ASSESSING THE RECRUITMENT AND RETENTION EFFORTS OF A FQHC WORKFORCE

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EXECUTIVE DIRECTOR
TODAY’S ACTIVITIES

✓ Identify national workforce resources
✓ Identify key workforce considerations
✓ Laugh at Craig’s jokes
The Association of Clinicians for the Underserved (ACU) is a nonprofit, transdisciplinary organization of clinicians, advocates and health care organizations united in a common mission to improve the health of America’s underserved populations and to enhance the development and support of the health care clinicians serving these populations.
STAR² CENTER

Solutions, Training, and Assistance for Recruitment and Retention

www.chcworkforce.org
OUR PHILOSOPHY

- Use Data
- Create a Workforce Plan
- Recruitment
- Retention
HOW DO WE GET WHERE WE’RE GOING?

➢ How many of what kinds of staff do you need and when do you need them?

➢ What do you need to get and keep those staff?
RESOURCES

- Data Profiles
- Self-Assessment Tool
- R&R Plan Template
- Financial Impact Tool
- Self-Paced Courses
- Newsletter
SELF-ASSESSMENT TOOL

- Designed to help identify strategies to assist you with your recruitment and retention efforts

http://chcworkforce.org/acu-self-assessment-tool
Health Center Provider Retention & Recruitment Plan Tools

Instructions

Template

Action Plan

http://www.chcworkforce.org
STAR² CENTER RECRUITMENT & RETENTION PLAN TOOLS

Purpose:
Assist health centers in developing a written Retention and Recruitment plan. The Retention and Recruitment Plan Template provides a structure and thought process for improving retention and recruitment practices.

Recruitment Resources

National Health Service Corps

3RNet

ACU Career Center

Recruiters
“What if, and I know this sounds kooky, we communicated with the employees.”
STAY INTERVIEWS

- Weekly-Monthly Check-Ins
- What’s energizing you?
- What’s challenging you?
- What would you like to share?
- What questions do you have?
Determine actual cost of provider turnover

SELF-PACED COURSES

- 4 Courses Currently - More on the Way!
- 101-level Courses
- 30 Minutes Each
- Anytime, Anywhere!

https://chcworkforce.elearning247.com/
SPRING STAR² CENTER HIGHLIGHTS

- Learning Collaboratives
- Clinician Burnout Webinar Series
- Onsite TA Sessions
ON-SITE TECHNICAL ASSISTANCE SESSION GOALS

- Provide direct TA
- Learn from field
- Strengthen PCA Relationship
- Share ACU Resources
Sign up to stay current on our latest tools and resources!

https://visitor.r20.constantcontact.com/manage/optin?v=001mviBI9VtTvI9iuQrjUW5eSQw2QxiLefWsjV3ZiaDkUKJpv5blxNy8594vwYus-xzjvLQ90Z7fdN-g4BjzFKD84hYX7QjBHe_wPLW0Kvnmk%3D
STAY IN TOUCH!

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