



Using Your Data Profile Dashboard, Session 1

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YOUR PRESENTER



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Underserved (ACU)**

LAND ACKNOWLEDGEMENT



This presentation was created on, and is being given from unceded territories of the Monacan people in Richmond, VA.

We humbly offer gratitude and respect to the elders, past and present citizens of these tribes, and to all indigenous peoples that are historically and contemporarily tied to the lands that make up Richmond, VA.

(Check out this resource to see whose land you're occupying: <https://native-land.ca/>.)

HOUSEKEEPING



- This session is being recorded and the **recording** will be sent via email to everyone who registered
- Please use the **Chat** box to ask questions and share comments (use the drop down box and select all participants and panelist so everyone can see your questions/comments)
- Contact **Mariah Blake** if you are having any technical difficulties
- Please complete the **evaluation** at the end of the session

Access to Care & Clinician Support

Recruitment & Retention

National
Health Service
Corps

Resources

Training

Networking

- National Cooperative Agreement awarded in 2014
- Funded by the Bureau of Primary Healthcare
- One of 21 National Training and Technical Assistance Partners (NTTAPs)
- Produces **FREE** Resources, Training, and Technical Assistance

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USING YOUR DATA PROFILE DASHBOARD

WEBINAR SERIES



- **June 22, 3-3:30p.m. ET:** Data Profile Dashboard Overview
- **June 23, 3-3:30p.m. ET:** Using Data to Inform Your Workforce Efforts
- **June 24, 3-3:30p.m. ET:** Demo and Features of a Data Profile Dashboard

WORKFORCE IS THE FUEL



A Health Center with a full tank identifies workforce as an essential organizational issue, invests in appropriate operational and staffing resources, and has some key features...

Core Components

Data-Informed
Workforce Plan

Equitable &
Effective
Compensation
Structure

Positive Culture
Focused on
Engagement

Tested
Recruitment &
Retention
Strategies

Health
Professions
Training Program

Chief Workforce
Officer

High-Functioning
Managers

Policies that
Support Diversity
& Cultural
Respect

DATA INFORMED WORKFORCE PLAN



Uses organizational, human resources, and community data to help develop a realistic and dynamic plan for staffing.





WITHOUT DATA...

You're Just Another
Person With an Opinion

-W. Edwards Demming

Are you familiar with the
Data Profile Dashboards?

How comfortable are you with
diving into workforce data?
Why or Why not?

DATA PROFILE DASHBOARD APPROACH



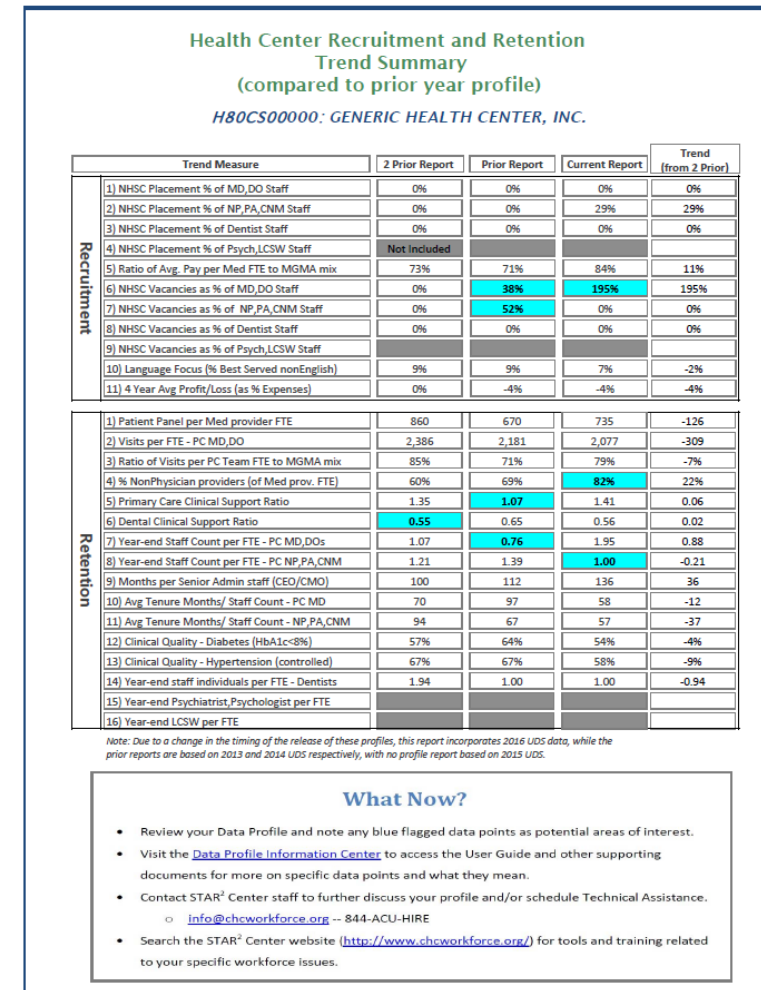
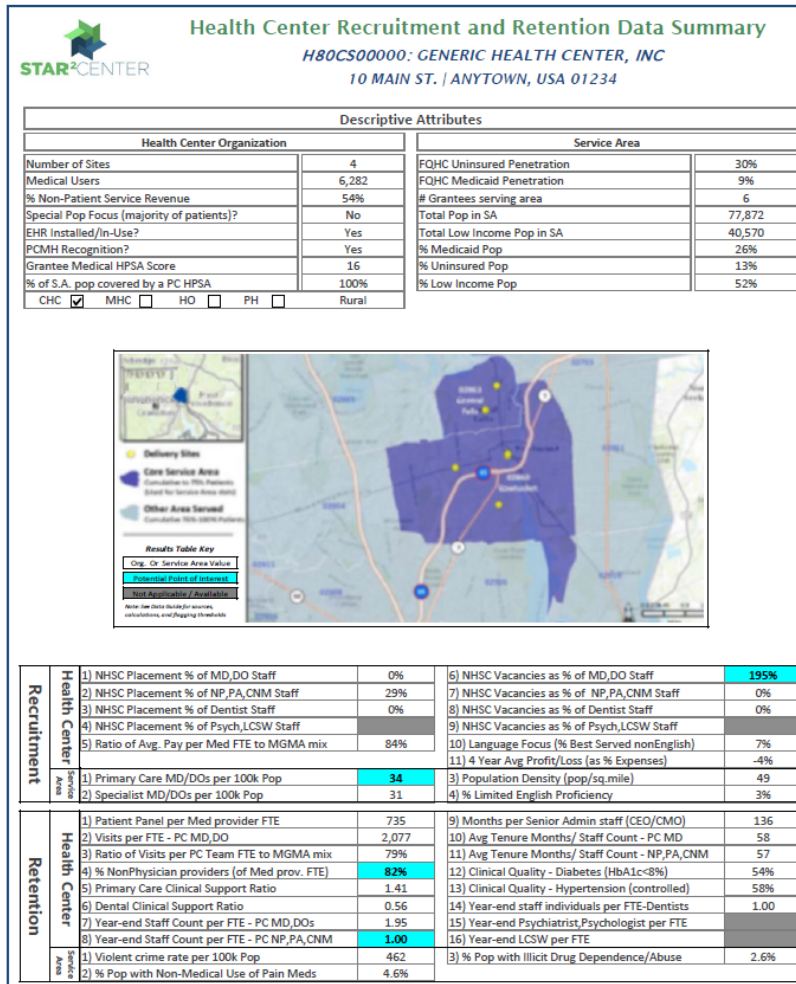
- What workforce data is available?
- How do we use that data to understand workforce issues broadly?
- How do we use that data to help health centers identify their own specific pressure points?

DATA PROFILE DASHBOARDS



- Began as PDF Reports (2015-2018); Now a dashboard in Tableau
- Produced and distributed annually to health center CEOs
- Utilized by health centers, state and national partners to start conversations about workforce

Previous Data Profile Reports (2015-2018)



DATA PROFILE DASHBOARDS



- Data visualization (interactive maps/charts/graphs)
- Interpret what the data means
- Drill down on data elements and service area characteristics
- Compare your organization to other health centers on each measure
- Focus on comparison group of best relevance
- Examine trends in your data and the data for comparative groups
- Health Centers view their own data
- PCAs view data from the perspective of any health center in their state





DATA PROFILES

With context, allow you to see the STORY of your health center workforce

USING YOUR DATA PROFILE DASHBOARD

WEBINAR SERIES: COMING UP!



- **June 23, 3-3:30p.m. ET:** Using Data to Inform Your Workforce Efforts
- **June 24, 3-3:30p.m. ET:** Demo and Features of a Data Profile Dashboard

DATA PROFILE DASHBOARDS – 2021

KEY DATES



- June 22,23,24: Webinar Series
- June 28: Release to Health Centers
- July 1: Release to PCA Staff (if signed DUA on file by 6/30)
- Ongoing: 1:1 TA

THANK YOU!

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