



Workforce Development and Transition Team

Tuesday, November 24, 2015

Attendance and Action Plan

A=Absent E=Excused v = Attended

Committee Member	Title/Role	6/30/15	7/28/15	9/8/15	10/20/15	11/24/15	Date
Lenore Boris, JD, PhD.	Associate Dean, SUNY Upstate Medical University, Workforce Project Lead	v	v	v	v	v	
Cori Belles	Guthrie	v	E	v	E	E	
Donna Chapman	Director HR, Guthrie Corning Hospital	E	E	v	v	E	
Anne English	Employee Relations Director, UHS Chenango Memorial & Wilson	v	v	E	E	E	
Janet Hertzog	Director of Continuing Education & Workforce Development, SUNY Broome	E	v	v	E	E	
Emily Hotchkiss	Population Health Coordinator, Rural Health Network of SCNY	v	v	v	v	v	
Martha Hubbard	Director of Strategic Corporate & Community Partnerships, TC3	E	E	E	E	E	
Mary Hughs	Director of HR, Lourdes	E	E	E	E	E	
Keith Leahey		v	E	E	v	E	
Bonita Lindberg	HR, Cortland Regional Medical Center	E	v	v	v	E	

This meeting involves organizations which compete with each other. This meeting, including all formal and informal discussions, shall be conducted in full compliance with federal and state antitrust laws. Except for purposes of the DSRIP program, there shall be no discussion of prices or price levels, bidding or markets; there shall be no agreement or understanding between or among competing organizations to limit competition. The antitrust laws promote and protect competition. Following this meeting, each of our organizations shall continue to independently and vigorously compete with each other.

CARE COMPASS NETWORK

Theresa Lyczko	Health Promotion Program Director, Tompkins County Health Department	✓	E	E	✓	E	
Debbie Morello	Vice-President, Student and Economic Development, SUNY Broome	E	E	E	E	E	
Sage Peak	Employment Specialist, Cayuga Medical Center	✓	✓	✓	✓	✓	
Baschki Robertson	SEIU 1199	N/A	N/A	✓	E	E	
Sue Ellen Stuart	Executive Director, Visiting Nurse Service	✓	✓	✓	✓	✓	
Elizabeth Berka					✓	E	
Guests:							
Anita Merrill	Health Workforce NY			✓	✓	✓	
Jessica Mead	Health Workforce NY					✓	

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CARE COMPASS NETWORK

Agenda Item	Discussion Points	Decision/Action
Care Compass Network Updates	<p>Staffing: The Workforce Lead position has been posted to the UHS and Care Compass Network sites. Two candidates have been interviewed by Lenore Boris and Mark Ropiecki. The position is projected to be filled by January, 2016.</p> <p>Project Management: HWNY/AHEC staff presented to CCN project leads and project management staff on 11/23/15 with respect to workforce reporting requirements and the use of HWapps to assist with workforce reporting.</p> <p>Contracts: The PPSs workforce budget has been approved. The contract is in the process of being finalized to utilize HWapps.org, an interactive platform that will assist staff and front-line workers during workforce transition. The contract with IHA for the Compensation and Benefits Analysis is projected to be finalized by the end of December, with the analysis scheduled to begin in January. CCN has contracted with AHEC for workforce-vendor services through March 31. However, this contract may be extended due to revised guidelines from the New York State Department of Health (DOH). Projects are in the process of developing contracts with different partners to complete CMS goals.</p> <p>Workforce Communication and Engagement Plan: Lenore is requesting that the WDTT Committee members review the communication and engagement plan that is due March 31, 2016. This plan outlines a strategy for engaging and communicating with the workforce on DSRIPs goals and the likely impact of DSRIP on the workforce.</p>	
Meeting Updates	<p>NYSDOH Data Collection Update: This fall, stakeholders convened with representatives from the NYSDOH to discuss anti-trust issues associated with the Compensation & Benefits Analysis, as well as Workforce Impact Analysis. HWNY will represent CCN as an independent third party. HWNY will be utilizing HWapps tools with partners to manage workforce data collection and monitor implementation of the workforce plan throughout DSRIP years. Data will be aggregated in HWapps and reported to the NYSDOH. Worker impact reporting has been reduced from every quarter to twice a year. Compensation and Benefits Analysis has been reduced from five surveys to three surveys, with reporting every other year.</p>	

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	<p>HWapps Focus Groups: Jessica Mead, HWNY, has been contacting representatives from both community based organizations and larger facilities/institutions across the region to solicit participation in HWapps focus groups. The goal of the focus groups is to review workforce data reporting processes and gain valuable feedback from those likely to be responsible for reporting. HWapps focus groups are planned for early to mid-December.</p> <p>Workforce Leads and Vendors Meeting (11/16/2015): The second Workforce Leads and Vendors Meeting was hosted by Leatherstocking Collaborative Health Partners in Milford New York. The agenda focused on Gap Analysis, Transition Road Map, and HWapps.org tools. Concerns in the meeting included: 1) Accounting for agency staffing and independent contractors in the Workforce Impact Analysis; and 2) Projecting future staffing needs. HWNY and CCN Will seek further guidance from NYSDOH.</p> <p>All PPS Meeting (12/11/2015): An All PPS Meeting will be held in Albany, where there will be a workforce panel to discuss workforce related requirements. The agenda will include: Transition Road Map, NYSDOH guidance with milestone timelines, Compensation and Benefits, and Workforce Impact Analysis. Staff from HWNY, IHA and 1199 have been invited to sit on the panel. Lenore Boris, Mark Ropiecki, and Robin Kinslow-Evans will represent CCN.</p>	<p>Jessica will follow up with CCN contacts to solicit participation in HWapps focus groups.</p>
Next Steps	<p>A Doodle poll will be sent out regarding the next meeting date.</p>	<p>Jessica Mead will send out a Doodle poll to determine next meeting date.</p>

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CARE COMPASS NETWORK

WDTT Committee Meeting
Tuesday, November 22, 2015
2:00 p.m.
Agenda

- I. Call to Order
- II. NYSDOH Data Collection Update
 - a. Compensation & Benefits
 - b. Worker Impact
 - c. HWapps Resources
- III. HWapps Focus Groups
- IV. Meeting Updates
 - a. Workforce Lead & Vendors Meeting (11/16/2015)
 - b. All PPS Meeting (12/11/2015)
 - i. Workforce Panel
- V. Adjournment

Conference Line

Please call: 1-888-296-6828

PIN: 592390

PIN (Lenore): 387000

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