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# Comprehensive Workforce Planning

In Community Health Centers

# Glossary

- ▶ HPET - Health Professions Education and Training, everything from residency programs to medical assistant training
- ▶ RTAT - Readiness to Train Assessment Tool, created by CHC Inc. to measure health centers' capability to engage in HPET
- ▶ CWP - Comprehensive Workforce Plan...still being defined, but we're supposed to start helping our health centers write one

# What Is HRSA Requiring of PCAs?

- ▶ Year One - Hire an FTE in workforce, encourage FQHCs to take the RTAT
- ▶ Year Two - Facilitate 50% of FQHCs taking the RTAT to complete a comprehensive workforce plan
- ▶ Year Three - Work with other FQHCs to complete a workforce plan - Build HPET capacity

# Challenges

- ▶ Understanding HRSA's goals
- ▶ Significant inexperience among new staff and many PCAs
- ▶ Understanding the RTAT
- ▶ What is a comprehensive workforce plan?

# Solutions Thus Far

- ▶ Working collaboratively with other PCAs (HOTEL PAPA ECHO TANGO Slack channel)
- ▶ Integrated Works peer networking
- ▶ Small group effort to develop a CWP framework and fillable PDF
- ▶ Peer networking by NWPCA – Educational Health Center Initiative <https://educationhealthcenter.org/>
- ▶ STAR2 Center Activity

# What's Going on in Pennsylvania

- ▶ Promoted RTAT
- ▶ CWP learning collaborative

# 6½ Steps to a CWP

- ▶ Team Building / Defining a Comprehensive Workforce Plan / Diversity, Equity and Inclusion
- ▶ Using Data to Inform Your Planning
- ▶ Growing Your Own
- ▶ Recruitment
- ▶ Recruitment - Bridging the Gap between Recruitment and Retention
- ▶ Retention
- ▶ Implementation

# What Does This Mean to You?

- ▶ If you're a PCA, you know what this means
- ▶ If you're a PCO or SORH, you will now have more workforce activity from your PCA. How can you support that? How can you clue them into 3RNET?