



ACU Workforce Strategy Session  
Region 6 Action Plan 2017-2018

Objective	R&R Activity	Collaboration Opportunities	PCAs Involved
<i>Increase retention of all staff</i>	Health center retention plans & strategic workforce plans	<ul style="list-style-type: none"> <li>Utilize ACU retention plan template &amp; strategic workforce planning template</li> <li>Identify regional themes and strategies</li> </ul>	Region 6
	Surveys on staff engagement, tenure, etc.	<ul style="list-style-type: none"> <li>Share templates</li> <li>Share data</li> <li>Identify “ideal” tenure rates</li> </ul>	LA TX
	Training sessions via conferences and webinars on workforce topics	<ul style="list-style-type: none"> <li>Share agendas &amp; speakers</li> <li>Share speaker &amp; session evaluation data</li> <li>Participate in ACU T/TA curriculum planning</li> <li>Joint sessions on how to use data for this work</li> </ul>	Region 6
	Customer Service Training	<ul style="list-style-type: none"> <li>Share curricula and speakers and dates</li> </ul>	OK TX

	Clinical and leadership development training opportunities for current staff	<ul style="list-style-type: none"> <li>• Share curricula and speakers</li> <li>• Work closely with clinical/quality PCA staff to align quality/workforce integration</li> </ul>	Region 6
	HR Peer Network	<ul style="list-style-type: none"> <li>• Share agendas</li> <li>• Joint agenda items</li> </ul>	AR – coming soon! TX – listserve
<i>Increase data-driven, strategic decision-making about workforce at both the PCAs and the health centers</i>	Needs assessment	<ul style="list-style-type: none"> <li>• Share questions across the region</li> <li>• Share timing, technology, and other logistics information</li> </ul>	Region 6
	Compensation survey	<ul style="list-style-type: none"> <li>• Share definitions and questions</li> <li>• Contact CHAMPS about their comp survey info (ACU to assist)</li> <li>• Joint questions</li> <li>• Share data</li> <li>• Coordinated/joint TA on how to use this data</li> </ul>	Region 6
	Collect HR metrics	<ul style="list-style-type: none"> <li>• Share templates</li> <li>• Joint training for health centers on use</li> <li>• Share data</li> </ul>	LA – plans to start TX – plans to start basic HR data

		<ul style="list-style-type: none"> <li>• Explore web-based technology for regional analysis</li> <li>• Utilize emerging ACU resources on turnover data</li> <li>• Ongoing regional discussion about types of metrics, their utility, and strategies for collecting and analyzing them</li> </ul>	AR – potential topic for discussion within HR network
	Analyze workforce data from UDS	<ul style="list-style-type: none"> <li>• Collaborate on approach to analyzing and understanding data</li> </ul>	Region 6
	Analyze state & national data on clinical shortages	<ul style="list-style-type: none"> <li>• Share policy language on relevant regulations re: scope of practice, telemedicine, and licensure across states</li> </ul>	Region 6
<i>Increase pipeline awareness of health centers as employers</i>	Presentations at medical & dental school and training programs	<ul style="list-style-type: none"> <li>• Share presentation templates</li> <li>• Jointly branded materials</li> </ul>	Region 6
	Partnerships with training schools and programs on overall marketing and networking	<ul style="list-style-type: none"> <li>• Share partnership structures</li> </ul>	AR OK

	Collect information on current pipeline training activities and relationships	<ul style="list-style-type: none"> <li>• Participate in ACU's health professions assessment</li> <li>• Share templates for lists</li> </ul>	TX – interested AR – interested
<i>Increase successful recruitment at health centers</i>	Attend and host job fairs and networking opportunities	<ul style="list-style-type: none"> <li>• Share agendas</li> <li>• Share successful practices</li> <li>• Review ACU archived webinar from PA PCA</li> </ul>	LA TX AR
	Work with PCO on HPSA Scores	<ul style="list-style-type: none"> <li>• Share successful data sets and practices</li> </ul>	AR OK
	Develop process for sharing clinicians across state lines	<ul style="list-style-type: none"> <li>• Discuss! Ideas: share marketing materials, links to job boards, warm hand-offs</li> </ul>	Region 6
	Direct recruitment	<ul style="list-style-type: none"> <li>• Share information on program structures, fees, etc.</li> <li>• In-service on annual workplan</li> </ul>	TX – Successful program! LA – Candidate sourcing OK – Interested
	Utilize 3RNet	<ul style="list-style-type: none"> <li>• Share information on utilization structures and strategies</li> </ul>	TX OK

*\*This Action Plan was developed during an in-person regional strategy session. The document represents ideas generated during that discussion, and is not binding or reflective of a firm commitment on the part of any participating organization.*