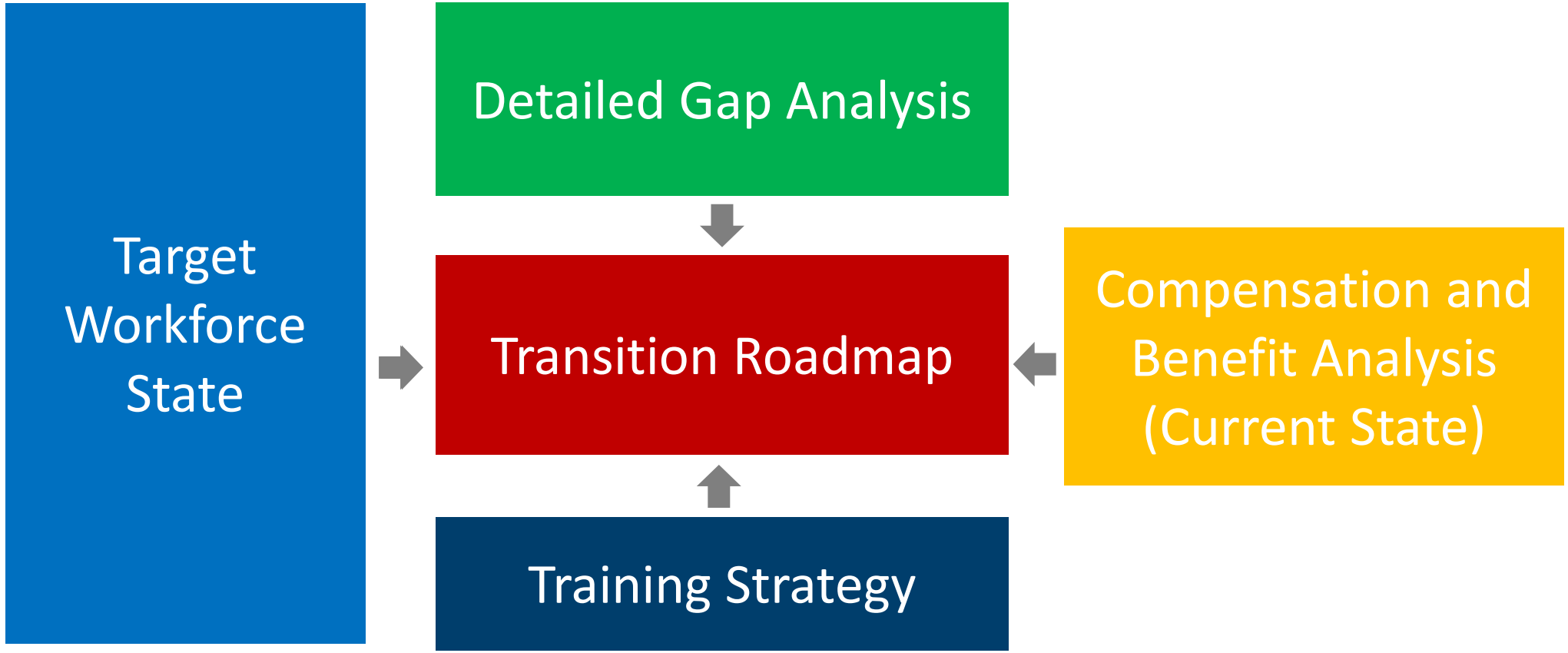
Workforce Strategy Management and Reporting Data

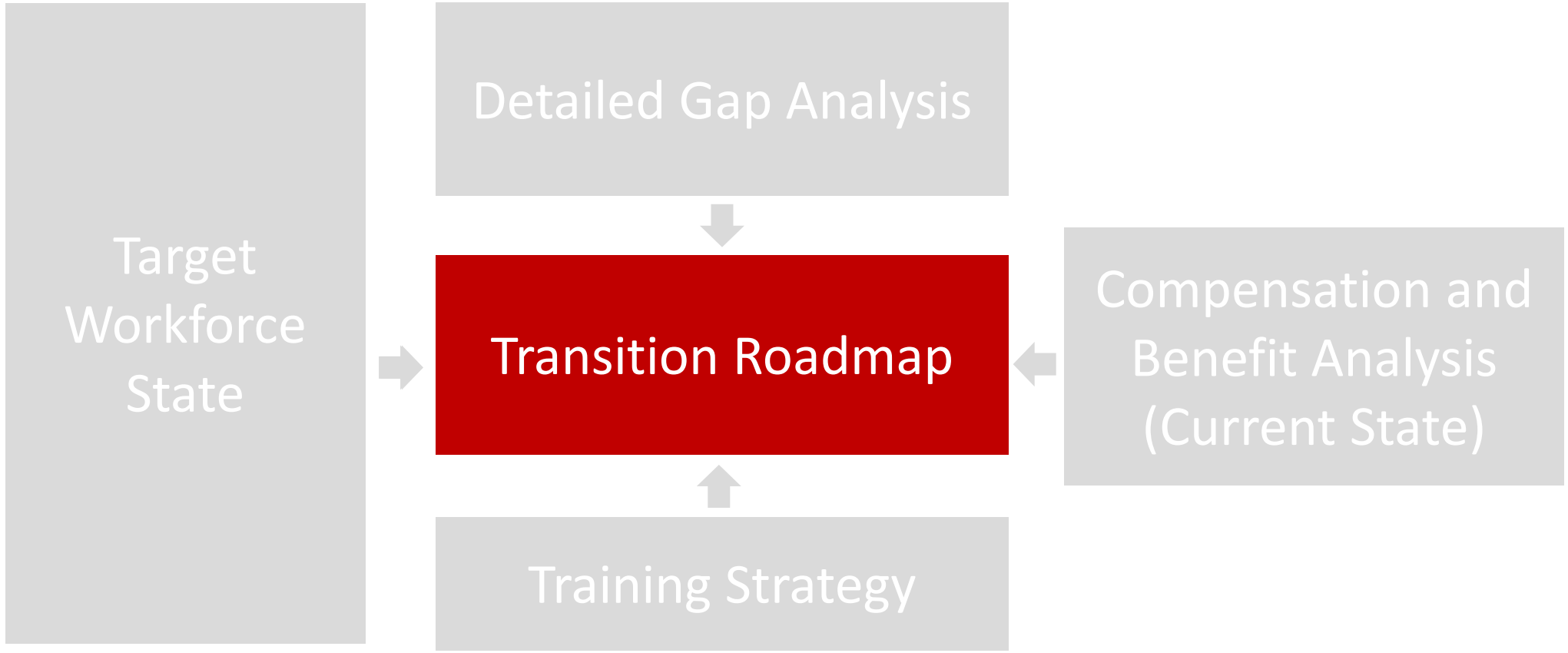
ALL PSS Meeting | December 11, 2015

Ashleigh McGowan

Putting It All Together



Managing the Transition Roadmap



Managing the Transition Roadmap

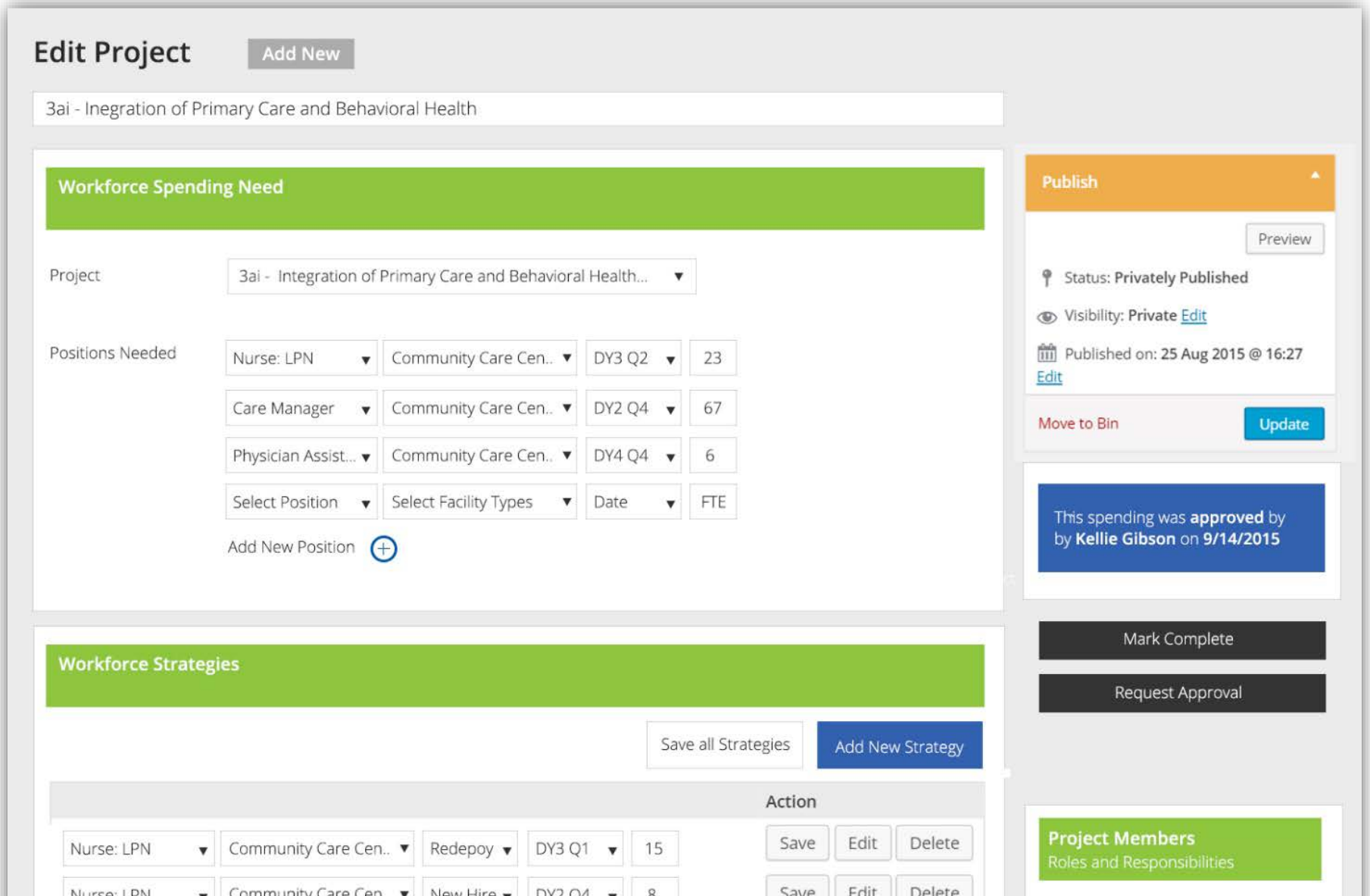
1. Workforce Strategy Management
2. Reporting Data

Workforce Strategy Management

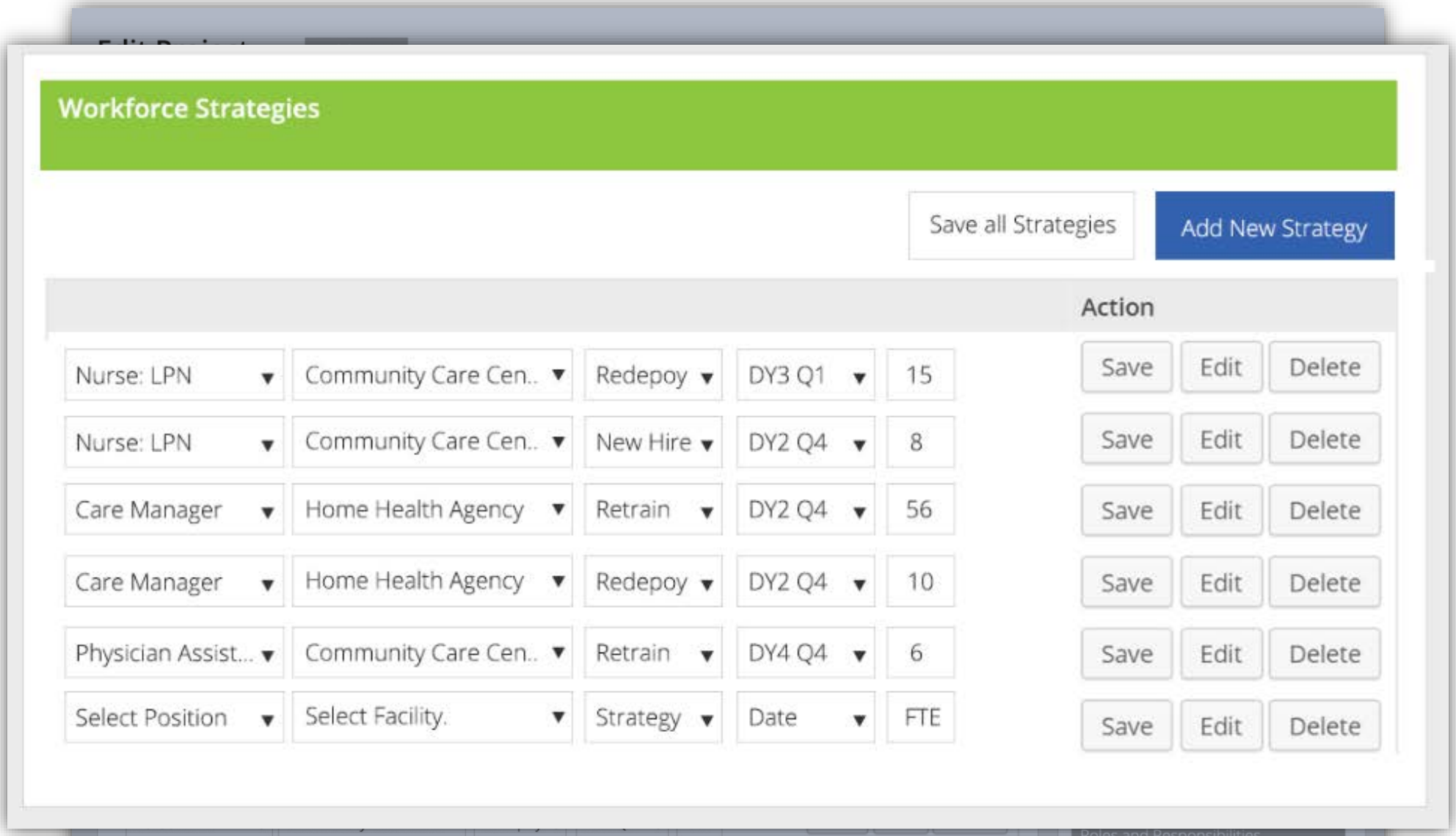
Workforce Strategy Tool

1. Projects
2. Strategies
3. Roadmap Table
4. Dashboard

1. Projects


Edit Project
Add New
3ai - Inegration of Primary Care and Behavioral Health
Workforce Spending Need
Project
3ai - Integration of Primary Care and Behavioral Health...
Positions Needed
Nurse: LPN
Community Care Cen..
DY3 Q2
23
Care Manager
Community Care Cen..
DY2 Q4
67
Physician Assist...
Community Care Cen..
DY4 Q4
6
Select Position
Select Facility Types
Date
FTE
Add New Position
Workforce Strategies
Save all Strategies
Add New Strategy
Action
Nurse: LPN
Community Care Cen..
Redepoy
DY3 Q1
15
Save
Edit
Delete
Publish
Preview
Status: Privately Published
Visibility: Private Edit
Published on: 25 Aug 2015 @ 16:27
Edit
Move to Bin
Update
This spending was approved by
by Kellie Gibson on 9/14/2015
Mark Complete
Request Approval
Project Members
Roles and Responsibilities

1. Projects


Workforce Strategies
Save all Strategies
Add New Strategy
Action
Nurse: LPN
Community Care Cen..
Redepoy
DY3 Q1
15
Save
Edit
Delete
Nurse: LPN
Community Care Cen..
New Hire
DY2 Q4
8
Save
Edit
Delete
Care Manager
Home Health Agency
Retrain
DY2 Q4
56
Save
Edit
Delete
Care Manager
Home Health Agency
Redepoy
DY2 Q4
10
Save
Edit
Delete
Physician Assist...
Community Care Cen..
Retrain
DY4 Q4
6
Save
Edit
Delete
Select Position
Select Facility.
Strategy
Date
FTE
Save
Edit
Delete
Roles and Responsibilities

2. Strategies

Edit Strategy

Add New

workforce-strategy-8899

Workforce Project

Project: 3ai - Integration of Primary Care and Behavioral Health...

Workforce Requirements

Position: Care Manager

Facility Type: Home Health Agency

FTE: 10

DSRIP Year Needed: DY2, Q4

Workforce Strategy

Strategy Type: Redeploy

Redeploy from: Nursing: LPN | Upstate | Hospital

Estimated Cost: $4,500

Workforce Training

Pre-Requisite Training: NYS License | LPN

Additional Training: Care Manager 101

Cost: $200.00

Training Details

Publish

Preview

Status: **Privately Published**

Visibility: **Private** Edit

Published on: **25 Aug 2015 @ 16:27** Edit

Move to Bin | Update

This strategy was **approved** by by **Kellie Gibson** on **9/14/2015**

Mark Complete

Request Approval

Update Strategy

Strategy Members

Roles and Responsibilities

PPS Section Admin
Kari Burke
@burkeka

PPS Section Admin
Anita Merrill
@ammnahecnet-org

Partner Admin
Kellie Gibson
@Kellie

Project Lead
Sam Smith
@samsmith

Partner HR

Strategy Documents

File Name	File Type	Uploaded	Uploaded By	Actions
logo_designs	image/gif	2015-08-25 16:25:21	Kellie Gibson	

Choose Files | Upload Files

Strategy Messages

Kari Burke
25/08/15 15:23
They should work

Kellie Gibson
25/08/15 15:23
Hi Kari,
What do you think of these training solutions?

Send Message

Strategy Updates

Team Member Added: James Finlayson

Dean Wall
25/08/2015 15:18:13
Team Member Added: Bob Hoskins

Stripe
25/08/2015 15:17:39
Invoice marked as paid: 1

System
25/08/2015 15:16:53
Deposit Invoice created for Project 34

John Doe
25/08/2015 15:16:53

3. Roadmap Table

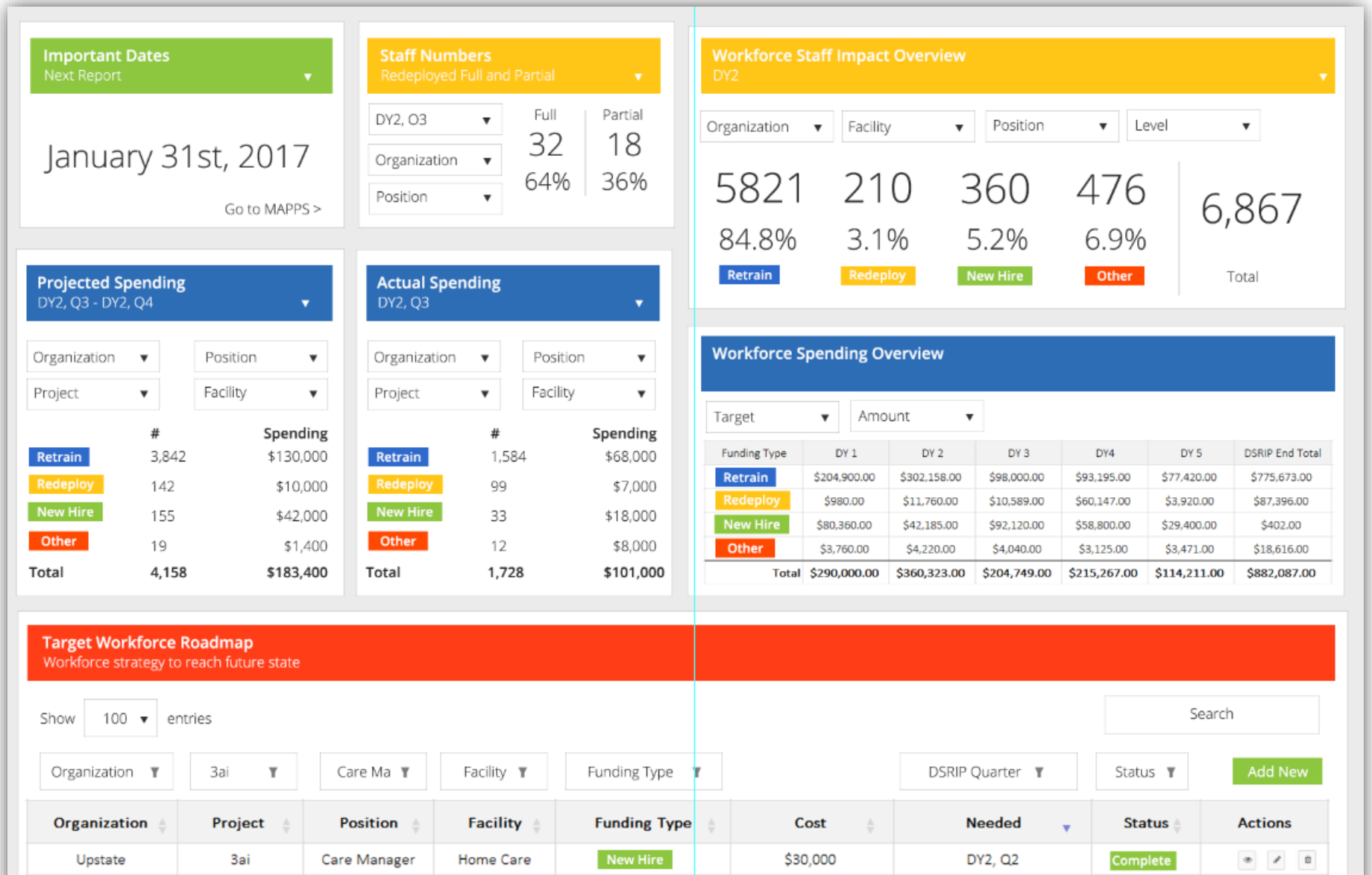
Target Workforce Roadmap
Workforce strategy to reach future state

Show 100 entries | Select Columns to Display | Search

Organization | 3ai | Care Ma | Facility | Funding Type | DSRIP Quarter | Status | Add New

Organization	Project	Position	Facility	Funding Type	Cost	Needed	Status	Actions
Upstate	3ai	Care Manager	Home Care	New Hire	$30,000	DY2, Q2	Complete	
Upstate	3ai	Care Manager	Home Care	New Hire	$30,000	DY2, Q3	Complete	
Upstate	3ai	Care Manager	Home Care	Retrain	$10,000	DY2, Q3	Complete	
Upstate	3ai	Care Manager	Home Care	Redeploy	$135	DY2, Q5	In Progress	
Crouse Hospital	3ai	Care Manager	Home Care	Redeploy	$135	DY2, Q6	In Progress	
Crouse Hospital	3ai	Care Manager	Home Care	Other	$135	DY2, Q7	In Progress	
Crouse Hospital	3ai	Care Manager	Home Care	Other	$589	DY2, Q8	In Progress	
Crouse Hospital	3ai	Care Manager	Home Care	Redeploy	$30,000	DY2, Q3	Approved	
Crouse Hospital	3ai	Care Manager					Pending	
Crouse Hospital	3ai	Care Manager					Pending	
Crouse Hospital	3ai	Care Manager					Pending	
FCMG	3ai	Care Manager					Pending	
FCMG	3ai	Care Manager					Pending	
CMH	3ai	Care Manager					Pending	
CMH	3ai	Care Manager					Pending	

4. Dashboard


Important Dates
Next Report
January 31st, 2017
Go to MAPPS >
Staff Numbers
Redeployed Full and Partial
DY2, Q3
Organization
Position
Full
32
64%
Partial
18
36%
Workforce Staff Impact Overview
DY2
Organization
Facility
Position
Level
5821
84.8%
Retrain
210
3.1%
Redeploy
360
5.2%
New Hire
476
6.9%
Other
6,867
Total
Projected Spending
DY2, Q3 - DY2, Q4
Organization
Position
Project
Facility
Spending
Retrain 3,842 $130,000
Redeploy 142 $10,000
New Hire 155 $42,000
Other 19 $1,400
Total 4,158 $183,400
Actual Spending
DY2, Q3
Organization
Position
Project
Facility
Spending
Retrain 1,584 $68,000
Redeploy 99 $7,000
New Hire 33 $18,000
Other 12 $8,000
Total 1,728 $101,000
Workforce Spending Overview
Target
Amount
Funding Type DY 1 DY 2 DY 3 DY4 DY 5 DSRIP End Total
Retrain $204,900.00 $302,158.00 $98,000.00 $93,195.00 $77,420.00 $775,673.00
Redeploy $980.00 $11,760.00 $10,589.00 $60,147.00 $3,920.00 $87,396.00
New Hire $80,360.00 $42,185.00 $92,120.00 $58,800.00 $29,400.00 $402.00
Other $3,760.00 $4,220.00 $4,040.00 $3,125.00 $3,471.00 $18,616.00
Total $290,000.00 $360,323.00 $204,749.00 $215,267.00 $114,211.00 $882,087.00
Target Workforce Roadmap
Workforce strategy to reach future state
Show 100 entries
Search
Organization
3ai
Care Ma
Facility
Funding Type
DSRIP Quarter
Status
Add New
Organization Project Position Facility Funding Type Cost Needed Status Actions
Upstate 3ai Care Manager Home Care New Hire $30,000 DY2, Q2 Complete

Reporting Data

Part 1:
Workforce
Spending Budget

Part 2:
Workforce
Staff Impact

Part 3:
Workforce
Prescribed Milestones

Part 4:
Workforce
PPS Defined Milestones

Reporting Data

Part 1:

Workforce

Spending Budget

1. **Baseline** Spending
2. **Projections** on Spending
3. **Actual** Spending

Part 1: Workforce Spending Budget

1. Baseline Spending

Reported:
March 2016

Workforce Spending Overview

Target ▼ | Amount ▼

Funding Type	DY 1	DY 2	DY 3	DY4	DY 5	DSRIP End Total
Retrain	$204,900.00	$302,158.00	$98,000.00	$93,195.00	$77,420.00	$775,673.00
Redeploy	$980.00	$11,760.00	$10,589.00	$60,147.00	$3,920.00	$87,396.00
New Hire	$80,360.00	$42,185.00	$92,120.00	$58,800.00	$29,400.00	$402.00
Other	$3,760.00	$4,220.00	$4,040.00	$3,125.00	$3,471.00	$18,616.00
Total	**$290,000.00**	**$360,323.00**	**$204,749.00**	**$215,267.00**	**$114,211.00**	**$882,087.00**

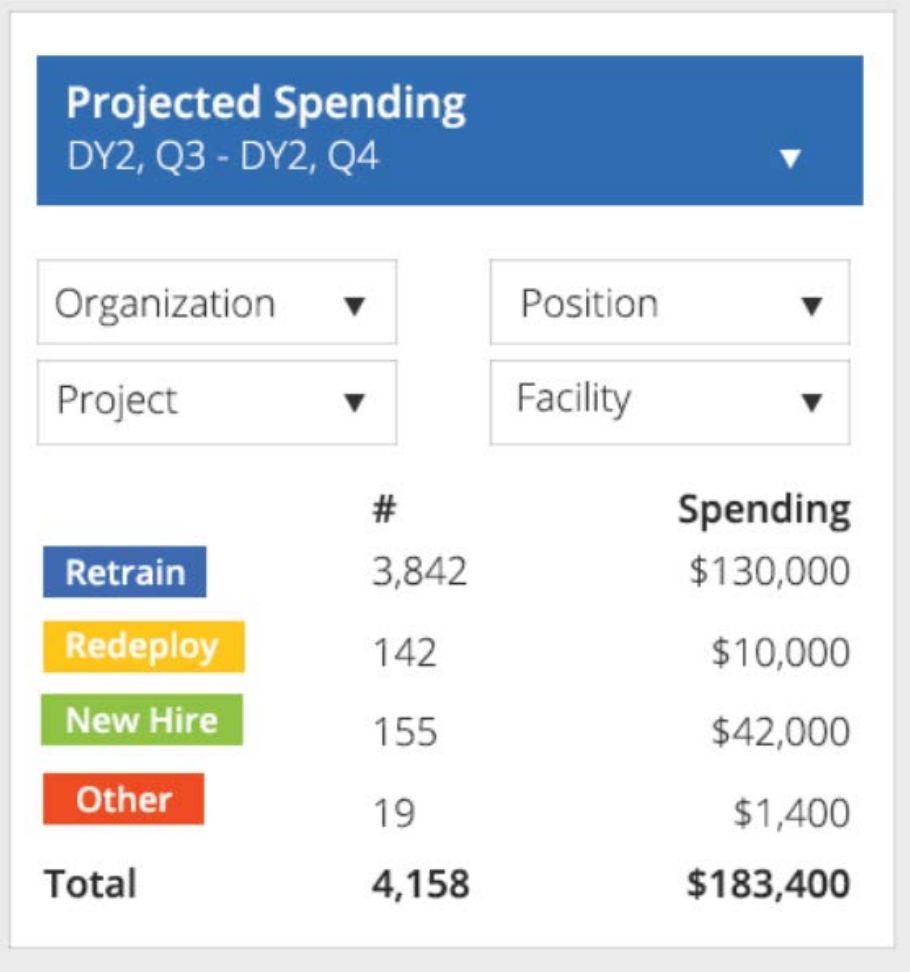
Part 1: Workforce Spending Budget

2. Projections on Spending

Reported:

Semi-Annual

Q2 & Q4 Reports



	#	Spending
Retrain	3,842	$130,000
Redeploy	142	$10,000
New Hire	155	$42,000
Other	19	$1,400
Total	**4,158**	**$183,400**

Part 1: Workforce Spending

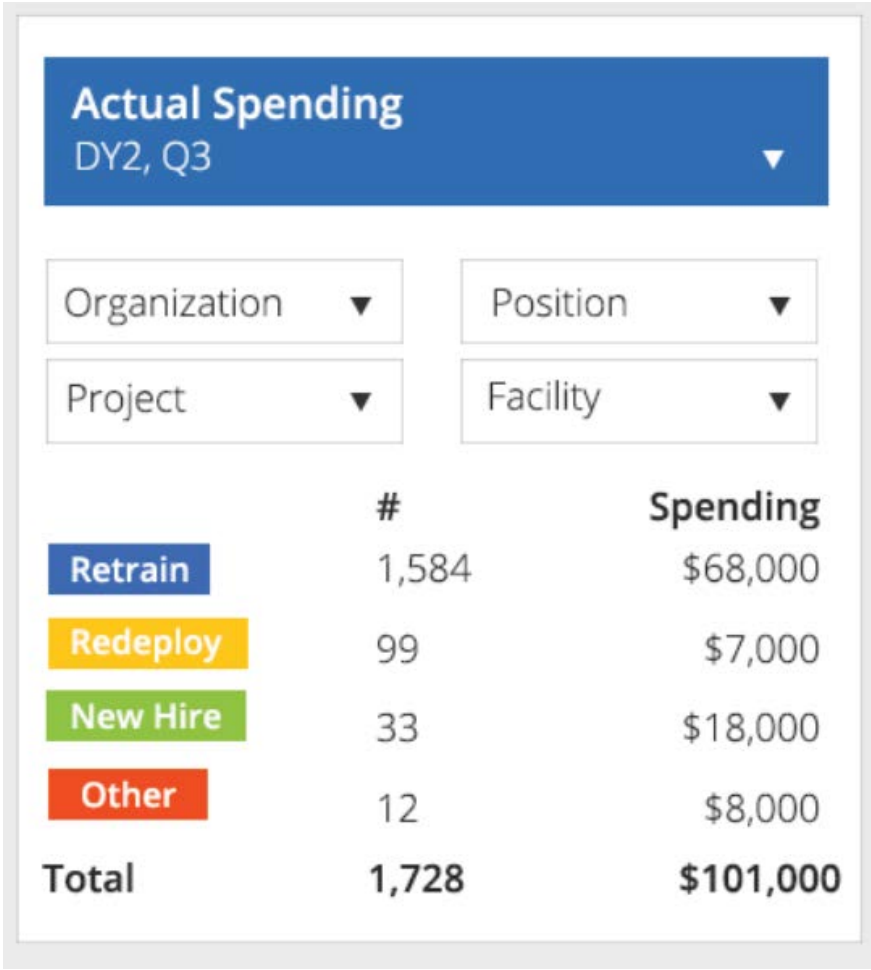
3. **Actual** Spending

Reported:

Semi-Annual

Q2 & Q4 Reports

- **DY1 = 80%** (of the DY1 commitment)
- **DY2 = 80%** (of the DY2 commitment)
- **DY3 = 85%** (of the DY3 commitment)
- **DY4 = 90%** (of the total DY1 through DY4 commitment)



Reporting Data

Part 2:

Workforce

Staff Impact

1. Number **Impacted**
2. Full and Partial **Placement**

Part 2: Workforce Staff Impact

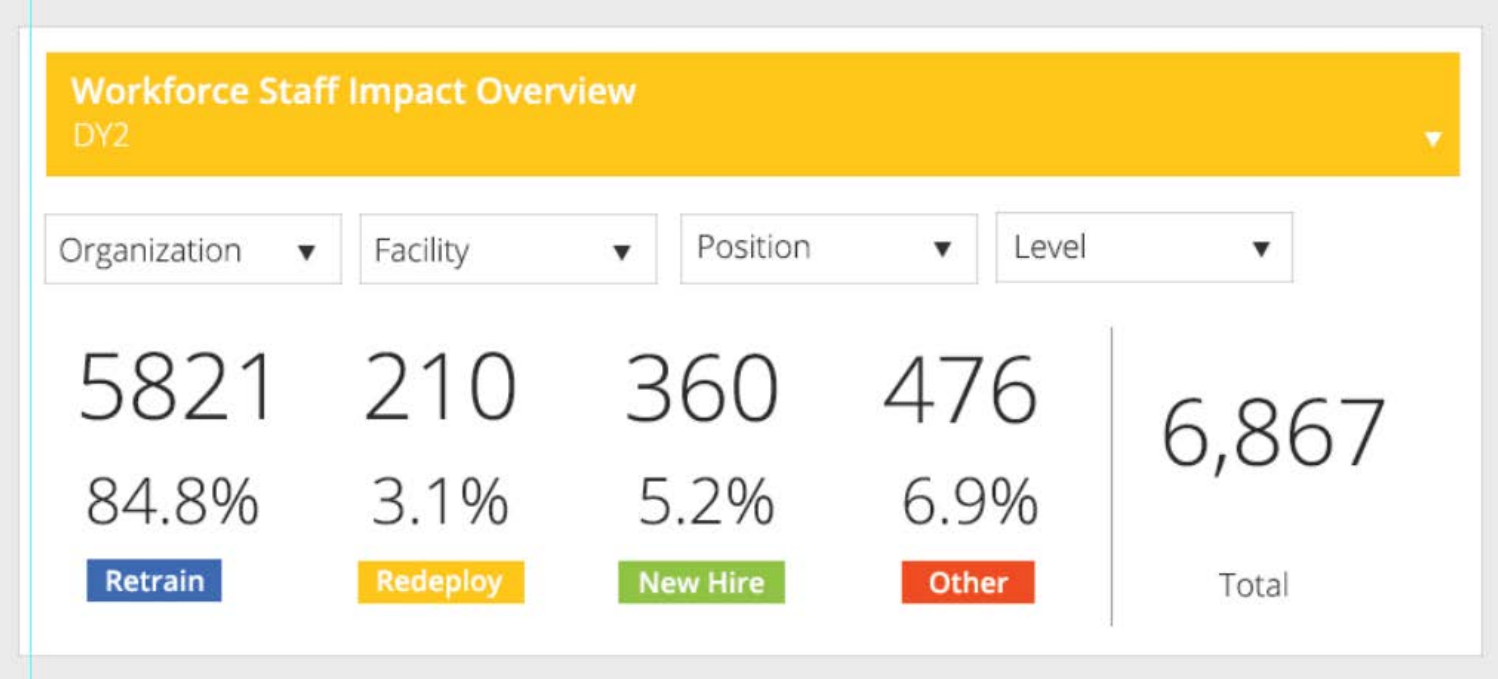
1. Number **Impacted**

Reported:

Semi-Annual

Q2 & Q4 Report

Numbers must be reported **per position, per facility**



Part 2: Workforce Staff Impact

2. Full and Partial **Placement**

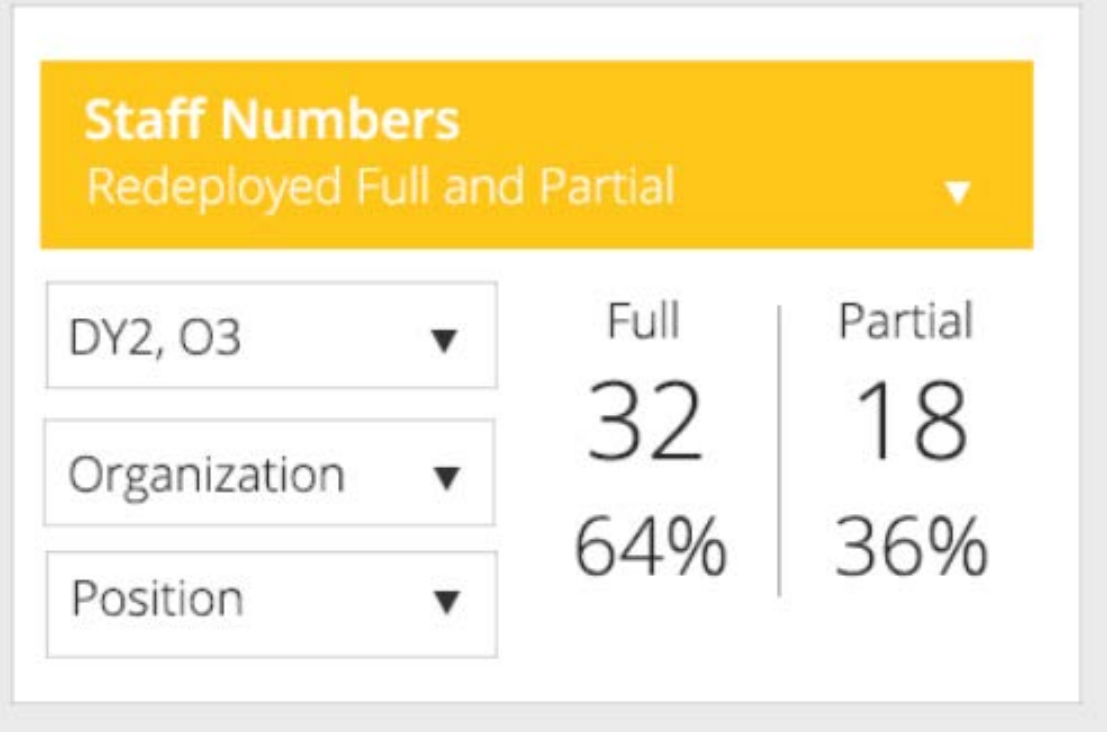
Reported:

Semi-Annual

Q2 & Q4 Reports

% fully placed **(95%)**

% partially placed **(75-94%)**



Questions?