

**Refuah Community Health Collaborative
Workforce Training Strategy Timeline**



<p style="text-align: center;">DY2 Phase 1 2016/2017</p>	<p style="text-align: center;">DY3 Phase 2 2017/2018</p>	<p style="text-align: center;">DY4 Phase 3 2018/2019</p>	<p style="text-align: center;">DY5 Phase 4 2019/2020</p>
<ul style="list-style-type: none"> • Workforce Training Strategy: Development and approval of Workforce Training Strategic plan. • Workforce Transition Roadmap: Development and approval of Workforce Transition Roadmap. • Job Description: Development and approval of job description (s) for newly identified positions and revision of existing positions as needed. • Clinical Quality and Performance Reporting: 	<ul style="list-style-type: none"> • Recruitment and Retention: Interview and hiring of eligible staff with emphasis on newly identified positions (e.g., patient coordinator / navigators, peer support worker, community health worker) and hard to fill positions (e.g., Behavioral Health providers, primary care providers). • Create a Workforce Project Team: Develop a workforce project team from various PPS members to oversee the implementation and ongoing evaluation of the Workforce 	<ul style="list-style-type: none"> • Training and Development: Implementation of workforce training program for: new hire, retrained and/or redeployed staff. Initial focus of the training will be on positions requiring intensive training and more upgraded skill sets. • Training Core Components: Two central topics are embedded into the core components of the entire workforce training: Cultural Competency and Health Literacy. Evaluation of staff competency on this core 	<ul style="list-style-type: none"> • Ongoing Training and Development: Continue to train and develop the workforce. • Ongoing Evaluation: Continue to evaluate and make changes/revisions as needed. Use the rapid cycle improvement and process mapping methodologies for continuous quality improvement.

<p>Development and approval of clinical quality and performance reporting.</p>	<p>Training strategy within scheduled timeline.</p> <ul style="list-style-type: none"> • PPS Collaboration: Identification and collaboration with key resources within the PPS with expertise on training and resources that can be shared with other members. • Vendor(s) Collaboration: Identification and collaboration with potential vendor(s) (e.g., 1199 SEIU) with expertise in workforce training and development to plan training programs for various levels of workforce. • Curriculum Development: Development of various curricula tailored to the needs of the different levels of the workforce. • Online Learning Directory: Development of a learning directory of online and live resources for learning /training and best practices that will be available to all PPS partners at no or low cost. 	<p>components is crucial to meeting DSRIP goals</p> <ul style="list-style-type: none"> • Recruitment and Retention Strategies: <ul style="list-style-type: none"> ➤ Potential for creating and developing career pathways, career ladders, and certification programs to attract and retain qualified candidates especially in hard to fill position. ➤ Evaluate current recruitment practices and retention methods and make changes as needed to attract and retain qualified employees. ➤ Develop the above retention programs with 1199SEIU to provide career opportunities to employees. ➤ As a retention strategy, identify and evaluate available scholarships, loan repayment and loan forgiveness programs that our workforce may be eligible for. 	
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