



Defining Target Workforce State, Gap Analysis and Transition Roadmap

ALL PSS Meeting | December 11, 2015

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Health Workforce NY (HWNY)

Who We Are



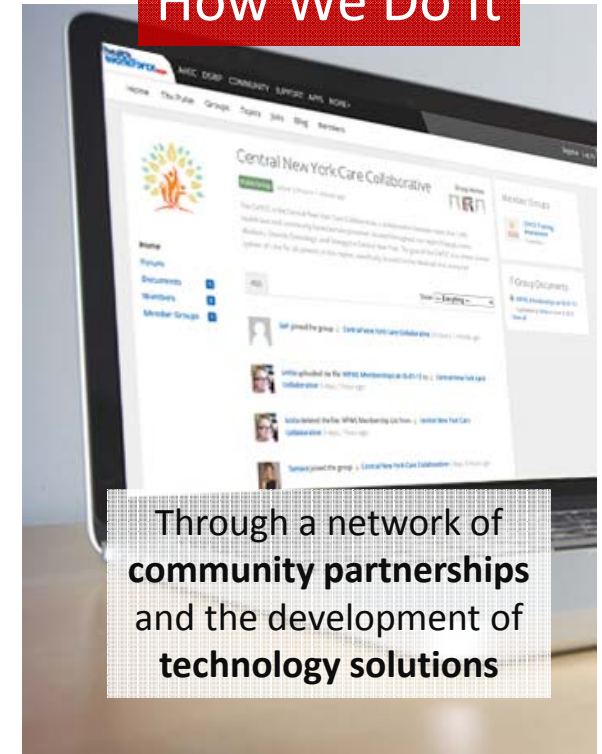
We are a **501(c)(3) nonprofit** organization focused on **rural** and **urban** health workforce development across **NYS**

What We Do



We support the **preparation, training, recruitment, and retention** of healthcare professionals

How We Do It

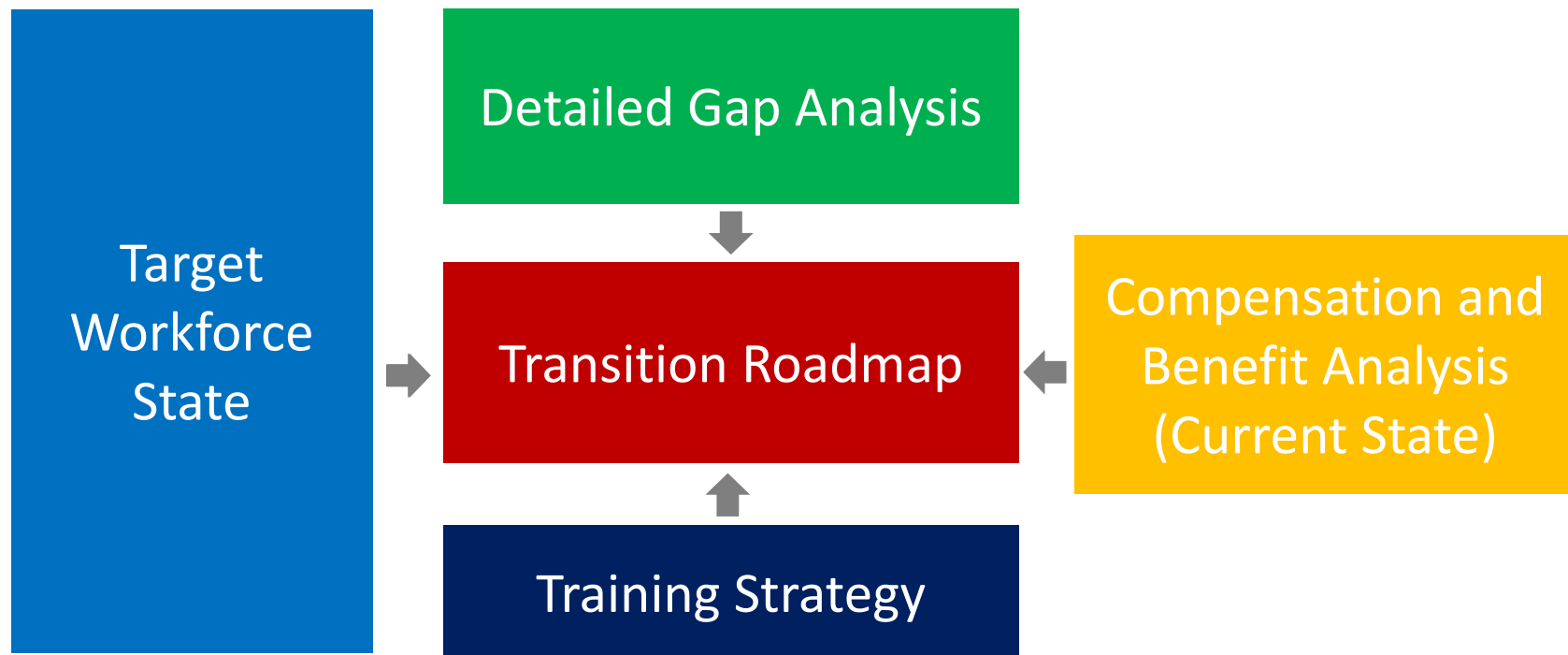


Through a network of **community partnerships** and the development of **technology solutions**

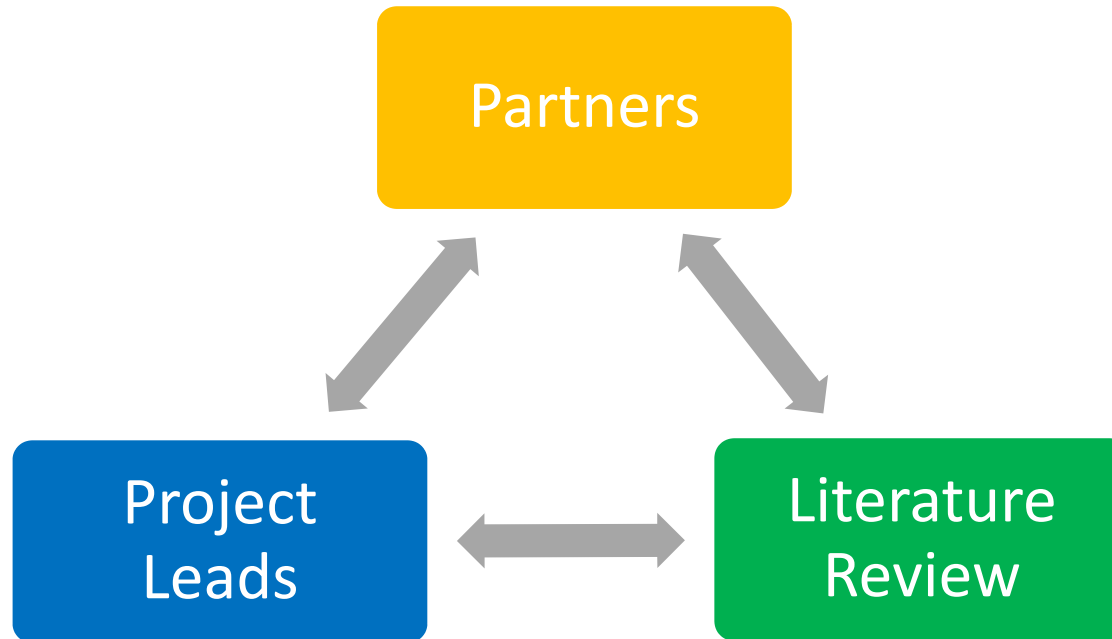
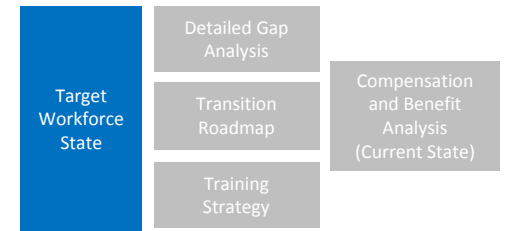
Workforce Don'ts....and Do's

- Don't equate completion of the workforce milestones to the required table in the MAPP tool;
- Don't misjudge the level of data collection/analysis required to build **and monitor** the MAPP table;
- Don't assume surveying partners after the fact is easier/better than "reporting as you go";
- Don't limit understanding of anti-trust issues to compensation and benefits only.
- Do use the body of data created by completing the milestones to build the table for the MAPP tool;
- Know that analysis by position, facility, and project level will be necessary to get to the level of reporting required by MAPP;
- Do explore reporting options that allow real-time monitoring of progress;
- Do get an independent third party to assist with impact analysis; Consider an independent third party with respect to budget; When in doubt, do consult an attorney.

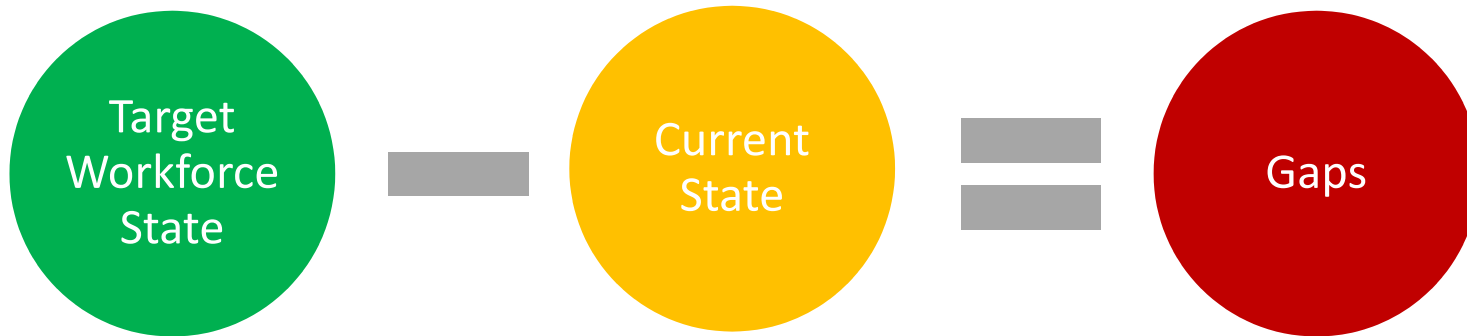
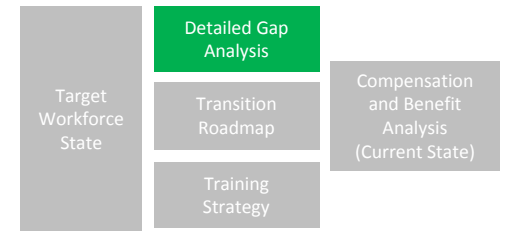
Review of Prescribed Workforce Milestone



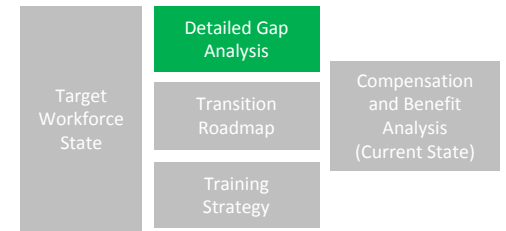
Setting the Target Workforce State



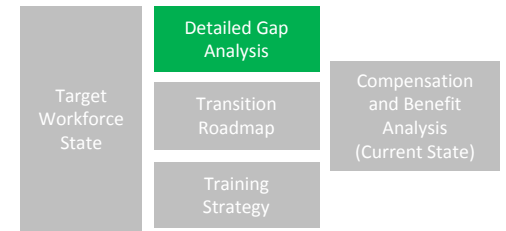
Detailed Gap Analysis: Process



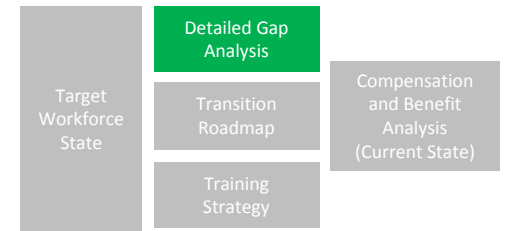
Identifying the **Current State**



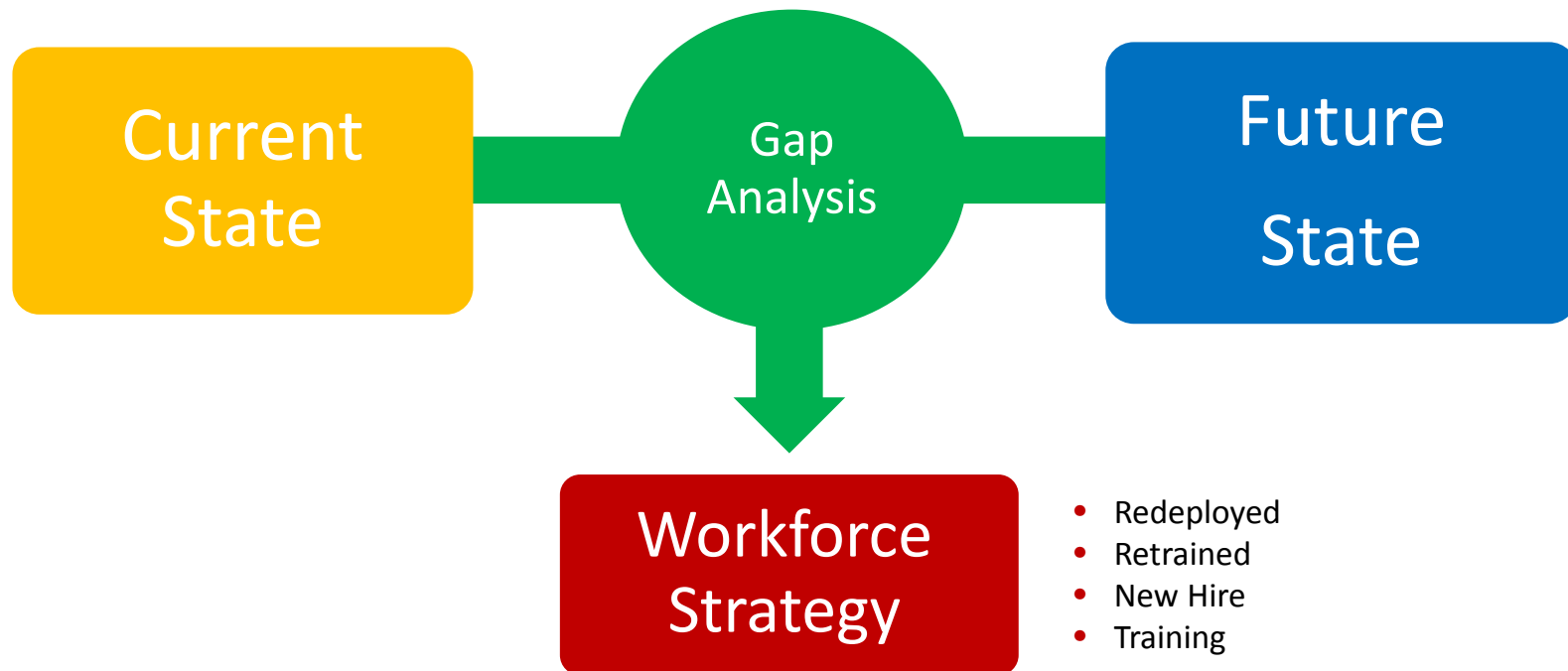
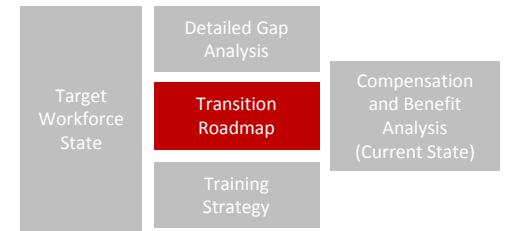
Workforce Strategy: Impacted Staff



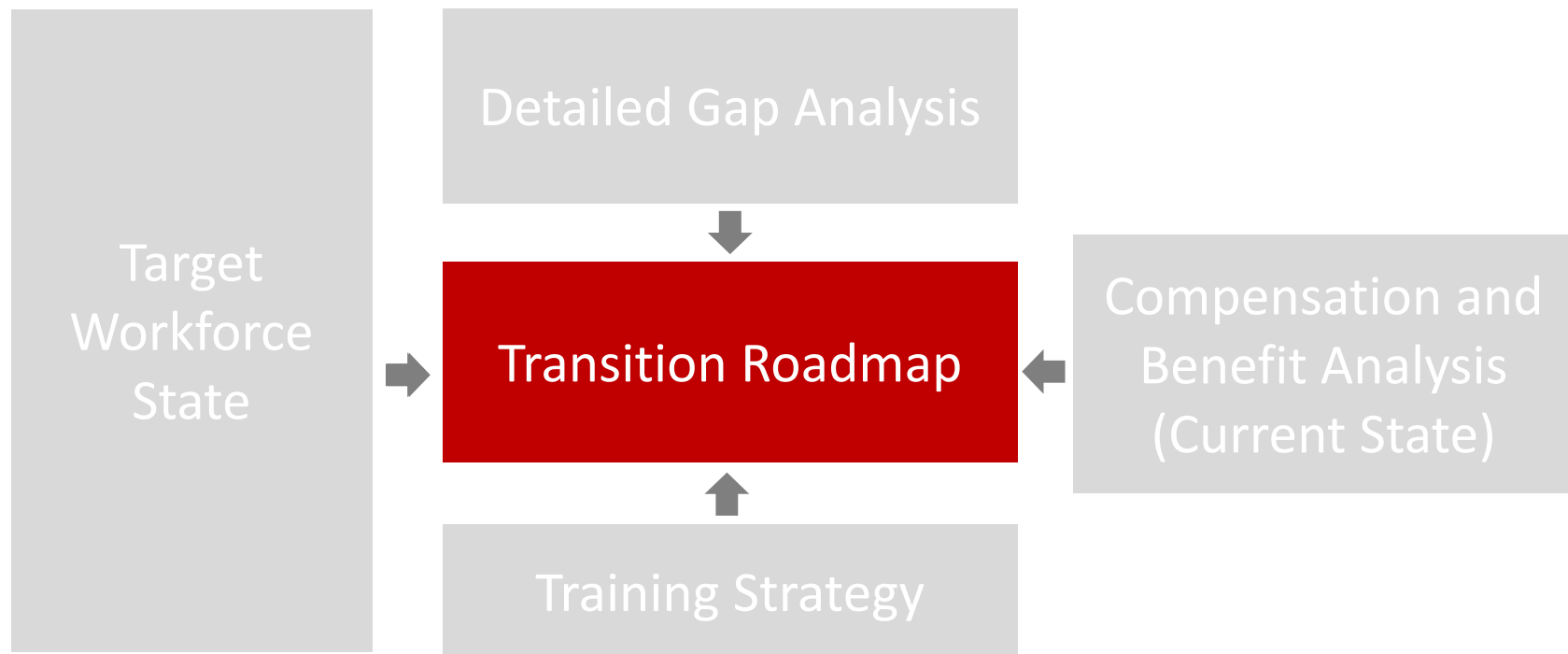
Workforce Strategy: **New Hires**



Transition Roadmap



Transition Roadmap



Questions?