What's New in Your Health Center's Recruitment & Retention Data Profile Dashboard

Each year, the data measures collected vary depending on HRSA priorities, UDS data collection metrics, and other factors. These changes can offer insight into previously unexplored trends and developments. This year, the STAR² Center Data Profile Dashboards include the additions listed below:

What's new:

- Now using Bureau of Labor Statistics (BLS) median salary data (formerly MGMA data) and Uniform Data System (UDS) median productivity to provide national base values for salary and provider productivity for comparison.

> **Without data, you're just another person with an opinion.**
>
> — W. Edwards Deming

New to the Resource Center:

- C-Suite Toolkit: Health Professions Education and Training (HP-ET) for Recruitment and Retention
- Equal Pay for Equal Work of Equal Value: Establishing Pay Equity Principles to Advance Workforce Financial Wellness
- Financial Assessment for Provider Turnover Tool
- Health Center Onboarding Checklist
- Health Professions Education and Training Financial Impact Assessment Tool
- The Growing Provider Shortage: Building the Case for Developing an HP-ET Program
- Working with Minority-Serving Institutions to Enhance and Diversify Recruitment Pathways

FILLING YOUR HEALTH CENTER TANK FOR RECRUITMENT & RETENTION

The fuel for high-quality patient care is a robust workforce. While it might be different at each organization, every health center has some of its energy powering their organizational efforts.

The Association of Clinicians for the Underserved (ACU) operates the Solutions, Training, and Assistance for Recruitment and Retention (STAR²) Center through a National Cooperative Agreement from HRSA's Bureau of Primary Health Care (BPHC) as one of the nation's 22 National Training and Technical Assistance Partners (NTTAPs).

The STAR² Center offers a number of learning opportunities, including live and archived webinars, in-person trainings, learning collaboratives, a dynamic resources center, self-paced courses, tools, individual technical assistance, and more. These free resources are designed to support health centers with any amount of fuel in their workforce tank. Explore the highlighted activities for each of the key health center features below, and reach out to the STAR² Center team at any time for information and assistance.

We're here with tools to help you fill your tank!

Data-Informed Workforce Plan
- Financial Assessment for Provider Turnover Tool
- Using HR Metrics Self-Paced Course
- Workforce Data Profile Dashboards
- Workforce Self-Assessment Tool

Chief Workforce Officer (CWO)
- Core Competencies of a Chief Workforce Officer
- Chief Workforce Officer Toolkit
- STAR² Center – Making of a Chief Workforce Officer
- STAR² Center Talks Workforce Success Podcast (Season One: Chief Workforce Officers)

High-Functioning Managers
- Coaching and Mentoring Webinar
- Communicating Across Generations Webinar
- Engaging High-Functioning Managers for Retention Self-Paced Course
- Manager Training and Engagement Webinar Series
- Manager Training Toolkit
- Strategies to Provide Productive Feedback to Your Employees Webinar

Policies that Support Diversity and Cultural Respect
- Building Back Better: Utilizing Lessons Learned during COVID-19 for Inclusivity and Retention Webinar Series
- Building an Inclusive Organization Toolkit
- Building an Inclusive Organization Webinar Series
- Clinician Perspectives on Racism in the Healthcare Workforce Webinar

Positive, Consistent Culture, Focused on Engagement
- Administrative Strategies to Reduce Burnout Webinar Series
- Burnout Self-Assessment Tool
- Developing an Effective Employee Engagement Plan Self-Paced Course
- Self-Care for the Health Center Workforce Practical Guide
- STAR² Center Talks Workforce Success Podcast (Season Three: Employee Self-Care)
- Turnover Calculator
- Turnover Tool Webinar Series

Health Professions Training Program
- Advancing Health Center Retention & Recruitment Through HP-ET Webinar Series
- Assessment of Health Professions Training in Health Centers Report
- C-Suite Toolkit: Health Professions Education and Training for Recruitment and Retention
- Finding a Way Forward: Retaining & Recruiting Medical Assistants and Dental Assistants in the Changing Workforce Landscape Webinar Series
- Perspectives from the Field: Retaining Medical Assistants and Dental Assistants Paper
- STAR² Center HP-ET Financial Impact Assessment Tool
- The Growing Provider Shortage: Building the Case for Developing an HP-ET Program
- Working with Minority-Serving Institutions to Enhance and Diversify Recruitment Pathways

Tested Recruitment and Retention Strategies
- Administrative Strategies for Increased Retention Self-Paced Course
- Advertising and Sourcing Candidates Self-Paced Course
- Building the Recruitment Team Self-Paced Course
- Effective Onboarding Strategies Self-Paced Course
- Equal Pay for Work of Equal Value: Establishing Pay Equity Principles to Advance Workforce Financial Wellness
- Exploring and Using the Retention & Recruitment Plan Template Webinar Series
- Health Center Comprehensive Workforce Plan Template
- Special Considerations for Recruiting & Retaining Mental Health Providers Webinar Series
- Pay Equity Checklist
- Recruitment Budget Self-Paced Course
- Screening and Interviewing Candidates Self-Paced Course
- Special Considerations for Recruiting & Retaining Mental Health Providers Self-Paced Course
- Strategic Workforce Planning Workbook

The STAR Center is a project of the Association of Clinicians for the Underserved

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