

DSRIP WORKFORCE STRATEGY SPENDING

What you need to know for the report due 03/31/16



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NOTE: PPSs are advised to utilize an independent third party to assist in capturing wage specific data relative to reporting expenditures to ensure they do not inadvertently violate anti-trust laws. When in doubt, PPSs should contact legal counsel with respect to potential anti-trust issues.

WHAT IS THE IMPORTANCE OF WORKFORCE STRATEGY SPENDING?

- Financial penalties for *not* meeting the PPS commitment to workforce spending are significant.
- Specifically, a PPS that does not meet the Workforce Achievement Value (AV) will lose funding across *all* 11 projects.
- This penalty may be in the hundreds of thousands of dollars.

THERE ARE FOUR WORKFORCE STRATEGY SPENDING CATEGORIES:

- Retraining
- Redeployment
- New Hires
- Other
- ***Funds may be shifted from one category to another within the workforce budget, as long as the PPS stays true to their overall spend commitments.***

RETRAINING

- This category includes training and retraining for existing, newly hired, and redeployed staff relative to DSRIP projects/goals.
- PPSs should include the cost of training; training materials; and other costs incurred as a result of training.
- It is standard practice for employers to include the cost of paying staff to attend training as well as the cost to backfill staff for training.
- ***PPSs are advised to utilize an independent third party to assist in capturing wage specific data to ensure they do not inadvertently violate anti-trust laws.***

REDEPLOYMENT

- This category includes all other costs associated with redeployment (except for retraining as captured above).
- Examples of other costs associated with redeployment include:
 - Incentives to redeploy
 - Assistance to redeploy
 - Other costs incurred as a result of redeployment (i.e. testing, etc.)

NEW HIRES

- This category includes all costs associated with recruiting personnel under DSRIP projects/goals.
- Examples include the costs of:
 - Advertising
 - Testing
 - Incentives
 - Reimbursement of expenses relative to recruitment (i.e. travel and hotel)
 - Recruitment firms
- The cost of *onboarding* New Hires should be reported under Training/Retraining above.

OTHER

- This category includes all other costs associated with workforce not specified above.
- Examples include:
 - Workforce vendor fees and other consultant fees relative to workforce
 - Meeting costs associated with workforce
 - Salary/benefits for staff members whose primary job responsibilities are to manage PPS Workforce areas, such as coordination, development, and delivery of training.
- Ongoing costs associated with PPS Project Management staff cannot be charged to workforce funds (e.g. their salary, benefits, etc.); however, costs associated with hiring, retraining, etc. for those staff may be allocated appropriately under the appropriate budget category (or

categories). *Source: New York State Department of Health Workforce Guidance Issued 12/2/15.*

- ***PPSs are advised to utilize an independent third party to assist in capturing wage specific data to ensure they do not inadvertently violate anti-trust laws.***

TYPES OF TRAINING

- **Each PPS should include the cost of the following types of training, with respect to DSRIP:**
 - PAM Training
 - SBIRT Training
 - Cultural Competency/Health Literacy Training
 - Mandatory Training Relative to DSRIP
 - Insignia Training
 - HIT Trainings
 - Mental Health/Behavioral Health Training
 - Other DSRIP related trainings
- ***The above list is not meant to be exhaustive of all the possible trainings that may be included; these are only examples.***

TYPES OF RECRUITMENT

- **Each PPS should include the cost of recruiting the following new hires, with respect to DSRIP:**
 - Primary Care Physicians and Physician Extenders (NPs; PAs)
 - Social Workers
 - RN/Case/Care Managers
 - All PPS Staff Positions
 - Patient Navigators
 - Community Health Workers
 - Behavioral Health Workers
 - Patient Education Workers
 - Health Information Technology Workers
 - Other staff related to DSRIP
- ***The above list is not meant to be exhaustive of all the recruitment possibilities that may be included; these are only examples.***