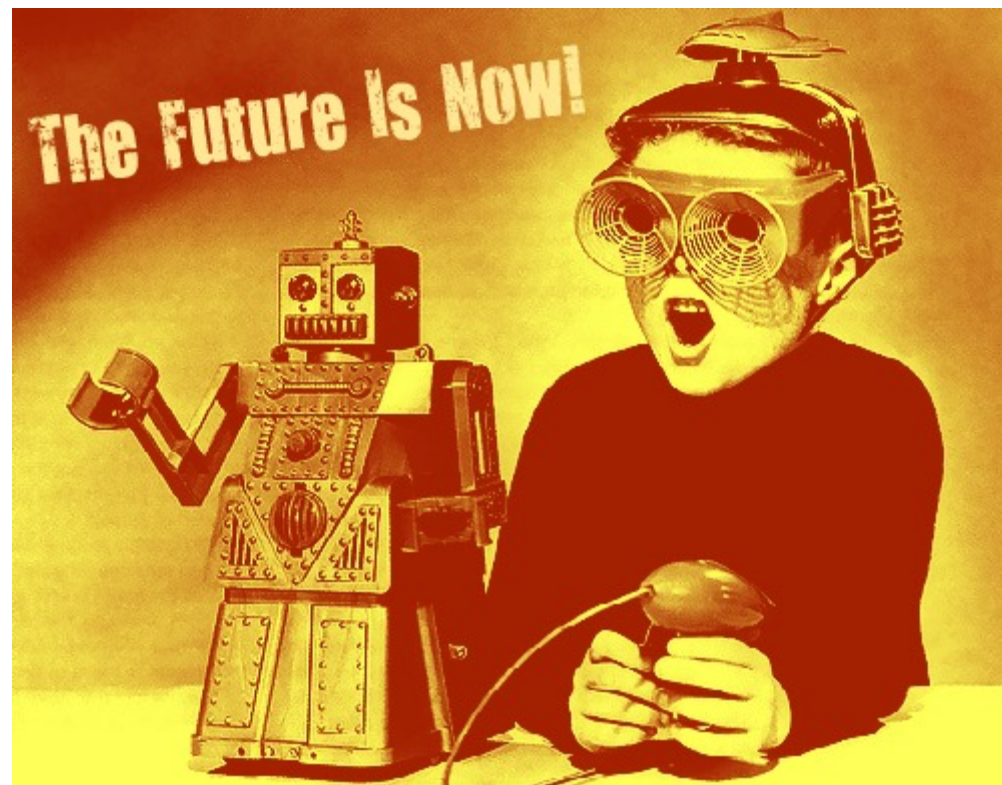


# REGION 6 STRATEGY SESSION

ALLISON ABAYASEKARA, MA

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# THANKS FOR COMING!





# GOALS OF THE DAY

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

**WHAT  
ARE YOUR  
GOALS**



# PLAN FOR THE DAY

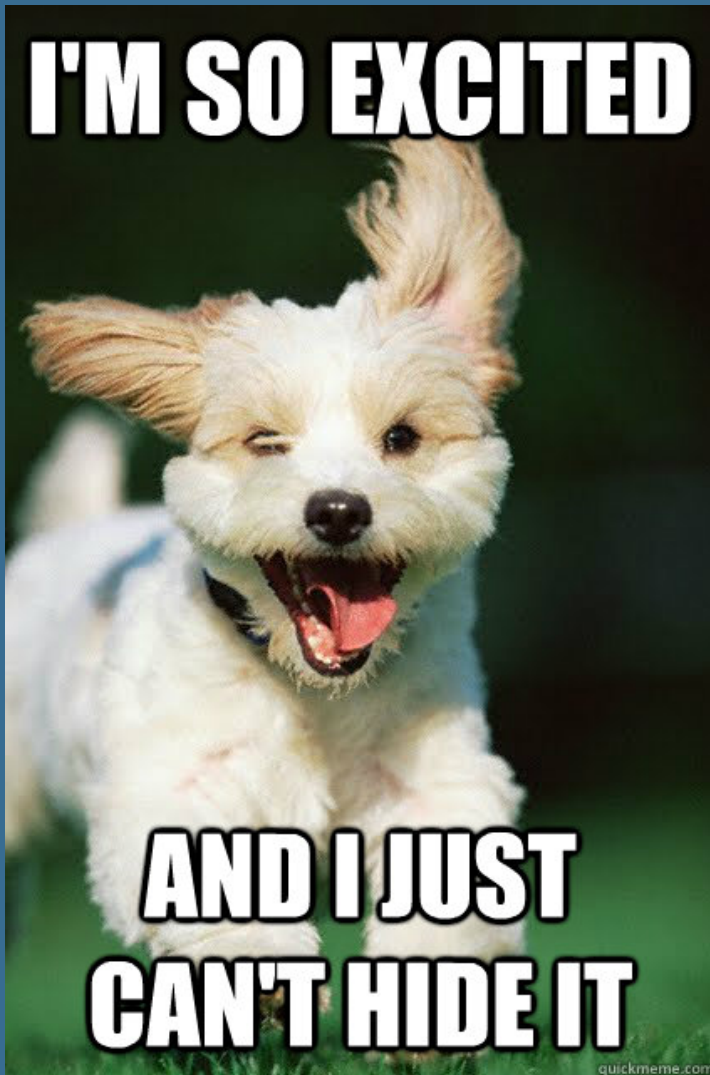
1. Build a common language and structure for discussing workforce activities
2. Complete your PCA Workforce Matrix covering: R&R objectives, planned activities, and data sources
3. Talk!
4. Stitch things together into a Regional Action Plan



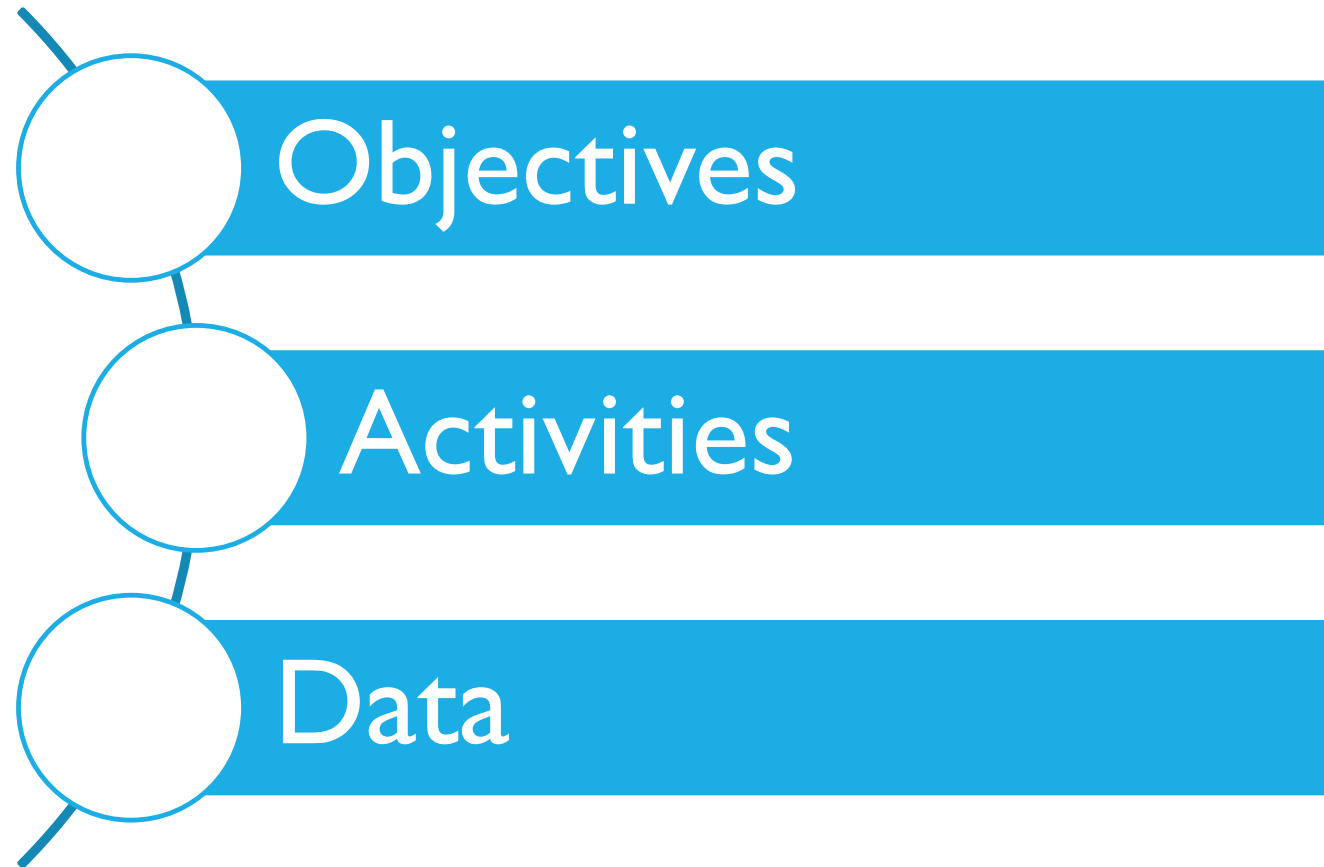
# VISIONING EXERCISE

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





# WORKFORCE MATRIX





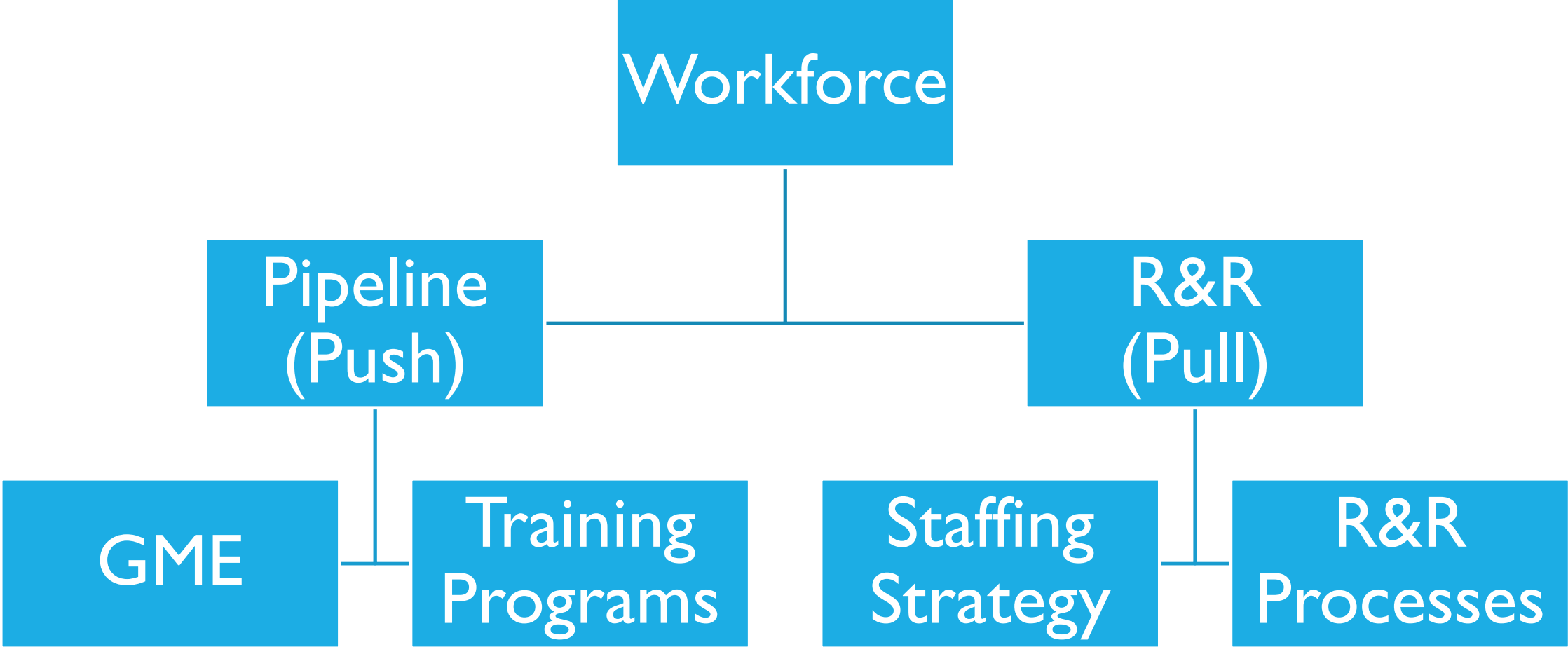
ACU Workforce Strategy Session  
PCA Workforce Matrix  
2017-2018

<b>Recruitment &amp; Retention Objective</b>	<b>Planned Activities</b> <i>Next 12 Months</i>	<b>Data Sources</b> <i>Need or Have</i>

# 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

Webinar

In-Person  
Training

Conference  
Session

Office  
Hours

Printed  
Resource

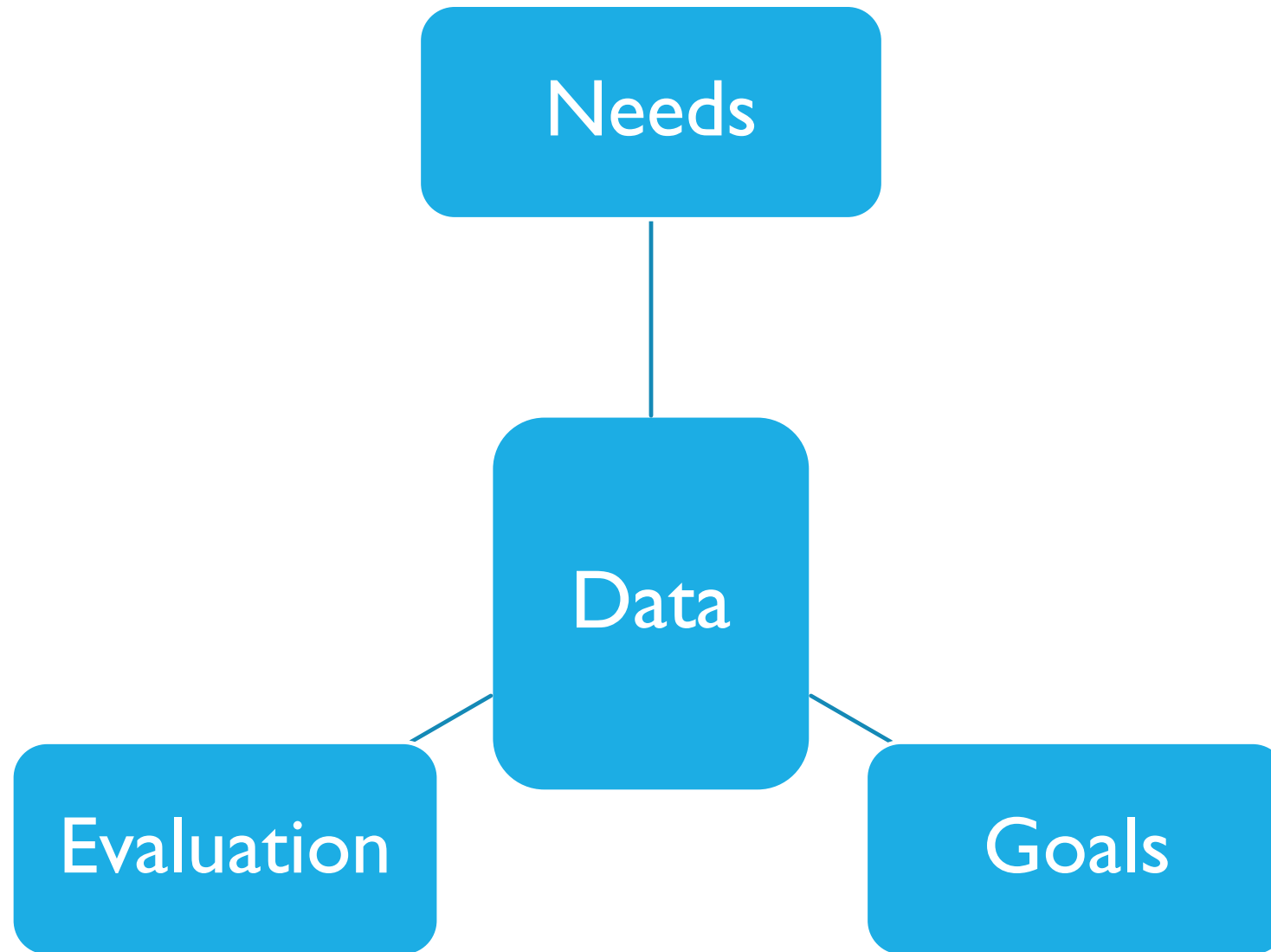
Self-Paced  
Session



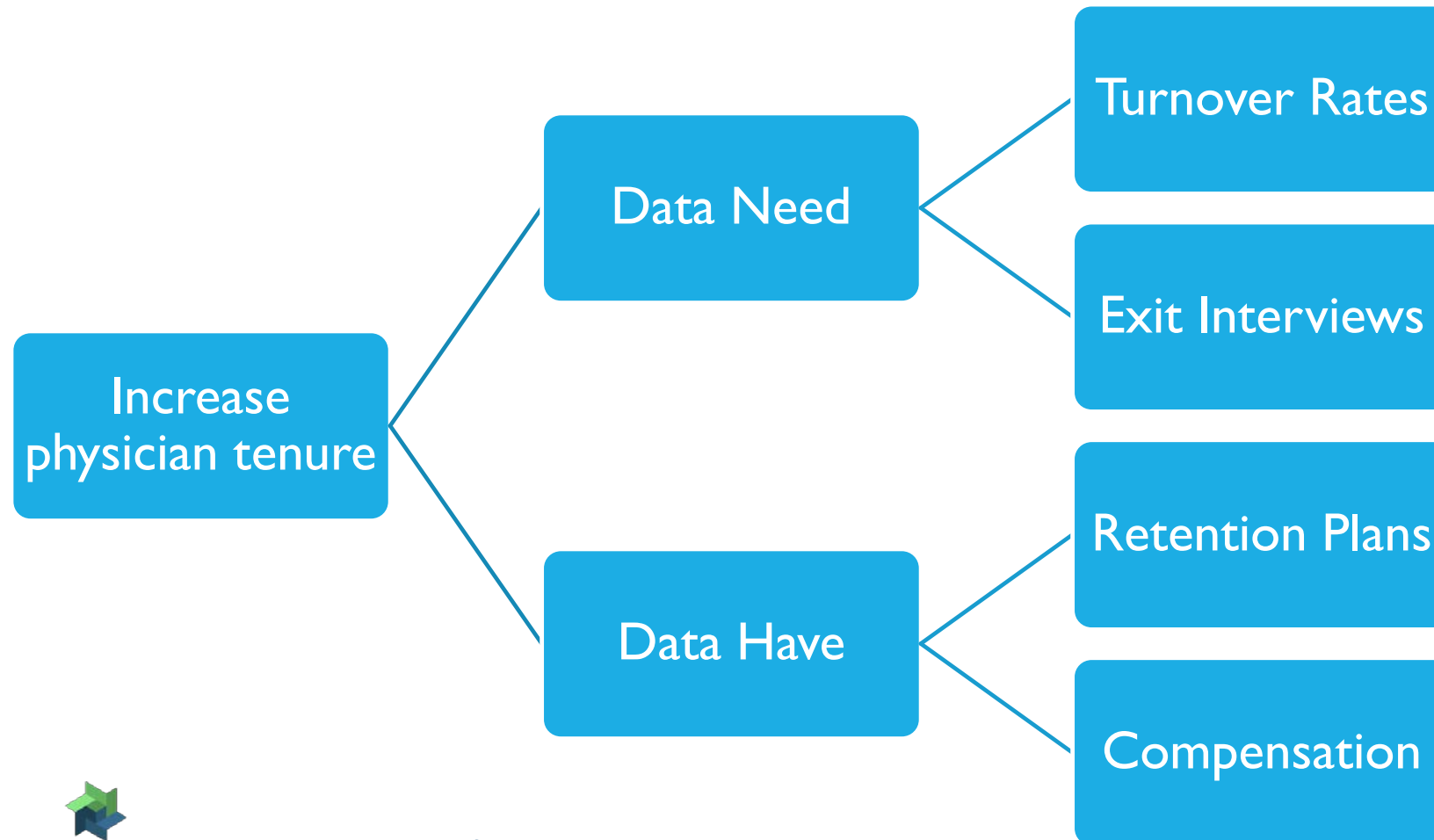
# DATA



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



# OBJECTIVES & DATA



# WORKFORCE DATA

Workforce  
Projections

State Need  
Projections

ACU Data

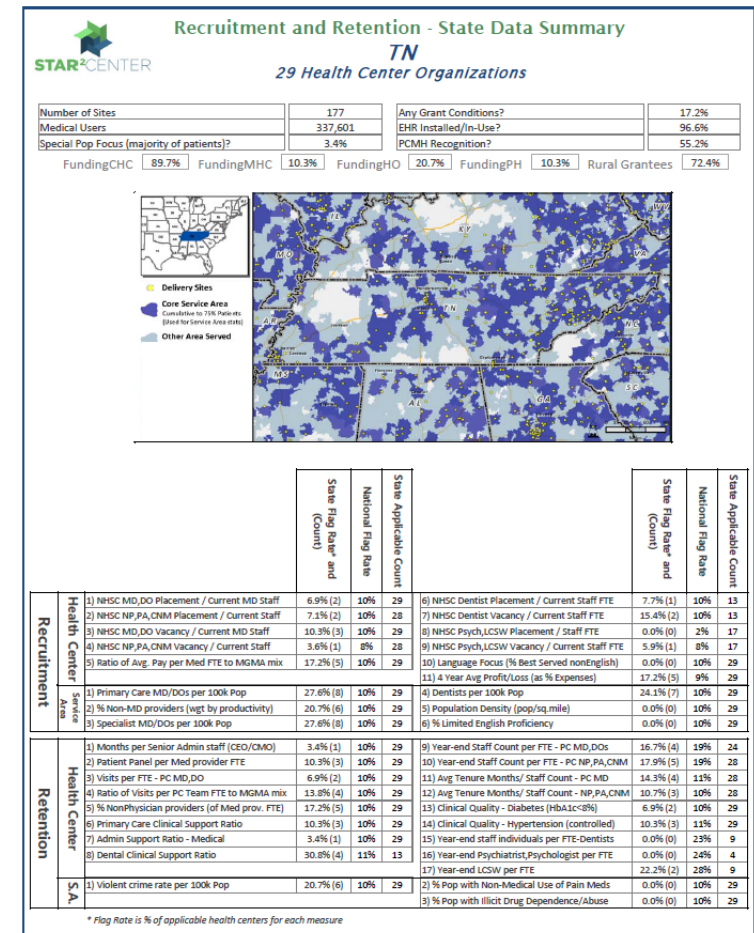
HR Metrics

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





# 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

What are your current strengths?

What are some big gaps for your PCA?

What questions have come up?





# Social Network



# 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?

# COLLABORATION

Identifying opportunities to share information or work together



# COLLABORATION OPPORTUNITIES

Sharing templates



Sharing data



Joint training



Coordinated program development

What are some easy ideas?

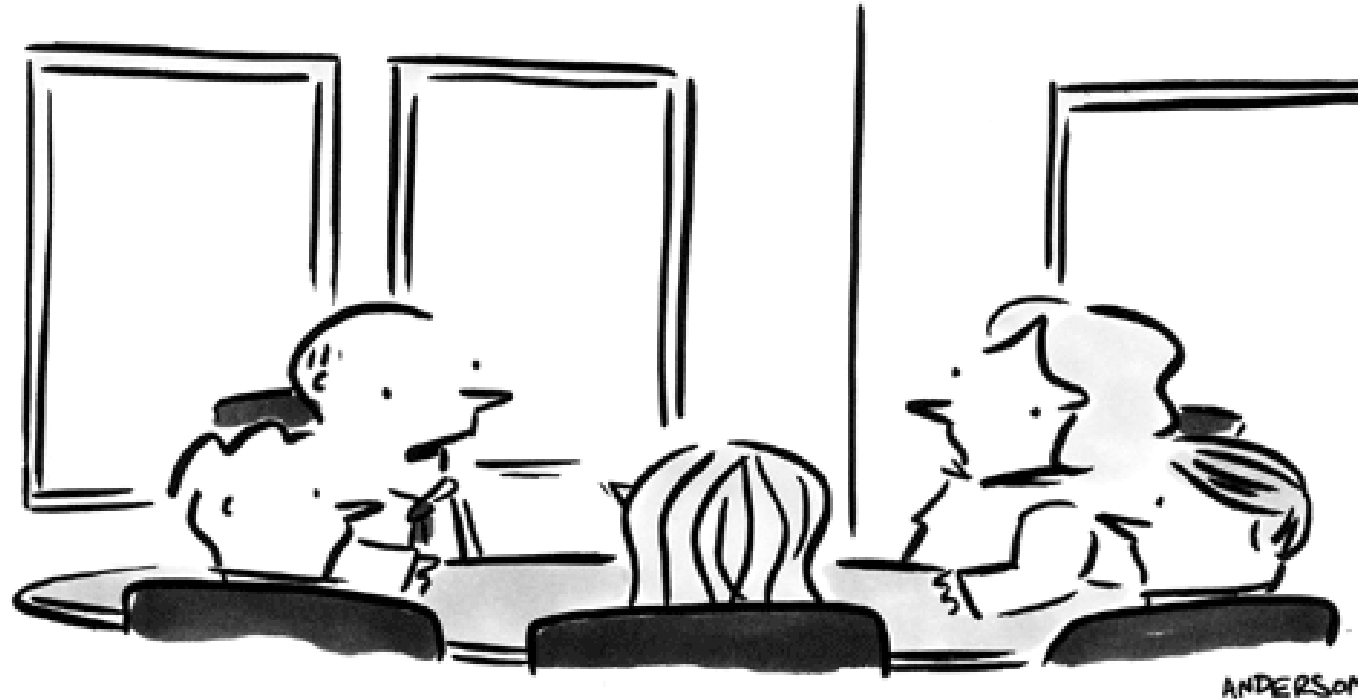
Which ideas seem cool but challenging?

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



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"OK, now that we all agree, let's all go back to our desks and discuss why this won't work."

# REGIONAL ACTION PLAN





## 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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