Crosscutting: Recruitment and Retention Action Plan

Broad Strategy: Recruitment and Retention					
Baseline: In certain allied health professions, healthcare employers encounter lack of required skills or a low supply of qualified recent grads to employ into open positions					
Objective	**Activities**	**Anticipated Outcome**	**Timeline**	**Lead and Resources**	**Evaluation Method**
Improve partnership coordination and collaboration to better align education and related resources with healthcare employer workforce needs	1. Work with current groups such as BACCC and professional organizations that are focused on alignment of education resources and employer needs 2. Identify gaps in partnerships to support innovative workforce solutions (such as partnerships between regulatory agencies and healthcare employers) 3. Identify high priority allied health professions with gap in skill/experience requirement and document root causes of gap (curriculum, clinical time) 4. Explore funding opportunities & policy changes for hospitals offering on site employer based training and residency opportunities (WIA, LMP Trusts, etc)	Strengthened effort in the state by combining forces between CHA members and other working groups Modifications of curriculum to match employer skill requirements Subsidized funding to offset cost of training intern or training new grads	Year 1	Lead: CHA Workforce Coalition Partners: healthcare employers, ed providers, WIBS, labor partners	CHA members will evaluate the value and outcomes of partnerships
Baseline: CHA members incur high cost of training that can be reduced by increasing scalability through joint employer training programs					
Evaluate joint employer training programs that reduce recruitment cost and workforce shortage	1. Establish a CHA working group of interested hospitals to assist in coordinating activities 2. Identify 1-3 high trend priority areas among CHA members 3. Document any promising practices in the focus areas and promote expansion and replication (e.g. internal staffing registry) 4. Promote known ROIs related to training incumbent workers for priority areas	Documented reduced employer cost of training in at least 1 allied health profession	Yrs 1-2	Lead: Interested CHA Workforce Coalition Members	Cost and quality comparison of training solo versus jointly

Crosscutting: Recruitment and Retention Action Plan

Baseline: The recent CHA Repository of Promising Practices may is not widely known as a resource to access or submit promising and best practices					
Increase the use of CHA's Repository of Promising Practices as a clearinghouse for successful partnership models and workforce planning/development projects	• Determine the Repository sections needing to be further developed or added • Identify resources required to update and maintain the Repository • Establish mechanism for collecting and disseminating best practices • Promote the repository and its content with stakeholders • Explore the use of a listserv for selected high interest areas where members could upload reports or post links	Recognition of the Repository as the healthcare employer source for workforce best practices Increase by 20% the number of submissions	Years 1-3	Lead: CHA Workforce Coalition	Measurement of increased submissions Measurement of increased web hits and downloads Documented replication due to Repository