

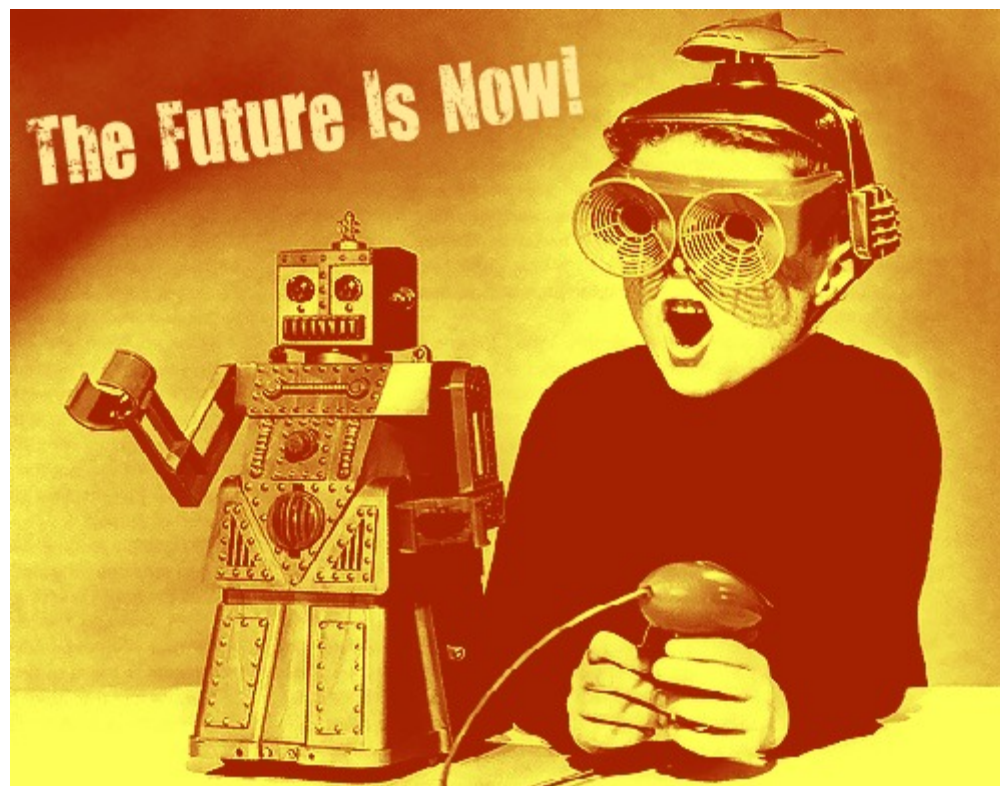


REGION 8 STRATEGY SESSION

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THANKS FOR COMING!





“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!

**WHAT
ARE YOUR
GOALS**



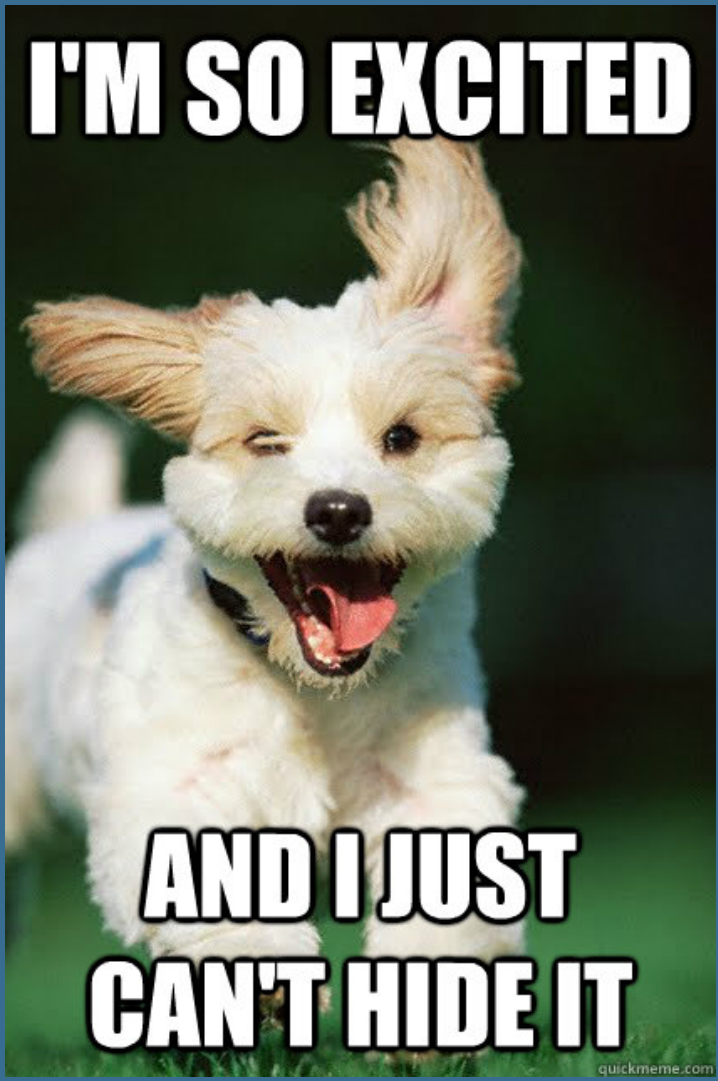
PLAN FOR THE DAY

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

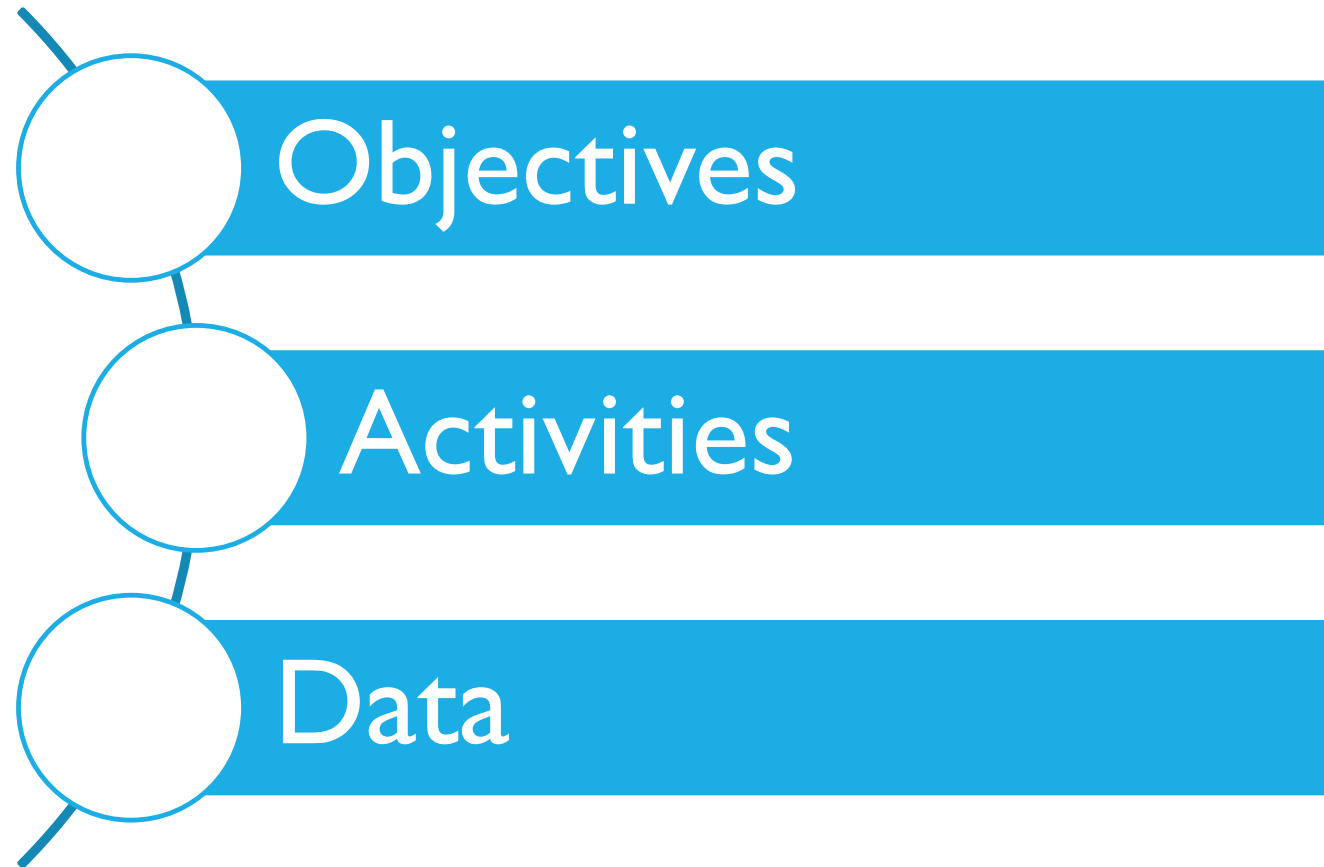
VISIONING EXERCISE

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





WORKFORCE MATRIX





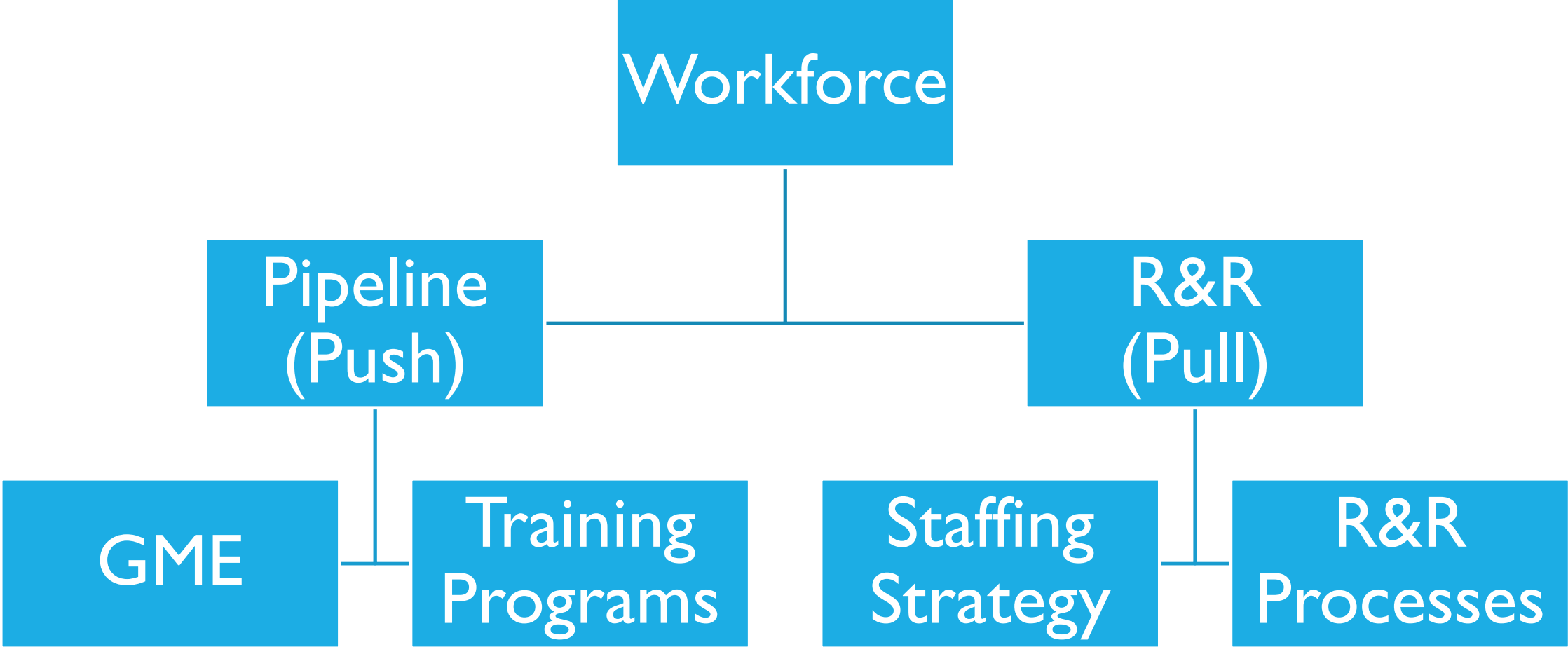
ACU Workforce Strategy Session
PCA Workforce Matrix
2017-2018

Recruitment & Retention Objective	Planned Activities <i>Next BPHC Project Year</i>	Data Sources <i>Needs or Gaps</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

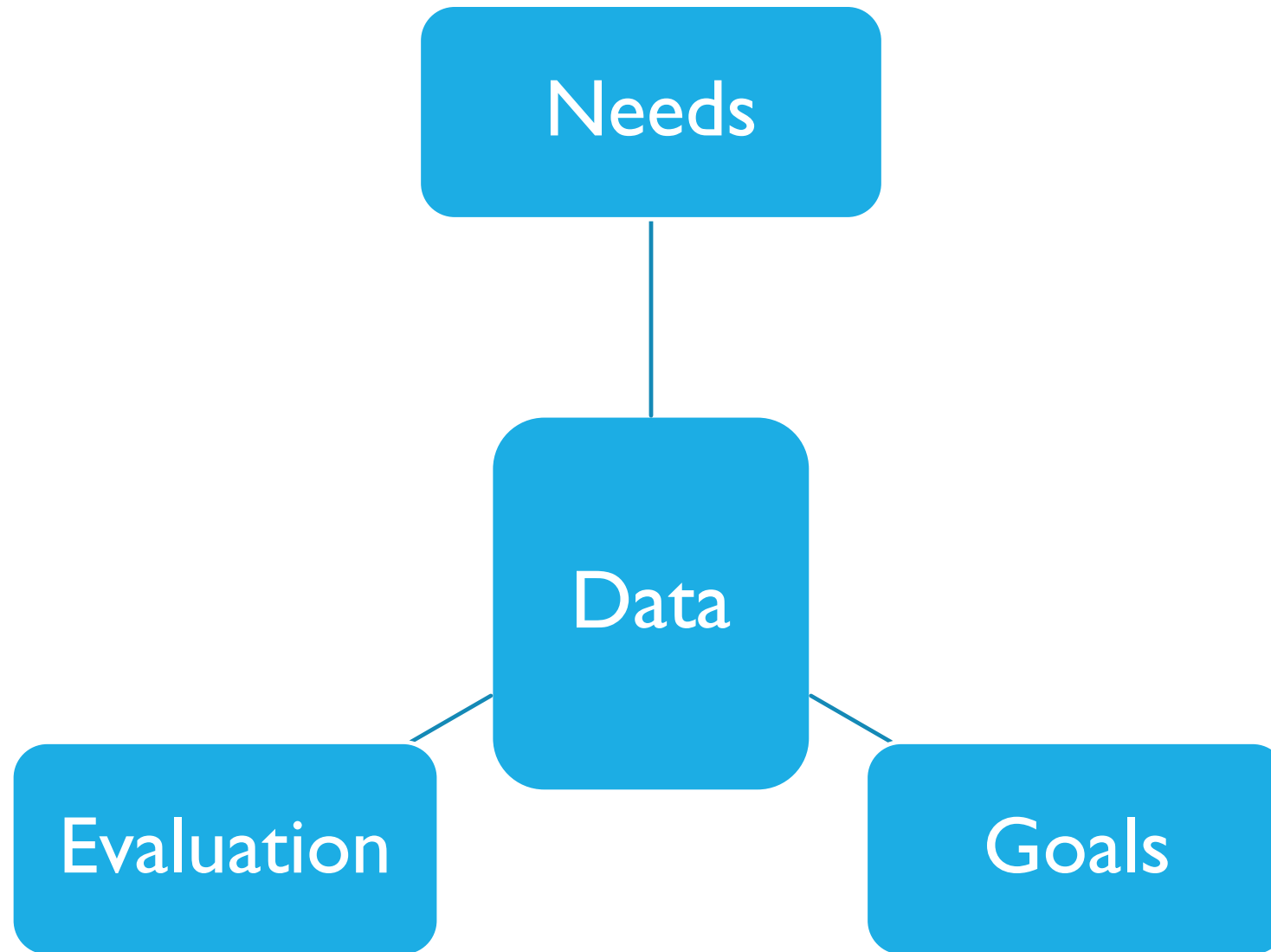
Printed
Resource

Self-Paced
Session

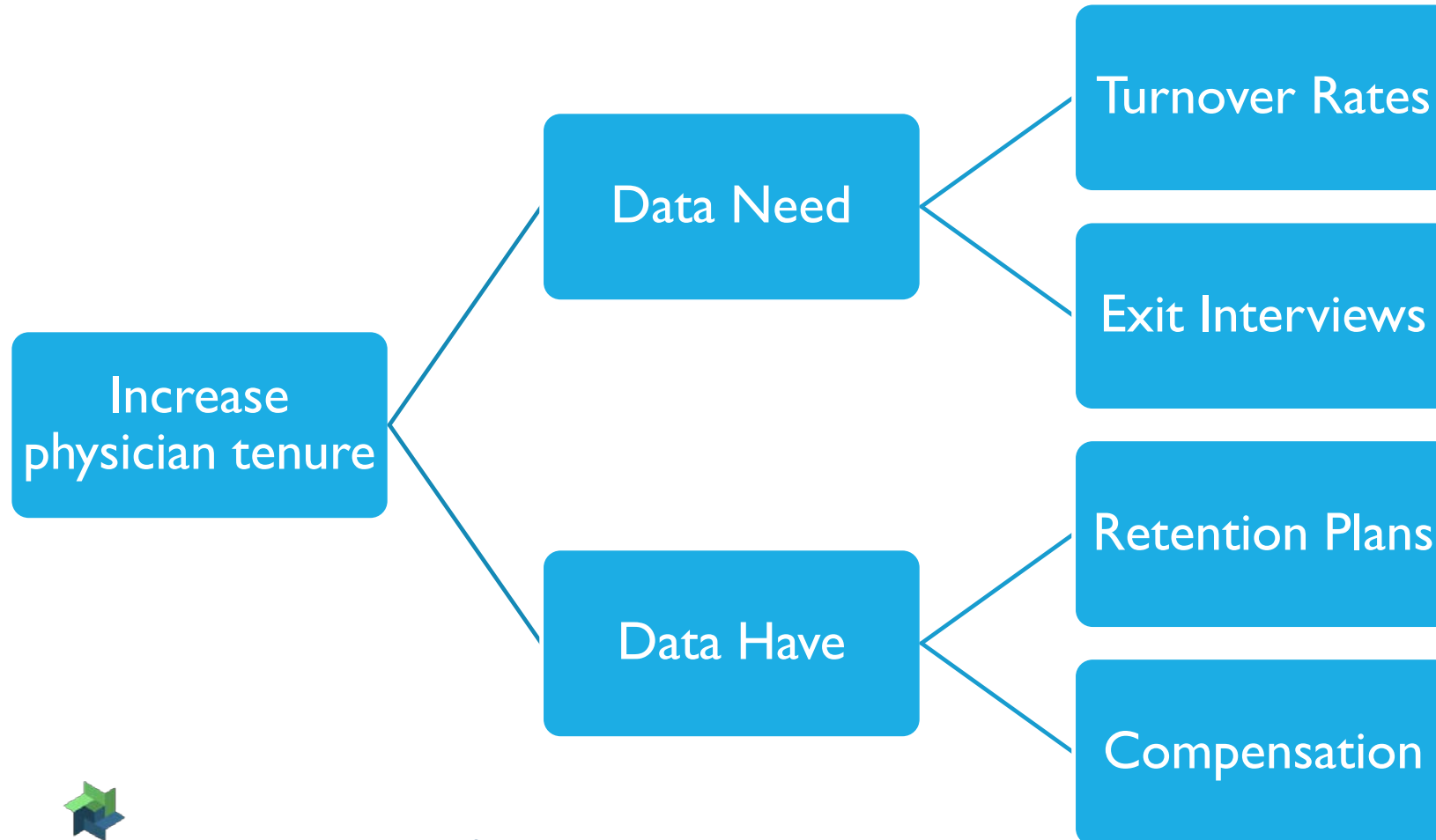
DATA



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

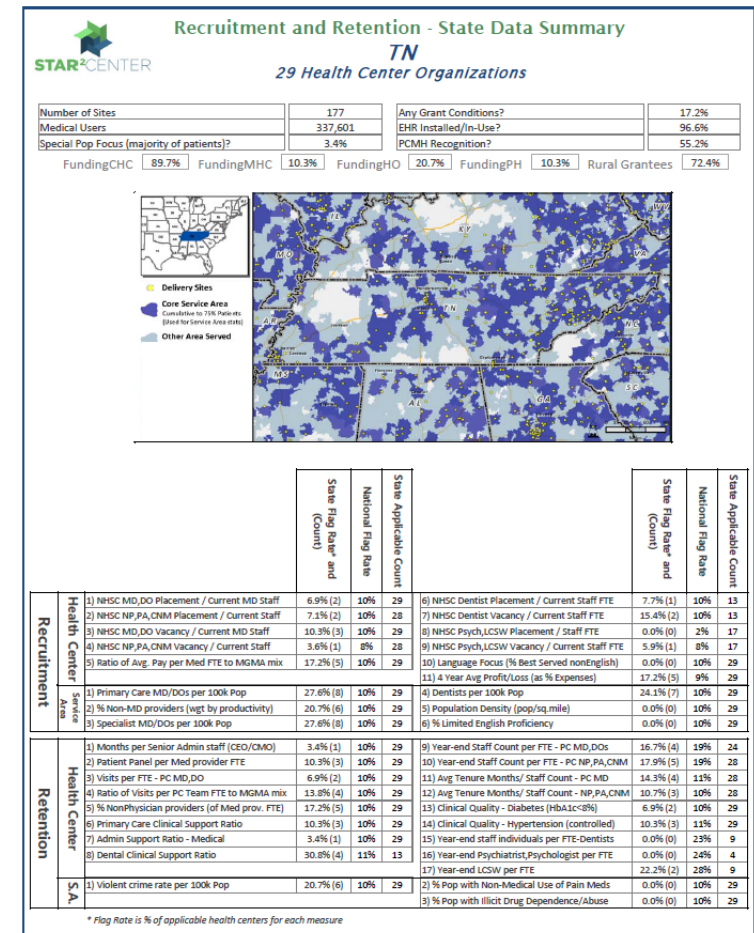
HR Metrics

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?

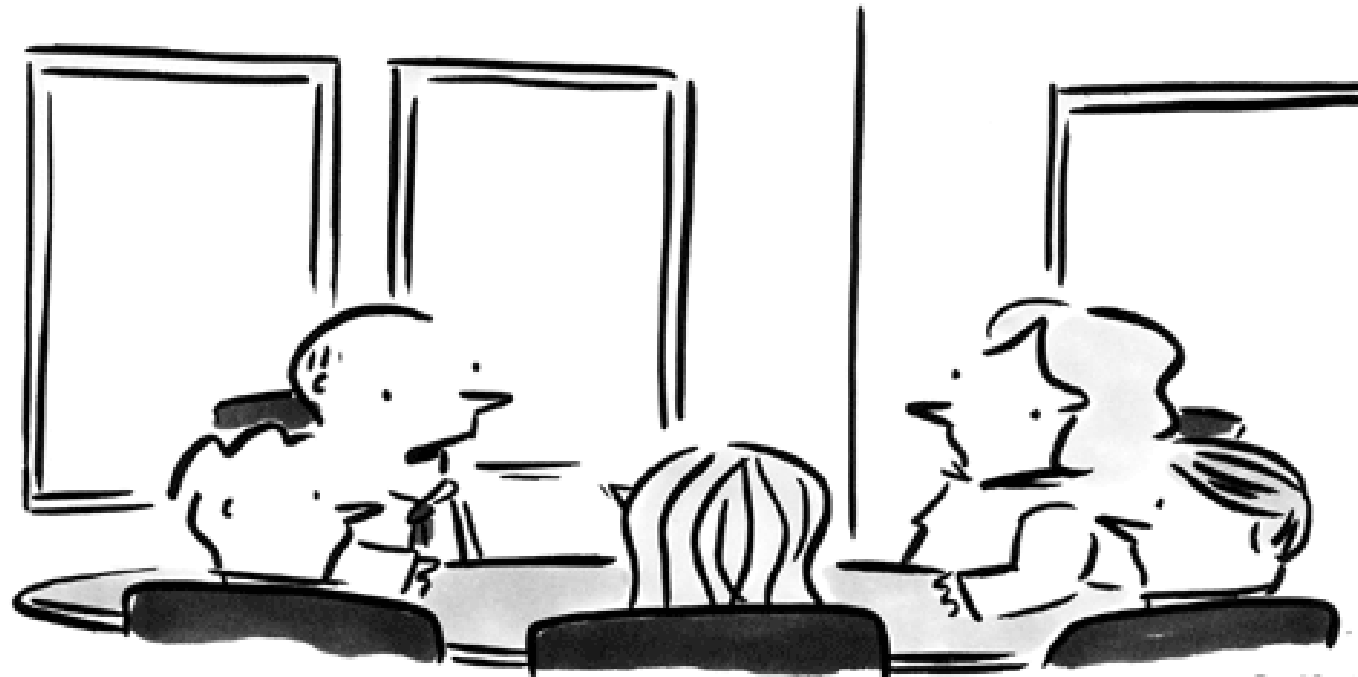
Which ideas seem cool but challenging?

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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