

Future State

Overview:

As one of the prescribed DSRIP Workforce Milestones, Bassett PPS LLC, d.ba. Leatherstocking Collaborative Health Partners (LCHP) was required to conduct a Future State Staffing Analysis. The Future State Staffing Analysis was designed to ensure the PPS considered potential DSRIP impact on the workforce in terms of new hires; redeployments; retraining; and other possible transitions. Health WorkForce New York (HWNY), the contracted workforce vendor for LCHP, worked with LCHP partners and staff to gather, review, and prepare workforce data in accordance with New York State Department of Health (NYSDOH) guidelines. The data collected through this process was used in conjunction with data from the recent Compensation & Benefits Analysis and the LCHP Training Strategy to inform the workforce Gap Analysis and Transition Road Map (i.e. workforce strategic plan) also due to NYSDOH on 09/30/16.

Sources of Data:

Utilizing a series of in person meetings and follow up phone calls, HWNY and LCHP were able to collect future state data from a total of 14 partners, including Bassett Healthcare Network (the lead agency for the PPS). Each partner was contracted to participate in multiple projects with the PPS, and staffing projections were based on project involvement. See Figure 1 below for a complete list of participating partners and projects.

Partner Name	Projects
A.O. Fox Hospital	Palliative Care; MHSA; Behavioral Health; INTERACT; PCMH; Asthma, Hospital Home Care
At Home Care, Inc.	Palliative Care; Hospital Home Care
Bassett	PCMH; Withdrawal Management; Behavioral Health; Asthma; Navigation; PAM; Palliative Care; Hospital Home Care; MHSA;
Catskill Area Hospice and Palliative Care	Navigation; PAM; Palliative Care; Hospital Home Care
Community Health Center	Hospital Home Care
Community Memorial Hospital	MHSA; Behavioral Health; PCMH; Asthma
Crouse Community Center	INTERACT
Little Falls Hospital	Tobacco Cessation; Navigation; PAM; Palliative Care; MHSA; Behavioral Health; INTERACT;