

STAR² CENTER

INDIVIDUAL DATA PROFILES

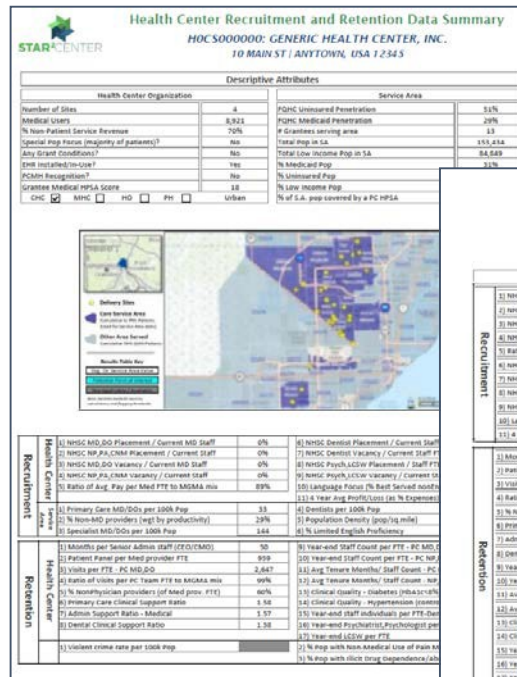
The Association of Clinicians for the Underserved (ACU) has developed individual recruitment and retention Data Profiles for each Health Center Program grantee and FOHC Look Alike designed to serve as a self-evaluation tool. Health center staff are encouraged to review their Data Profiles and the supplementary materials to identify specific strengths and challenges as well as national workforce trends.

INDIVIDUAL & CUSTOMIZED

SELF-EVALUATION TOOL OF WORKFORCE ENVIRONMENT

RICH & DIVERSE DATA SETS

FREE OF CHARGE



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

Trend Measure	PREV YEAR	CURRENT YEAR	TREND	TREND % (of FY)
1) NSIC MD/DO Placement / Current MD Staff	27%	18%	-9%	-34%
2) NSIC NP/PA/CMA Placement / Current Staff	29%	13%	-4%	-14%
3) NSIC MD/DO Vacancy / Current MD Staff	18%	3%	-1%	-6%
4) NSIC NP/PA/CMA Vacancy / Current Staff	24%	0%	-24%	-100%
5) Ratio of Avg. Pay per Med FTE to MGMA mix	94%	93%	-2%	-2%
6) NSIC Dentist Placement / Current Staff FTE	1%	1%	21%	191%
7) NSIC Dentist Vacancy / Current Staff FTE	18%	0%	-18%	-100%
8) NSIC Psych/LCSW Placement / Staff FTE	NOT INCLUDED	0%	NA	NA
9) NSIC Psych/LCSW Vacancy / Current Staff FTE	79%	0%	-7%	-100%
10) Language Fluency (% Best Served non-Eng)	22%	24%	-1%	-3%
11) 4 Year Avg Prof/Loss (as % Expenses)	4%	1%	0%	-13%
1) Months per Senior Admin Staff (CEO/CMO)	518	380	-37	-12%
2) Months per Senior Provider FTE	710	734	14	2%
3) Ratio of Avg. Pay per FTE to MGMA mix	2,778	2,745	-31	-1%
4) Ratio of Avg. Pay per PC Team FTE to MGMA mix	96%	92%	-5%	-5%
5) % Non-Physician providers (of Med prov. FTE)	39%	42%	3%	9%
6) Primary Care Clinical Support Ratio	2.28	2.23	-0.05	-2%
7) Admin Support Ratio - Medical	0.99	1.01	0.02	2%
8) Dental Clinical Support Ratio	1.12	1.14	0.02	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/CMA	1.37	1.37	-0.00	-1%
11) Avg Tenure Months/ Staff Count - PC MD	99	70	-11	9%
12) Avg Tenure Months/ Staff Count - NP/PA/CMA	40	41	1	2%
13) Clinical Quality - Diabetes (HbA1c<9%)	50%	47%	-3%	-7%
14) Clinical Quality - Hypertension (systolic)	54%	63%	9%	17%
15) Year-end Staff Individuals per FTE - Dentists	0.97	1.05	0.08	8%
16) Year-end Staff Individuals per FTE - Psych/LCSW	0.97	1.18	0.29	31%
17) Year-end LSCW per FTE	2.84	3.39	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.
 - o 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

TECHNICAL ASSISTANCE



Individualized Technical Assistance (TA) is available for health centers that would like to discuss their recruitment and retention data.