

STAR² CENTER

INDIVIDUAL DATA PROFILES

The Association of Clinicians for the Underserved (ACU) has developed individual recruitment and retention Data Profiles for each Health Center Program grantee and FQHC Look Alike designed to serve as a self-evaluation tool. Data Profiles have previously been released as PDFs, but in 2019 will be released via Tableau. This new platform will allow organizations to review their data in a dynamic format, compare themselves to groups of other health centers, and better incorporate workforce data into their planning.

INDIVIDUAL & CUSTOMIZED

RICH & DIVERSE DATA SETS

FREE OF CHARGE

Health Center Recruitment and Retention Data Summary
 HOC500000: GENERIC HEALTH CENTER, INC.
 10 MAIN ST | ANYTOWN, USA 12345

Descriptive Attributes

Health Center Organization		Service Area	
Number of Sites	4	FQHC Uninsured Penetration	55%
Medical Users	8,811	FQHC Medicaid Penetration	29%
% Non-Patient Service Revenue	70%	# Grantees serving area	13
Special Pop Focus (majority of patients)?	No	Total Pop in SA	
Any Grant Conditions?	No	Total Low Income Pop in SA	
FTE installed/in-use?	Yes	% Medicaid Pop	
PCMH Recognition?	No	% Uninsured Pop	
Grantee Medical HPSA Score	13	% Low Income Pop	
CHC <input checked="" type="checkbox"/> NHSC <input type="checkbox"/> MD <input type="checkbox"/> PH <input type="checkbox"/>		% of S.A. pop covered by a PC HPSA	

Health Center Recruitment and Retention Trend Summary
 (compared to prior year profile)
 HOC500000: GENERIC HEALTH CENTER, INC.

Trend Measure	Prior Year	Current Year	Trend	Trend % (of PY)
1) NHSC MD,DO Placement / Current MD Staff	27%	18%	-9%	-34%
2) NHSC NP,PA,CNM Placement / Current Staff	29%	33%	4%	14%
3) NHSC MD,DO Vacancy / Current MD Staff	18%	5%	-16%	-86%
4) NHSC NP,PA,CNM Vacancy / Current Staff	22%	0%	-22%	-100%
5) Ratio of Avg. Pay per Med FTE to MGMA mix	94%	92%	-2%	-2%
6) NHSC Dentist Placement / Current Staff FTE	11%	31%	21%	191%
7) NHSC Dentist Vacancy / Current Staff FTE	14%	0%	-14%	-100%
8) NHSC Psych,LCSW Placement / Staff FTE	0%	0%	0%	0%
9) NHSC Psych,LCSW Vacancy / Current Staff FTE	77%	0%	-77%	-100%
10) Language Focus (% Best Served non-English)	22%	21%	-1%	-3%
11) 4 year Avg Profit/Loss (as % Expenses)	4%	3%	0%	-15%

Recruitment

1) Months per Senior Admin staff (CEO/CMO)	318	280	-37	-12%
2) Patient Panel per Med provider FTE	710	724	14	2%
3) Visits per FTE - PC MD,DO	2,376	2,345	-31	-1%
4) Ratio of visits per PC Team FTE to MGMA mix	96%	91%	-5%	-5%
5) % Nonphysician providers (of Med prov. FTE)	39%	42%	3%	9%
6) Primary Care Clinical Support Ratio	2.26	2.23	-0.03	-1%
7) Admin Support Ratio - Medical	0.99	1.01	0.02	3%
8) Dental Clinical Support Ratio	1.13	1.16	0.03	4%
9) Year-end Staff Count per FTE - PC MD,DO	1.18	1.18	0.00	0%
10) Year-end Staff Count per FTE - PC NP,PA,CNM	1.37	1.17	-0.20	-14%
11) Avg Tenure Months/ Staff Count - PC MD	59	70	11	19%
12) Avg Tenure Months/ Staff Count - PC NP,PA,CNM	40	44	3	8%
13) Clinical Quality - Diabetes (HbA1c<8%)	50%	47%	-3%	-7%
14) Clinical Quality - Hypertension (controlled)	54%	62%	9%	17%
15) Year-end staff individuals per FTE - Dentists	0.97	1.05	0.08	8%
16) Year-end Psychiatrist/Psychologist per FTE	0.97	1.16	0.29	29%
17) Year-end LCSW per FTE	2.84	1.39	-1.45	-51%

Retention

1) Months per Senior Admin staff (CEO/CMO)	50	51	1	2%
2) Patient Panel per Med provider FTE	959	1019	60	6%
3) Visits per FTE - PC MD,DO	2,467	2,467	0	0%
4) Ratio of visits per PC Team FTE to MGMA mix	99%	80%	-19%	-19%
5) % Nonphysician providers (of Med prov. FTE)	1.58	1.58	0	0%
6) Primary Care Clinical Support Ratio	1.57	1.57	0	0%
7) Admin Support Ratio - Medical	1.58	1.58	0	0%
8) Dental Clinical Support Ratio	1.58	1.58	0	0%
9) Year-end Staff Count per FTE - PC MD,DO	1.18	1.18	0	0%
10) Year-end Staff Count per FTE - PC NP,PA,CNM	1.37	1.37	0	0%
11) Avg Tenure Months/ Staff Count - PC MD	59	70	11	19%
12) Avg Tenure Months/ Staff Count - PC NP,PA,CNM	40	44	3	8%
13) Clinical Quality - Diabetes (HbA1c<8%)	50%	47%	-3%	-7%
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15) Year-end staff individuals per FTE - Dentists	0.97	1.05	0.08	8%
16) Year-end Psychiatrist/Psychologist per FTE	0.97	1.16	0.29	29%
17) Year-end LCSW per FTE	2.84	1.39	-1.45	-51%

What Now?

- Review profile and note any blue flagged data points as potential areas of interest.
- Access the [Profile User Guide](#) and [Data Point Bundle](#) in the [Resource Center](#) for more details on specific data points and what they mean.
- Review the blue flagged data points and supplementary materials with your workforce team to unpack the numbers and identify specific issues to improve your workforce program.
- Contact STAR² Center staff to further discuss your profile and/or schedule Technical Assistance.
 - info@chcworkforce.org or (844)ACU-HIRE
- Search the STAR² Center website (www.chcworkforce.org) for tools and training related to your specific workforce issues

TRAINING & TA



ACU will provide a number of resources to help health centers and PCAs access and utilize the Data Profiles in their new format. PCAs will receive an FAQ sheet, along with draft promotional material for use in their communication. ACU will also host a webinar at launch to showcase the tool, demonstrate its use, and answer immediate questions. Individual technical assistance will be available after the webinar.