

PCA & HCCN PROFESSIONAL DEVELOPMENT SERIES

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SUZANNE SPEER
SENIOR DIRECTOR, WORKFORCE DEVELOPMENT

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<http://www.chcworkforce.org>

ASSOCIATION OF CLINICIANS FOR THE UNDERSERVED

Access to Care & Clinician Support

Recruitment & Retention

National
Health
Service Corps

Resources

Training

Networking

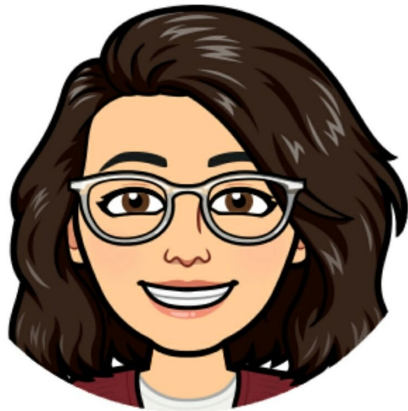
STAR² CENTER



STAR²CENTER
SOLUTIONS TRAINING AND ASSISTANCE
FOR RECRUITMENT & RETENTION

www.chcworkforce.org

STAR² CENTER STAFF



Mariah Blake

mblake@clinicians.org



Sabrina Edgington

sedgington@clinicians.org



Michelle Fernandez

mfernandez@clinicians.org



Suzanne Speer

sspeer@clinicians.org

HOUSEKEEPING

- This session is being recorded and the **recording** will be sent via email to everyone who registered
- Use the **Chat** box to ask questions and share comments and thoughts
- Send a message to **Mariah Blake** if you are experiencing technical difficulties.
- Please complete the **evaluation** at the end of the session

GOALS FOR TODAY

Explore the importance of retention as an overall part of the workforce plan

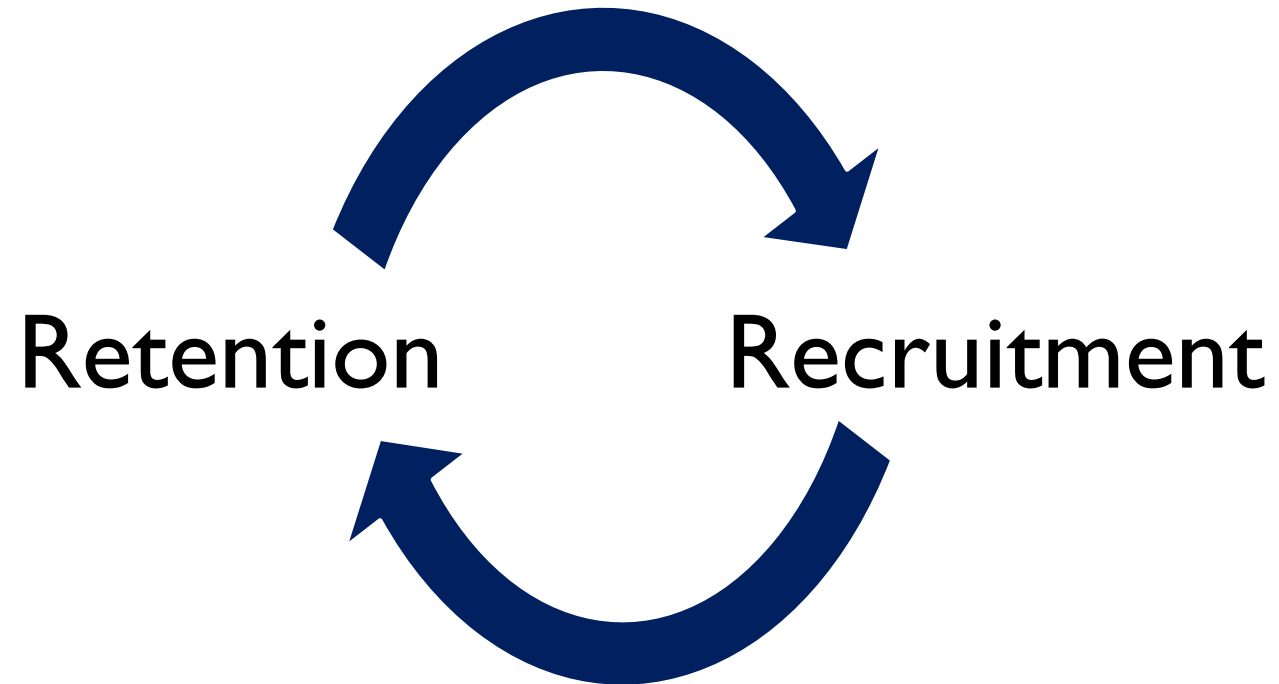
Review tools and resources to assist health centers in their efforts to develop a comprehensive workforce plan

Share health centers' successes with retention

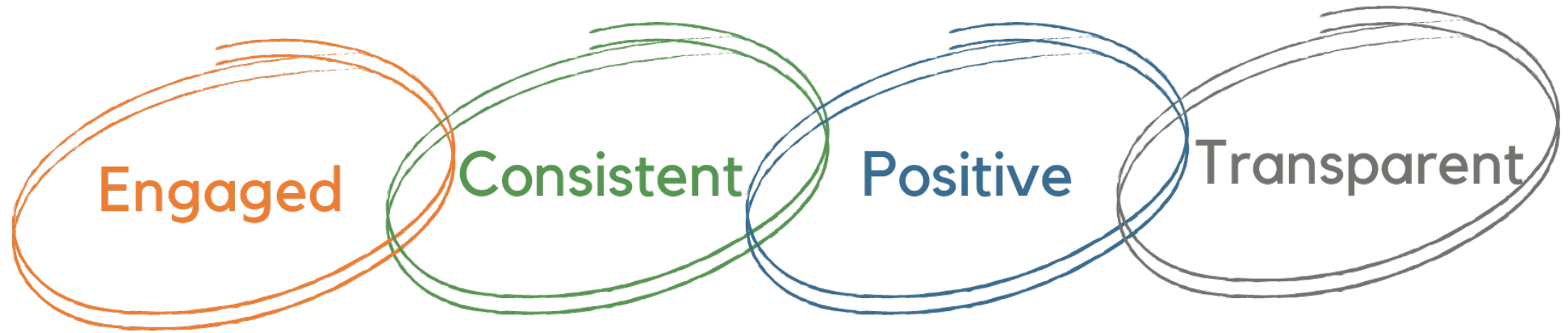
RETENTION – BEFORE RECRUITMENT

The best strategy to minimize recruitment problems is to retain providers in the long term. Understanding retention issues can help your health center focus recruitment on candidates who might best fit into your health center culture and environment.

RETENTION AND RECRUITMENT CYCLE



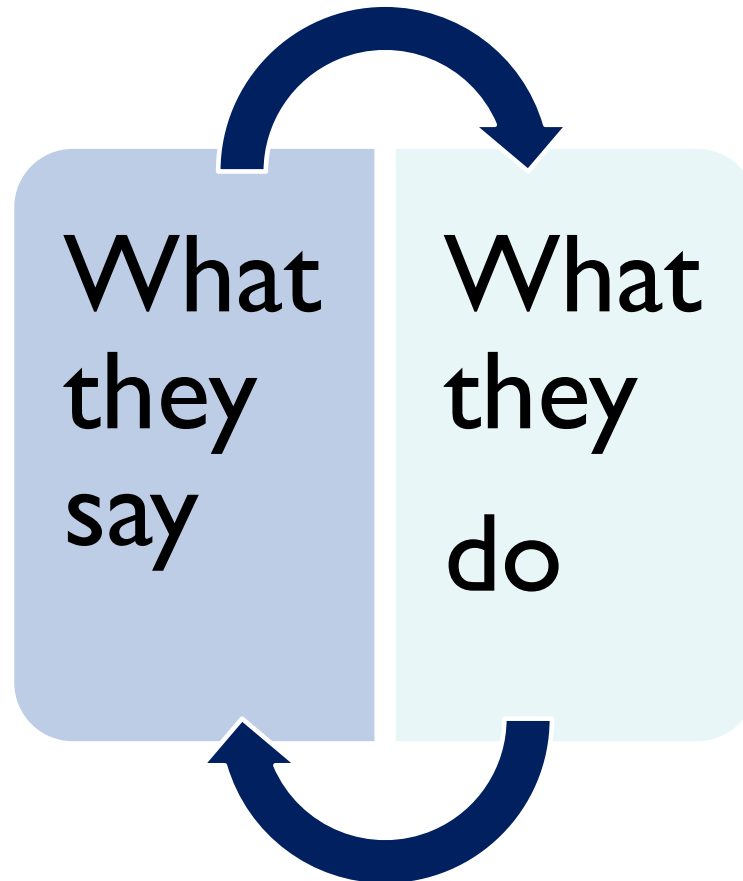
FEATURES OF A CULTURE OF RETENTION



RETENTION PLANNING PROCESSES



MISSION ALIGNMENT



MISSION & RETENTION



INTERVIEWING FOR MISSION

- Candidate Diversity
- Interview Questions
- Interview Process

MISSION!

Alignment of a health center's mission with provider beliefs and values is **CRITICAL**



STRATEGIES THAT INCORPORATE MISSION



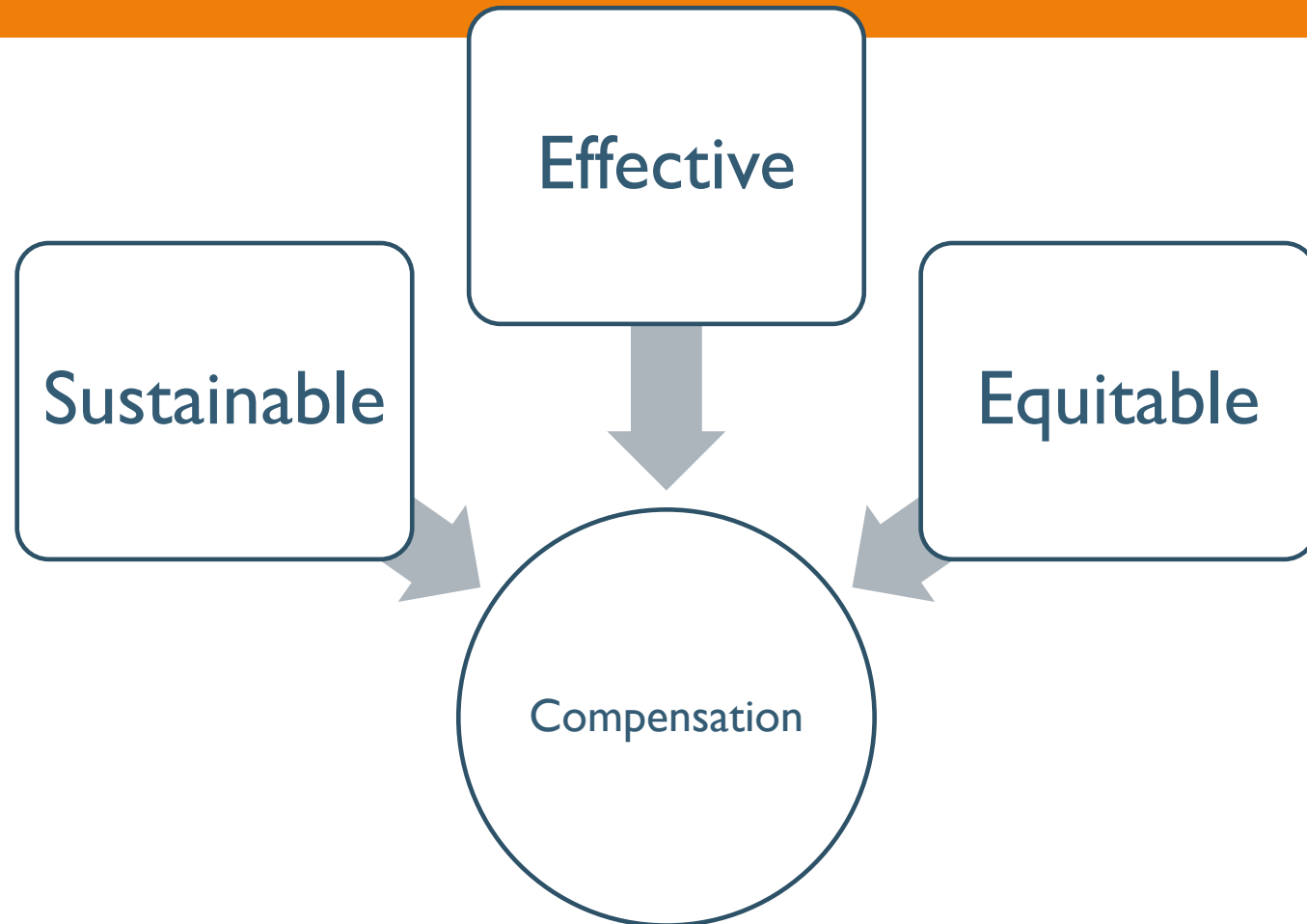
STRATEGIES: MISSION

What strategies are your health centers using to incorporate **MISSION** in their retention efforts?

RETENTION: COMPENSATION AND BENEFITS



COMPENSATION PROGRAM



COMPENSATION

Strategy

Work-Life
Balance

Finances

Recreation

STRATEGIES: COMPENSATION & BENEFITS

What **COMPENSATION & BENEFITS** strategies are your health centers using in their retention efforts?

RETENTION: WORK SCHEDULES



RETENTION: WORK SCHEDULES

Flex Hours

Part-Time

Job-Sharing

Limited Call

STRATEGIES: WORK SCHEDULES

How are your health centers using **WORK SCHEDULES** in their retention efforts?

RETENTION: CAREER PATH



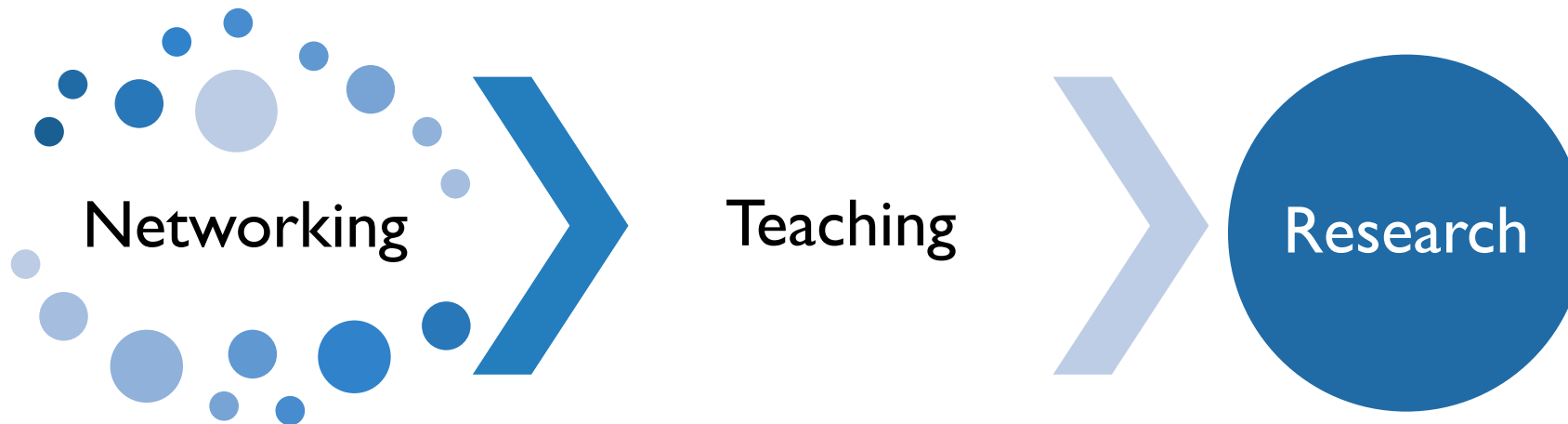
CAREER PATH



CAREER PATH: TRAINING



CAREER PATH: SPECIAL PROJECTS



CAREER PATH: FINANCIAL SUPPORT

Tuition

Associations

Resources

STRATEGIES: CAREER PATHS

How are your health centers using **CAREER PATHS** in their retention efforts?

RESOURCES!

- R&R Plan Template & Tools
- Financial Assessment Tool
- Compensation Assessment Tool
- Archived Compensation Planning Webinar Series
- Health Center Data Profiles



QUESTIONS?



WHAT'S NEXT?

Next Session

February 11th @ 3pm Eastern

Recruitment Planning

STAY IN TOUCH!

info@clinicians.org

chcworkforce.org

clinicians.org

844-ACU-HIRE