



Workforce Workgroup

6/10/15 :: 10 am – 12 pm

Telergy/HealthLink • 6333 State Route 298 • East Syracuse, NY 13057

Coert Bonthius	Director of Upstate Regional Programs	1199SEIU Training and Upgrading Fund
Kari Burke	CNYCC Workforce Coordinator	Upstate University Hospital
Rich Diodati	Director, Human Resources	Sitrin
Marta Durkin	Vice President of Behavioral Health	Liberty Resources Inc
Ruth Heller	Vice President	1199 SEIU
Jim Kennedy	Chief Corporate Compliance and Project Development Officer	Finger Lakes Community Health
Anita Merrill	Center Director/CNYCC Consultant	Northern Area Health Education Center
Victoria Kohl		Menorah Park
Michael Lyon, Ph.D.	United University Professions Chapter President	Upstate University Hospital
Sharon O'Neill	Manager, Human Resources	SUNY Upstate Medical University Community Campus
Cheryl Perry	DSRIP Project Coordinator	Mohawk Valley Health System
Cynthia Sternard	Human Resources Generalist	Community Memorial Hospital
Jason Smith	Human Resources Business Partner	St. Joseph's Hospital Health Center
Gail Warchol	Health Careers Coordinator	Mohawk Valley Community College

I. DSRIP Updates

A. 1199 Meeting Re: Continuity in Job Descriptions

Coert Bonthius gave an update from the recent meeting sponsored by 1199 in New York City designed to start a conversation around continuity for emerging job titles. Coert noted there were approximately 300 people in attendance with representation from the Department of Health, PPSs, and employer partners. Beyond continuity of job titles, the issue of working as interdisciplinary teams was also discussed. Coert noted this was a beginning to the discussion with more work to follow.

Action Item: Coert will provide more information, including handouts from the meeting as a follow up.

B. FLPPS Meeting

Kari noted she has met with Coleen Burns, workforce lead of the Finger Lakes PPS. Cayuga County is shared with FLPPS.



Action Item: A joint meeting with FLPPS workforce group is under consideration.

C. Other

Kari reported to the CNYCC Board of Directors at their last meeting with respect to workforce. Kari also represents this group at the Steering Committee. Discussion ensued regarding documentation of Workforce Workgroup meetings as we are not a formal Board committee.

From this point forward, it was agreed, in the absence of formal direction from CNYCC, to provide written notes/minutes to the group for approval before posting to the CNYCC website.

II. Old Business

A. Guiding Principles

The Guiding Principles were reviewed with changes from the last meeting (i.e. inclusion of language around cultural competency and substitution of the word “learning” for “education”. Kari noted the Guiding Principles will be consulted at decision points.

The Guiding Principles were approved by consensus.

Action Item: The Guiding Principles will be shared in the next newsletter.

B. Health Workforce Apps Update

Anita noted the Health Workforce Apps social section is up and running. Kari and Anita will be meeting immediately following this meeting to discuss set up of the CNYCC portal and the social group for the Workforce Workgroup (WFWG).

Action Item: WFWG members can expect to receive an invitation to set up an account and join this group very soon. Once members join, they can receive information and materials relative to WFWG meetings through the site. Members can also continue to converse about workforce issues in between meetings.

C. Newsletter

The first issue of the workforce newsletter was reviewed and discussed. The newsletter will be released monthly to the WFWG as well as other Human Resource and workforce partners throughout the CNYCC territory. WFWG were encouraged to suggest newsletter content and may submit items through their account on HWApps.

Action Item: The initial issue will be sent this week.

Ruth Heller noted DSRIP introduction resources she received at a recent conference.

Action Item: Anita and Ruth will work to see if the materials and a summary of materials can be produced for HWApps.



III. Milestones

A. *Define Target Workforce – JSI Process Status*

Anita provided an update on Milestone One, Defining the Target Workforce State. As part of the DSRIP application process, Anita met with each of the Project Leads to determine staffing, training, and potential redeployment for each of the projects. John Snow, Inc. (JSI) has worked with Anita to refine these projections, which will be presented to the Project Implementation Collaboratives (PICs) for review and verification. Specific questions with respect to workforce will also be asked during the partner site visits. Data collected from each of these sources, augmented by literature review, will serve as the basis for the projections we will present to the Project Advisory Committees (PACs) for feedback this fall.

Kari conducted a review of the partner survey data collected during the fall application process (see slides posted at cnycare.org).

B. *Conduct Gap Analysis – Fall/2014 Partner Survey Data*

See above.

C. *Create Transition Road Map*

No report.

D. *Compensation & Benefits Analysis*

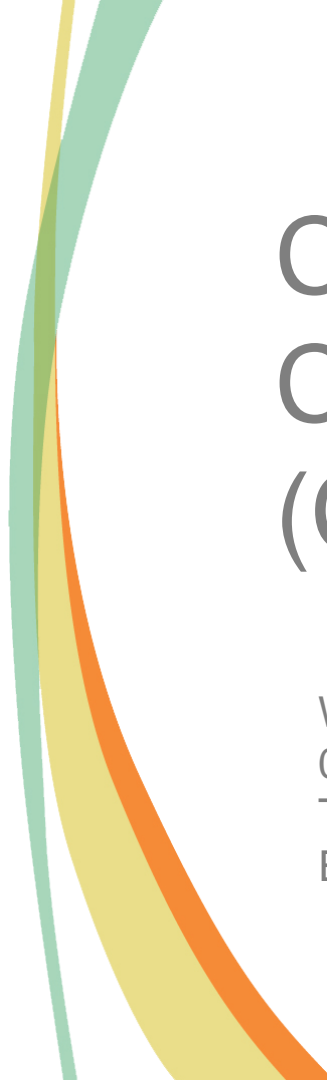
A meeting is being coordinated with Iroquois Healthcare Association (IHA), which currently conducts an annual comp & benefits survey for member organizations.

E. *Training Strategy*

No report.

V. Adjournment

Kari will send a poll regarding the next meeting date and time.



Central New York Care Collaborative (CNYCC)

Workforce Workgroup

06/10/15 – 10:00 am – 11:30 p.m.

Telergy • Healthlink Room • 6333 State Route 298 •
East Syracuse, NY 13057

Agenda

Welcome and Introductions

DSRIP Updates

- A. 1199 Meeting Re: Continuity in Job Descriptions
- B. FLPPS Meeting

Old Business

- A. Guiding Principles
- B. Health Workforce Apps Update
- C. Newsletter

Milestones

- A. Define Target Workforce – JSI Process Status
- B. Conduct Gap Analysis – Fall/2014 Partner Survey Data
- C. Create Transition Road Map
- D. Compensation & Benefits Analysis – Meeting with Iroquois Healthcare Association (IHA)
- E. Training Strategy

Adjournment



CNYCC Goals

1. Build an integrated health care delivery system for Medicaid members and the low-income uninsured.
2. Build, improve, and integrate primary care and behavioral health access and coordination.
3. Ensure access and transform care, systems, coordination, and transitions of care across sectors.
4. **Engage the workforce in understanding and accessing health care transformation opportunities.**
5. Assure a sustainable network.
6. Implement a comprehensive population health management strategy.

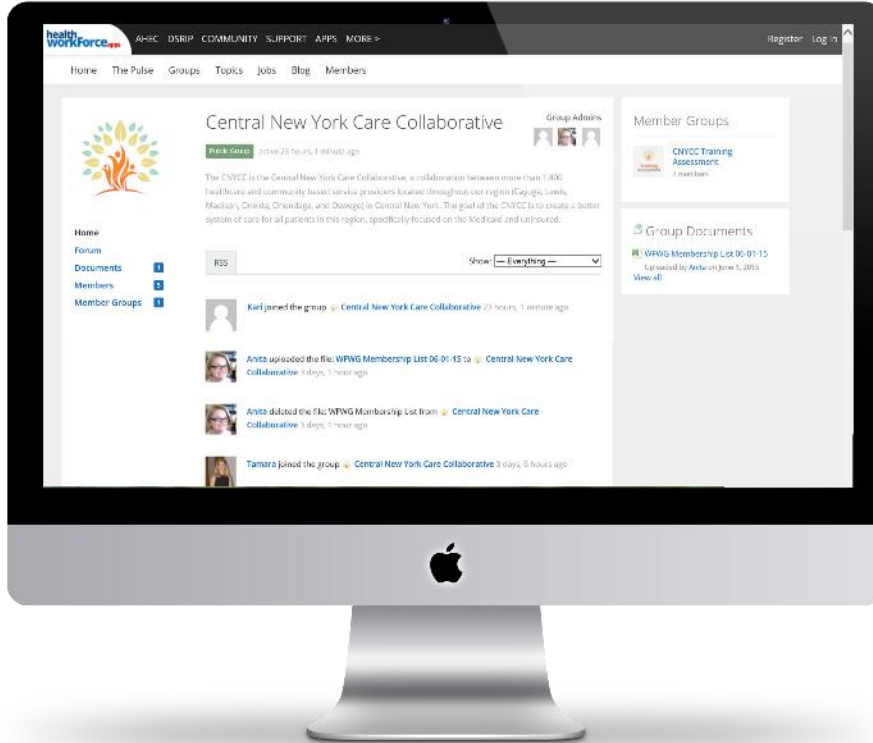


Guiding Principles (Draft)

- Operate in alignment with the stated goals of the CNYCC Performing Provider System.
- Value and strengthen the health workforce.
 - Workers in all categories, whether current or emerging, should be adequately compensated (i.e. living wage), treated equitably, and supported via education, professional development, training, suitable supervision, and safe working conditions.
 - Facilitate mobility and retention within the PPS.
 - Promote cultural competency and diversity to reflect the racial and ethnic communities and linguistic groups within the PPS.
- Conduct planning processes in a participatory, transparent and collaborative manner, involving wide participation of informed stakeholders.
- Provide meaningful information and ~~education~~ learning opportunities to all stakeholders, including front line workers, in a timely manner.
- Incorporate the best available evidence. Focus on results across the population using the best available evidence – including the nature of the existing health workforce, as well as population health indicators – to monitor impact and adapt to improve outcomes.
- Acknowledge and utilize existing structures, agreements (i.e. collective bargaining), resources, and assets both within and outside of the PPS.



Health Workforce Apps Digital Platform (HWApps)



**health
workForce**apps

1. Create an account at www.hwapps.org
2. Join the CNYCC Group
3. Share resources and communicate with members



Updated Site Visit Schedule

Date	Location
June 4	Mohawk Valley Health System
June 15	Crouse Hospital
June 16	Syracuse Community Health Center
June 19	Upstate University Hospital
June 22	Mohawk Hutchings Psychiatric Center
June 23	Port Byron Community Health
June 23	East Hill Community Health
June 23	Oswego Hospital
June 24	Lewis County Hospital
June 25	Oneida Healthcare
June 30	St. Joseph's Hospital Health Center



Partner Survey – Fall/2014 – Overview

Survey Responses & Data

- Received 140 provider survey responses
- Matched 71.1% of responses to providers (1191/1674)
- Survey Data provided:
 - Providers committed to projects
 - PCMH level, # of practices



Partner List Breakdown 12/3/14

Provider Summary	
Organization	422
Physician/NP/PA	1252
Total Providers	1674

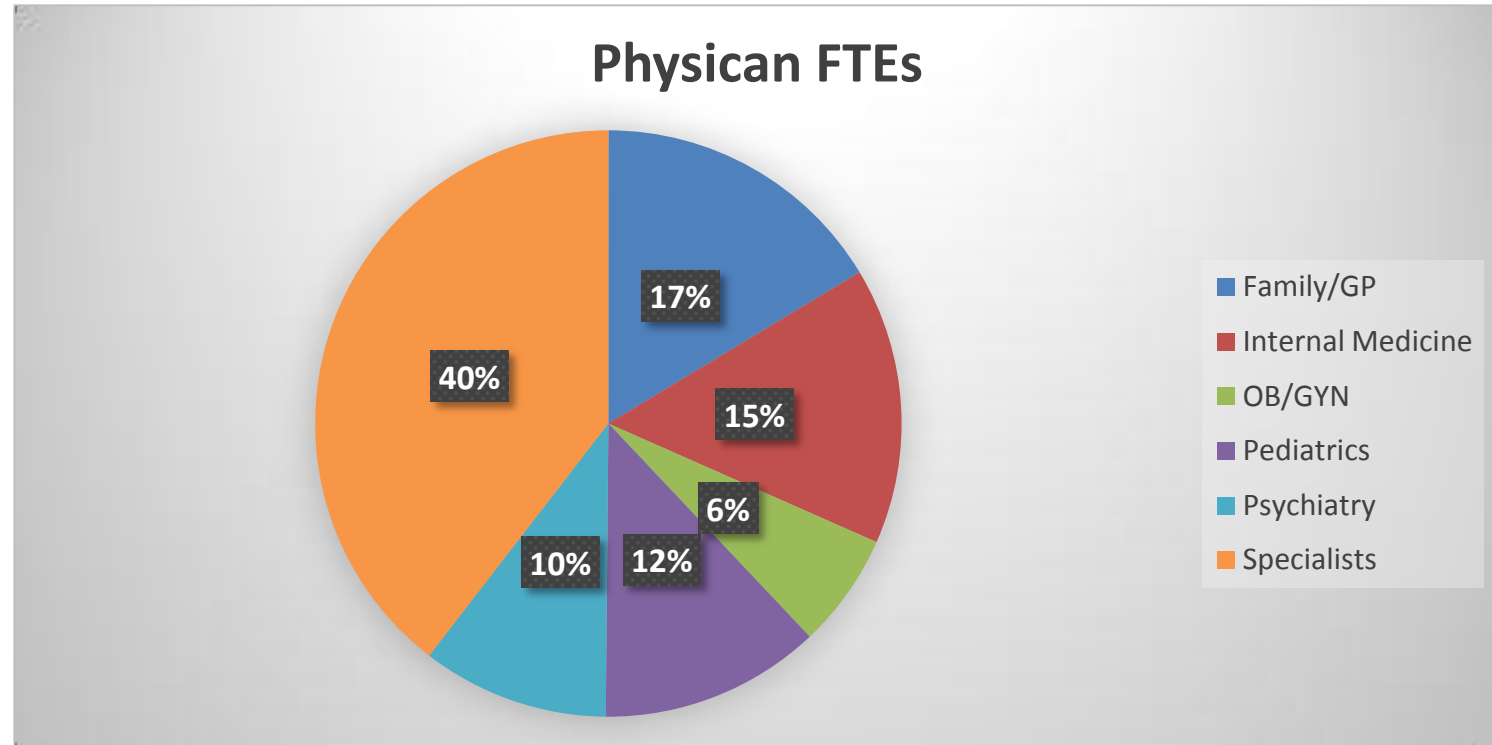
Project Scale Categories	Total	Safety Net Providers	VAP Pending Exceptions
Primary Care Physicians	526	153	N/A
Non-PCP Practitioners	631	135	N/A
Hospital	12	11	1
Behavioral Health	196	79	12
Substance Abuse	53	17	0
Skilled Nursing Facilities/Nursing Homes	41	30	2
Pharmacy	7	0	0
Community Based Organizations	17	13	6
Hospice	4	1	0
Health Home/Care Management	38	15	2
Clinics	41	33	1
All Other	108	22	18
Total	1674	509	42

Not all providers are currently matched and will continue to be updated as more survey responses are recorded

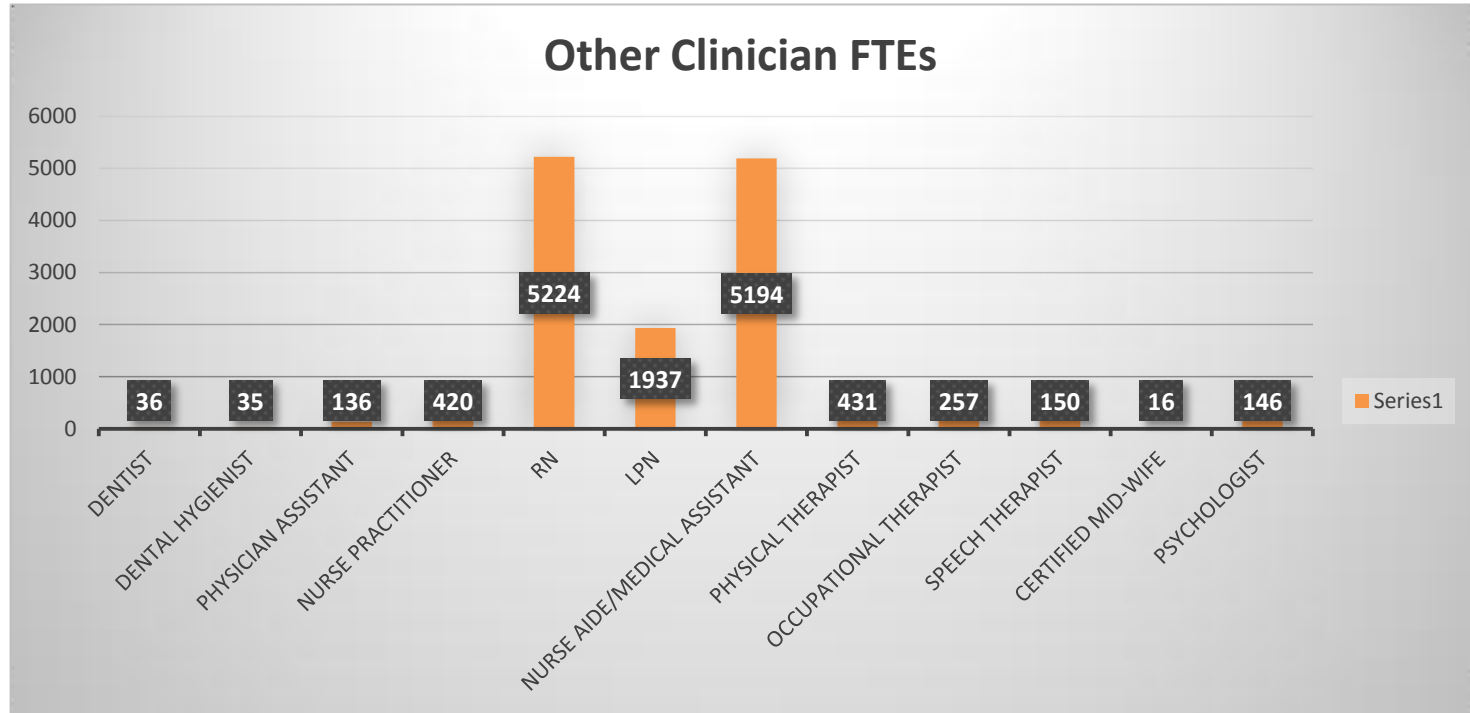
Additional discussion required regarding UUMAS responses; currently allocated based on Upstate's survey response



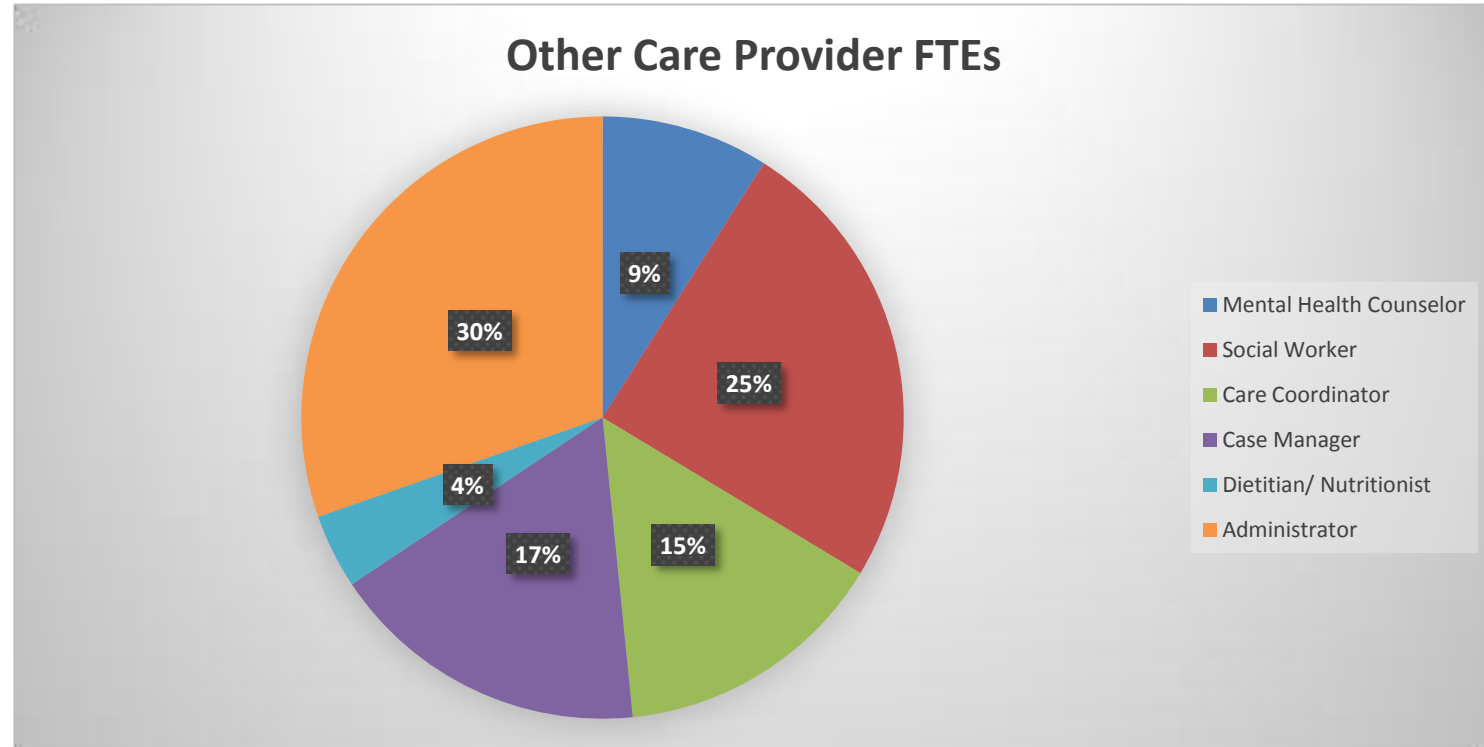
Partner Survey – Fall/2014



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Partner Survey – Fall/2014

Organization Physician FTEs					
Family/GP	Internal Medicine	OB/GYN	Pediatrics	Psychiatry	Specialists
176	164	68	131	111	425



Partner Survey – Fall/2014

Other Clinician FTEs					
Dentist	Dental Hygienist	Physician's Assistant	Nurse Practitioner	RN	LPN
36	35	136	420	5,224	1,937
Other Clinician FTEs Continued					
Nurse's Aide/ Medical Assistant	Physical Therapist	Occupational Therapist	Speech Therapist	Certified Mid-wife	Psychologist
5,194	431	257	150	16	146



Partner Survey – Fall/2014

Other Care Provider FTEs					
Mental Health Counselor	Social Worker	Care Coordinator	Case Manager	Dietitian/ Nutritionist	Administrator
284	778	466	545	126	958

