



# WORKFORCE IDEAS FOR TODAY'S CHALLENGES

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ASSOCIATION OF CLINICIANS FOR THE UNDERSERVED

TODAY

## STAR<sup>2</sup> Center

# Elements of a Comprehensive Workforce Plan

## Resources & Examples

CHCWORKFORCE.ORG

HRSA-supported  
resources, training, and  
assistance for clinician  
recruitment & retention



**STAR<sup>2</sup>CENTER**  
SOLUTIONS TRAINING AND ASSISTANCE  
FOR RECRUITMENT & RETENTION

# FREE & AVAILABLE TODAY!

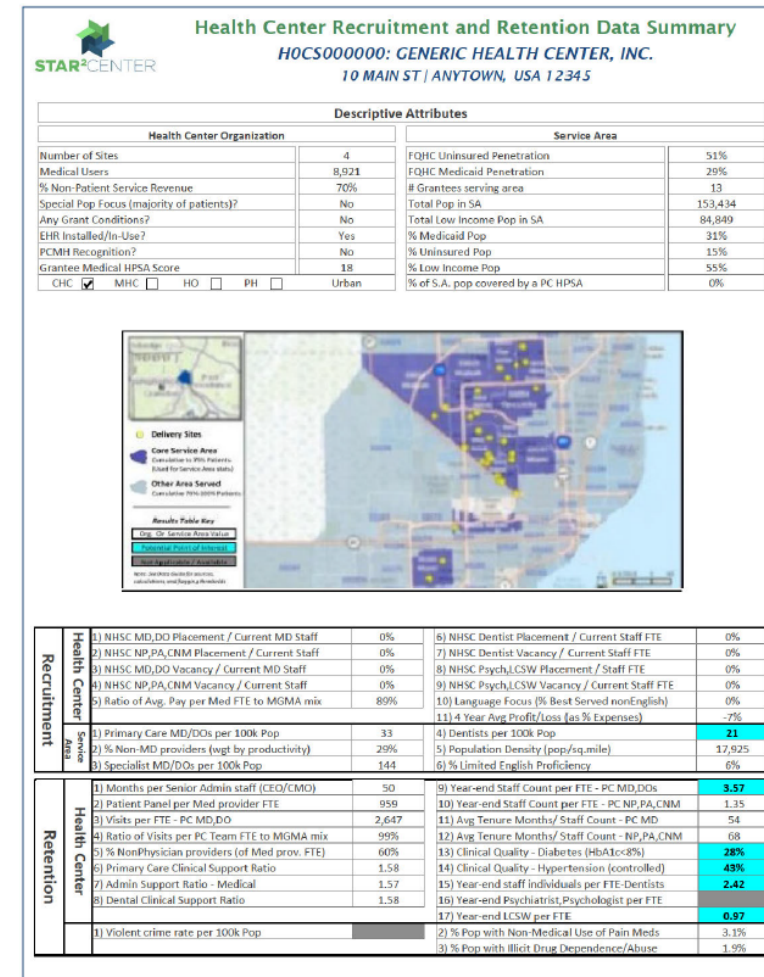
The screenshot shows the STAR2CENTER website interface. At the top, there are navigation links for 'RESOURCES', 'TRAINING', and 'ASSISTANCE'. The STAR2CENTER logo is prominently displayed, along with 'ABOUT US' and 'CONTACT US' links. A search bar is also visible. The main content area is titled 'RESOURCES' and includes a paragraph describing the center as a one-stop shop for tools, manuals, and research. Below this, there are sections for 'NOW OFFERING BUNDLES' and 'INSTRUCTIONS'. The 'NOW OFFERING BUNDLES' section features a search filter with dropdown menus for 'BUNDLE', 'TOPIC', and 'CONTENT TYPE', along with 'SUBMIT' and 'SEE ALL' buttons. The 'INSTRUCTIONS' section provides guidance on how to use the search function. At the bottom, there are three featured resources: 'Best Practices', 'Self-Assessment Tool', and 'Data Profile User Guide', each with a brief description.

## Resources

- Resource Center
- Self-Assessment Tool
- Financial Assessment Tool
- Best Practice Form
- Data Profile

# INDIVIDUAL RECRUITMENT & RETENTION DATA PROFILE

- 55 Data Points from 10 Data Sets
- Individual Workforce Numbers
- National Benchmarking
- Email for electronic copy to be shared with CEO



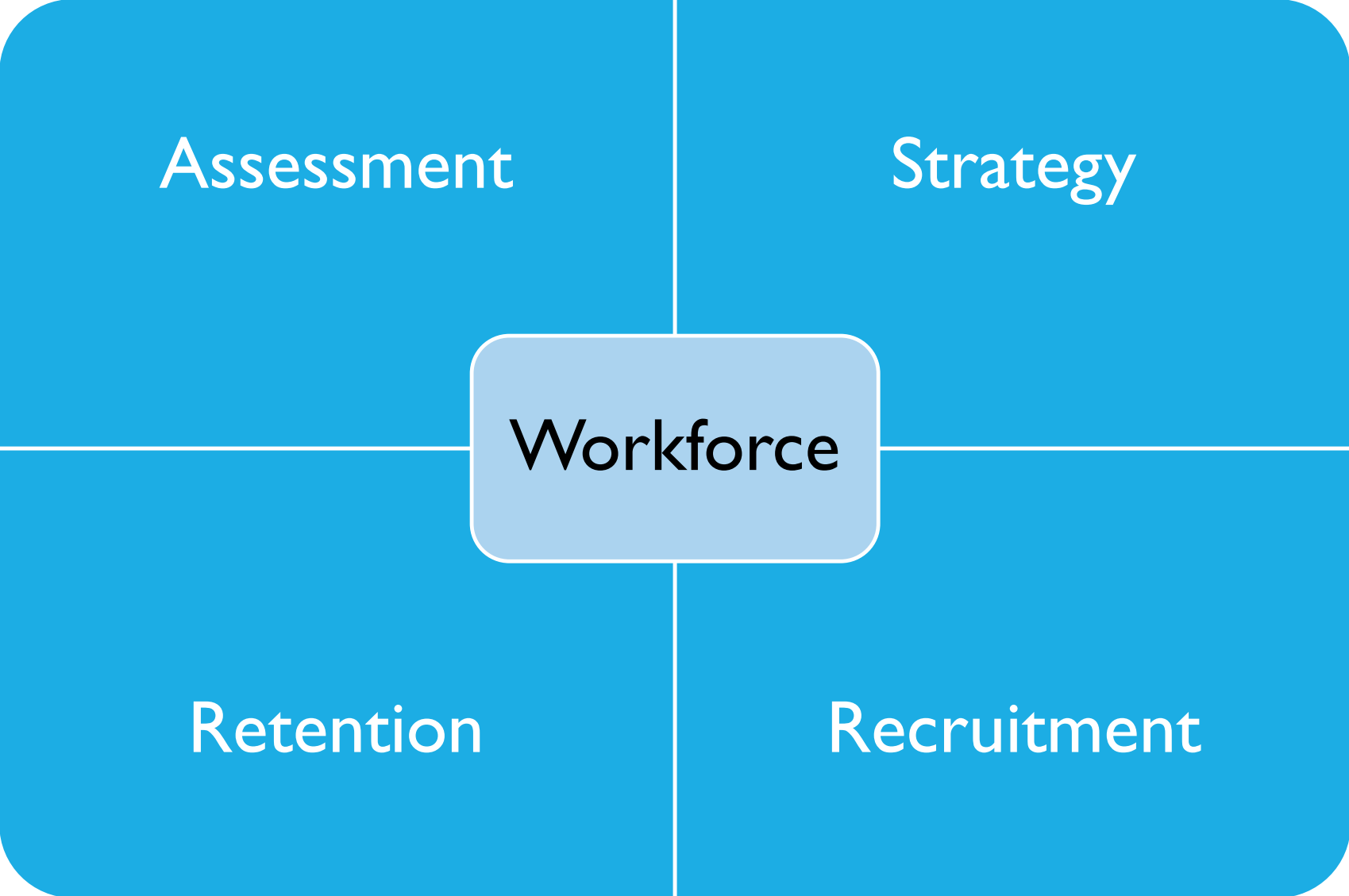
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## Assistance

- Office Hours
- Phone Consultations
- Research Consultations
- Webinar Series & Recordings
- PCA Trainings

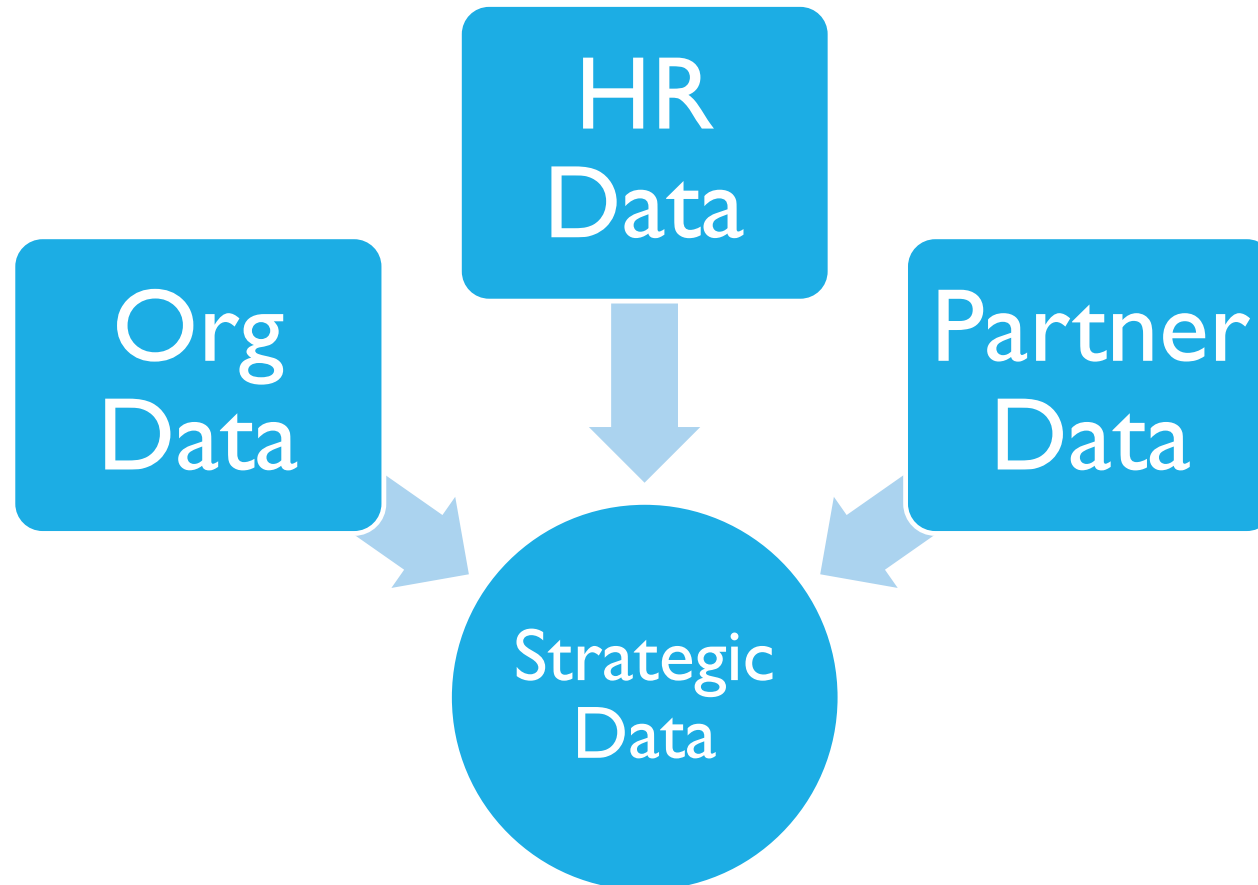








# ASSESSMENT



# ASSESSMENT

## Org Data

- UDS Information
- National Benchmarks
- Growth Plan

## HR Data

- Time-to-Fill
- Turnover Rates
- Anticipated Turnover

## Partner Data

- Community Partner Plans
- Staff Satisfaction
- Funders Interests

# ASSESSMENT RESOURCES

## Org Data

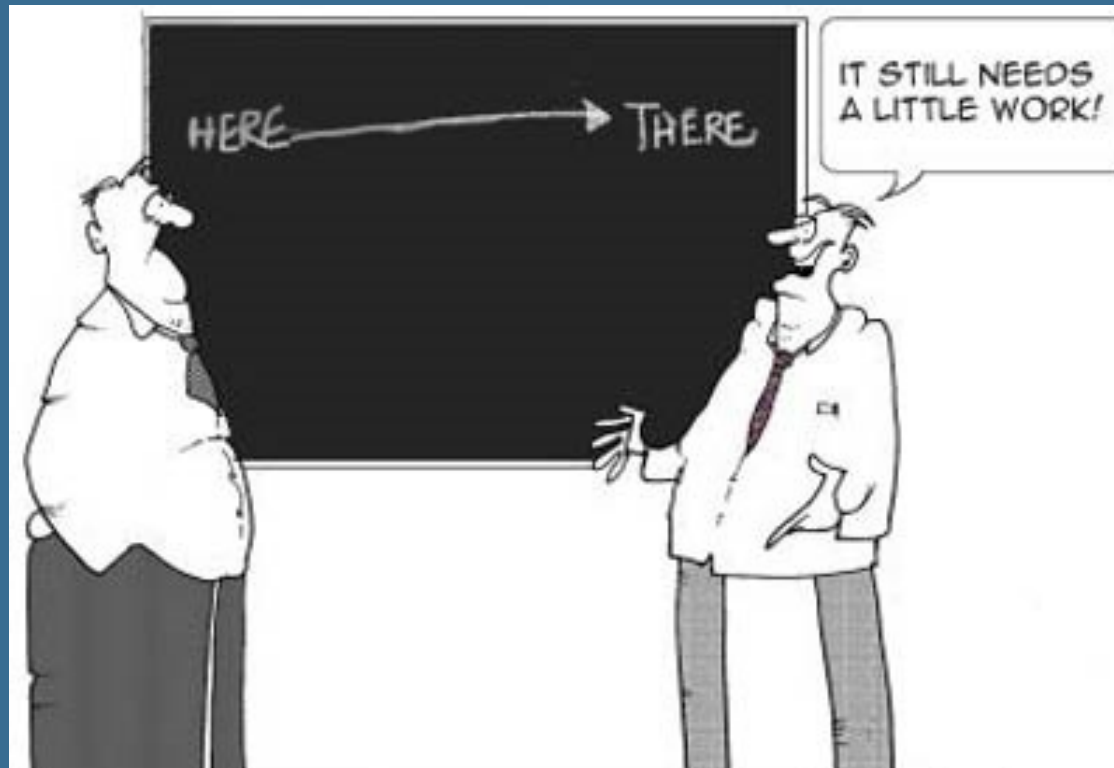
- Data Profiles
- User Guide

## HR Data

- Self-Assessment Tool
- Financial Assessment Tool

## Partner Data

- Staff Satisfaction Templates
- Funders Interests



# STRATEGY

## Community

- Demographics
- Cultural Needs

## Organization

- Workforce Data
- Culture & Retention

## Marketplace

- Policy & Regs
- Payment

## Future

- Growth
- Timing

# STRATEGY RESOURCES

## Guiding Question

- How many of what kinds of staff will we need and when will we need them?

## Tools

- Recruitment and Retention Plan Template
- CapLink's Strategic Planning Manual
- Coming Soon: Strategic Planning Matrix

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**“I want you to find a bold and innovative way to do everything exactly the same way it’s been done for 25 years.”**



# RECRUITMENT

Partnerships

Processes

Realignment

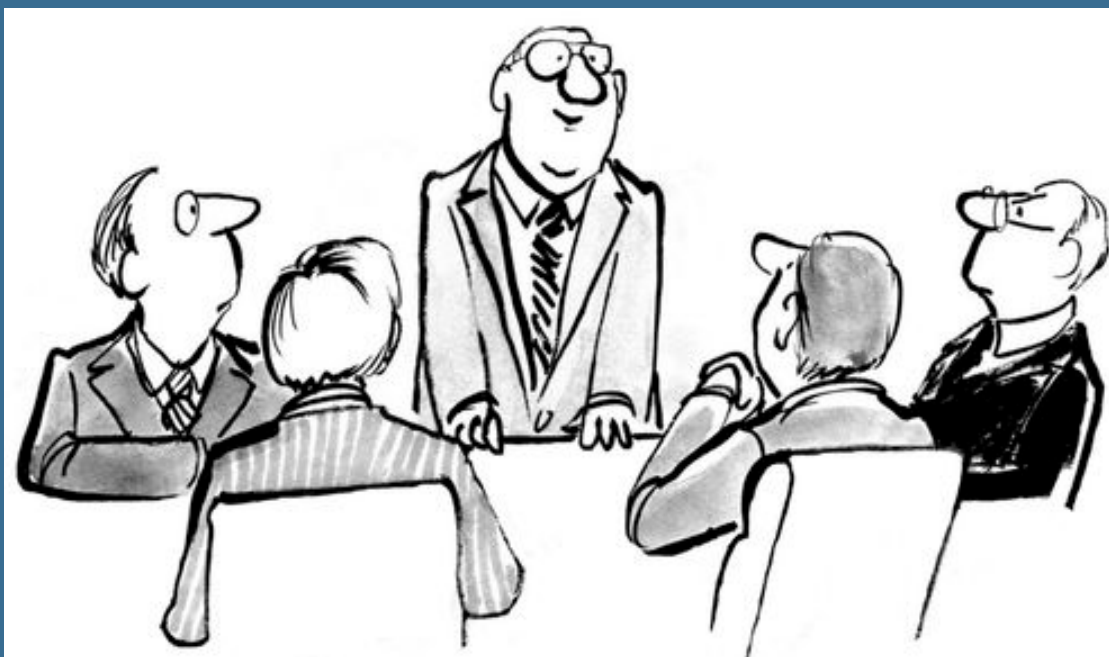
# RECRUITMENT RESOURCES

## Partnerships

- PCA: WPHCA
- PCO: WI Dept. of Health Services
- 3RNet: WI Office of Rural Health

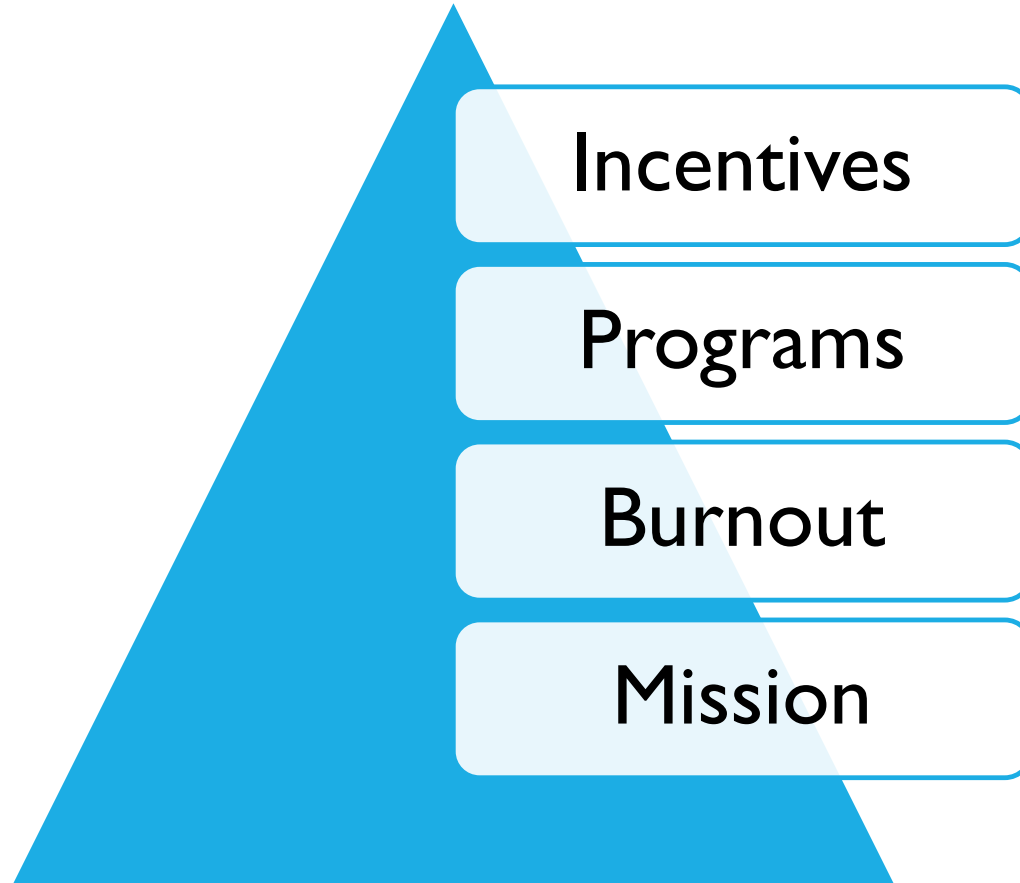
## Processes

- Developing a Plan
- Best Practices, e.g. Sourcing Candidates
- New Ideas, e.g. Interview Techniques



“What if, and I know this sounds kooky,  
we communicated with the employees.”

# RETENTION



# RETENTION RESOURCES

## Mission

- Alignment across all recruitment & retention processes
- Resource: Onboarding Checklist

## Burnout

- Administrative, clinical, and benefits supports to prevent burnout
- Resource: Stay Interviews

# RETENTION RESOURCES

## Programs

- Wellness and engagement programs supported by good communication
- Resource: CDC Worksite Health Score Card

## Incentives

- Broad incentive packages supported by good communication
- Resource: Recruitment Package Template



# Stay in touch!

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