Central New York Care Collaborative (CNYCC)

Workforce Workgroup
03/26/15 – 10:00 am – 12:00 noon
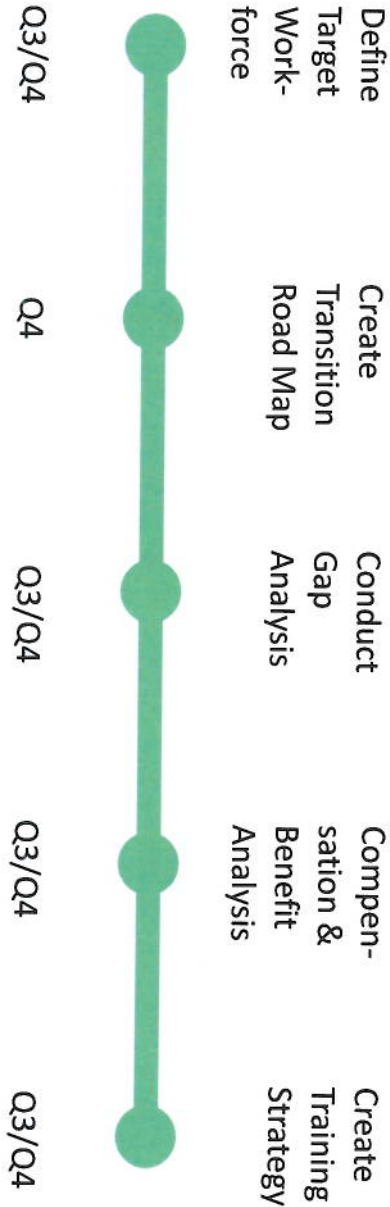Syracuse, NY

Agenda

- Welcome and Introductions
- Workforce Implementation Plan Overview
- DY1/Q2 and DY1/Q3 Activities
- Adjournment

There will be no dial-in information for this call. The meeting will be recorded and posted later at the CNYCC website at www.cnycares.org

Timeline

All workforce milestones must be complete by DY1, Q4.

Define Target Work-force	Q3/Q4	
Create Transition Road Map	Q4	
Conduct Gap Analysis	Q3/Q4	
Compen-sation & Benefit Analysis	Q3/Q4	
Create Training Strategy	Q3/Q4	

Tasks in Milestone 1 and 3 drive the work of Milestone 2, which is reflected in the associated timeline.

Q2/Q3 Tasks

Q2:

I. Milestone 5: Develop Training Strategy

- Develop process/system for reporting training numbers across PPS partners

Q3:

I. Milestone 1: Define target workforce state (in line with DSRIP program's goals)

- Define reporting structure between existing workforce team; workforce workgroup; and CNYCC Board of Directors.
- Map specific workforce requirements and challenges (i.e. turnover, hiring trends, etc.) on a project-by-project basis through surveys, interviews, data modeling, etc.
- Tie workforce estimates resulting from Step 2 to Scale and Speed to identify timing and key dates for recruitment/retraining.

II. Milestone 2: Create a workforce transition roadmap for achieving your defined target workforce state.

- Develop governance/decision-making model that defines how and by whom any decisions around resource availability, allocation, and training will be made and signed off.
- Develop means for communication/consensus with partners (ex: RPAC meetings) around workforce issues such as training, re-deployment, commitments to hiring re-deployed workers, etc.
- Work with Performance Reporting and IT to create and implement system for workforce data tracking and reporting.

III. Milestone 3: Perform detailed gap analysis between current state assessment of workforce and projected future state

- Perform detailed workforce analysis to include: a) transferrable skills between jobs to be reduced/eliminated vs. jobs to be created; b) direct re-deployment vs. up-training; and c) identifying talents currently available in PPS labor pool through partner surveys, workforce workgroup, and online tools such as Health Workforce New York.
- Confirm staff eligible for re-deployment given project implementation and DSRIP goals, as well as existing HR policies and Labor agreements.
- Identify non-traditional methods for filling workforce gaps (ex: telemedicine; sub-contracting with PPS partners for existing workers; joint employment possibilities with current/future employers, etc.)
- Identify those positions that cannot be filled through re-deployment or non-traditional methods
- Create, implement, and promote PPS wide job board.

IV. Milestone 4: Produce a compensation and benefit analysis, covering impacts on both retrained and redeployed staff, as well as new hires, particularly focusing on full and partial placements.

- Based on the Target Workforce State developed in Milestone #1, identify the projected patterns of re-deployment and re-training impact across projects and partners.
- Work with HR with respect to projected impacts identified in Step 2. Include labor groups in discussions.

V. Milestone 5: Develop Training Strategy

- Identify specific training needs by project and position (through project summaries, survey, and interviews).
- Identify internal/external training capacity.
- Engage labor representatives to identify options through union training fund programs.