

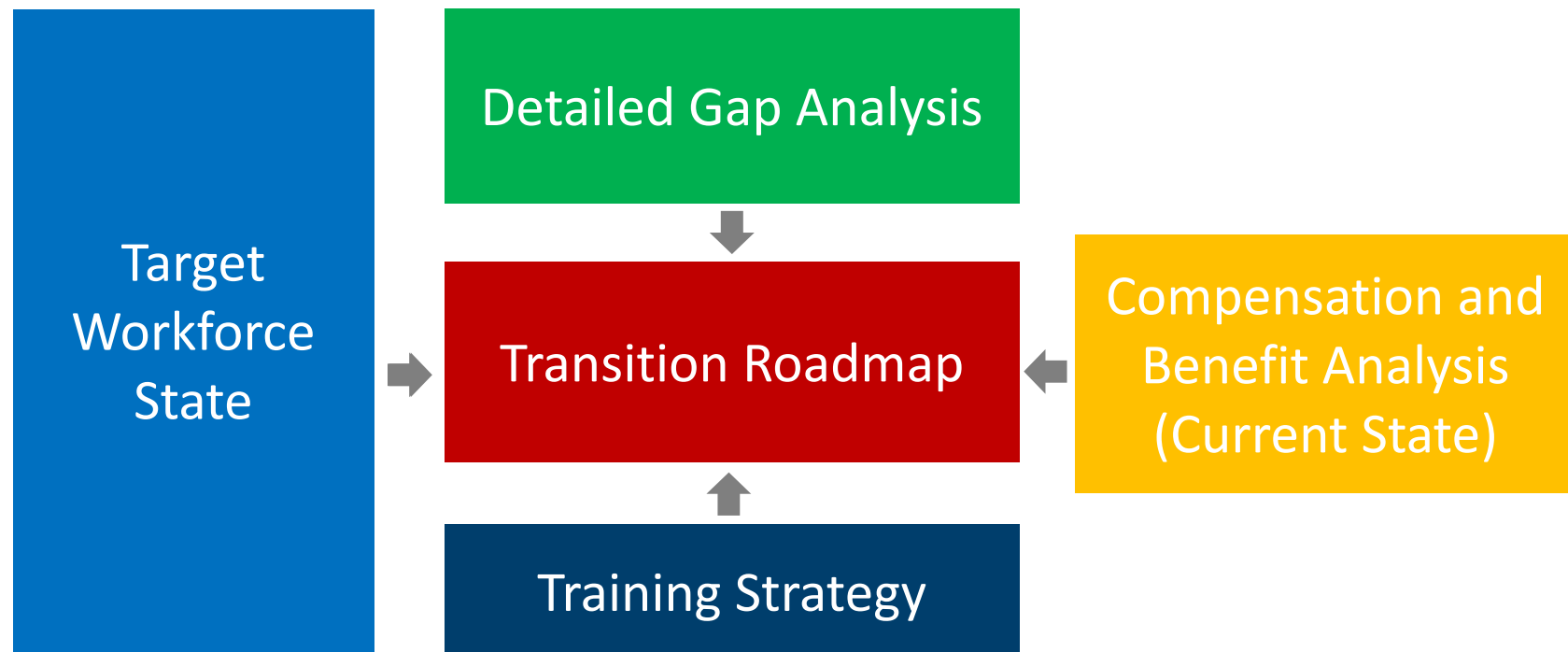


Workforce Strategy Management and Reporting Data

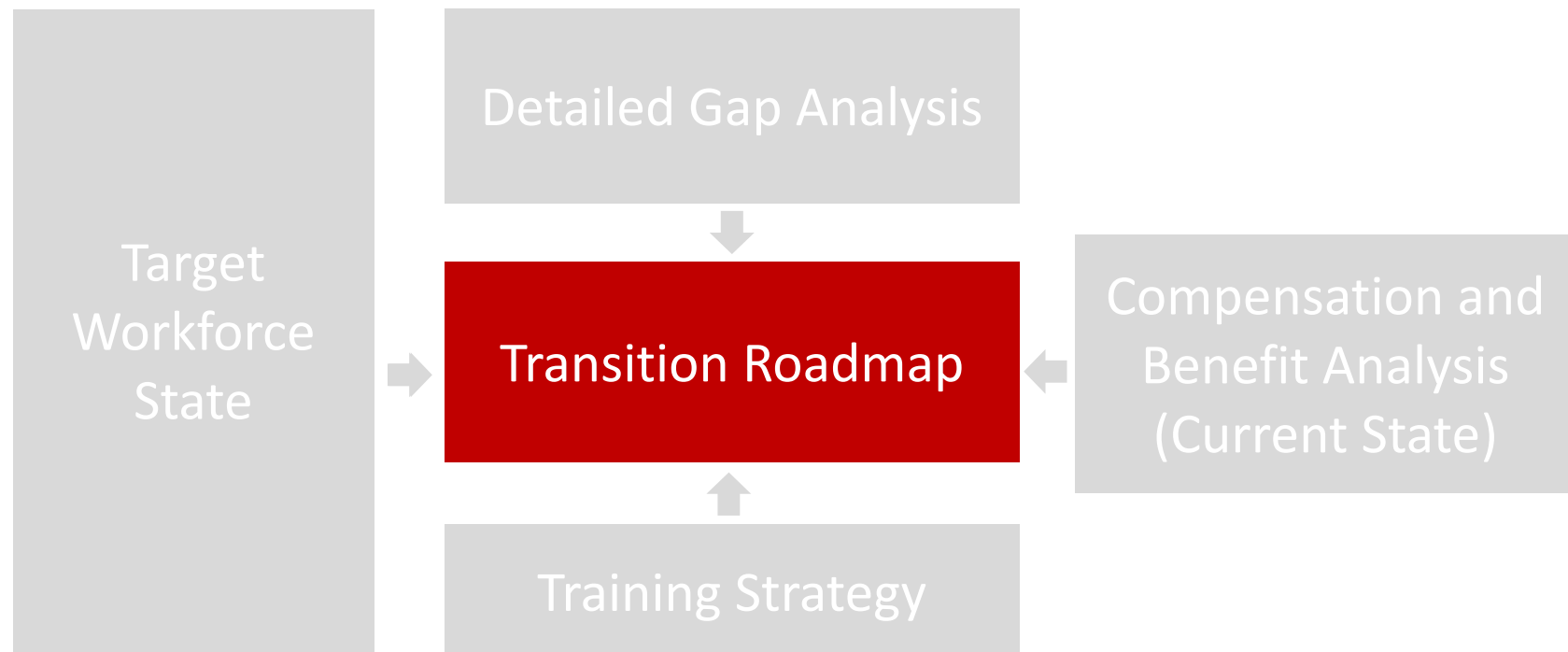
ALL PSS Meeting | December 11, 2015

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

1. 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	

2. Strategies

Edit Strategy

[Add New](#)

workforce-strategy-8899

Workforce Project

Project:

Workforce Requirements

Position:

Facility Type:

FTE:

DSRIP Year Needed:

Workforce Strategy

Strategy Type:

Redeploy from:

Estimated Cost:

Workforce Training

Pre-Requisite Training:

Additional Training:

Cost:

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 **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
[@ammnahecnnet-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	G B

[Choose Files](#) [Upload Files](#)

Strategy Messages



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



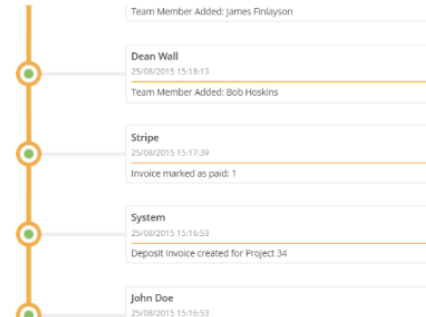
Kellie Gibson
25/08/15 15:23
Hi Kari,
What do you think of these training solutions?



[Send Message](#)

Strategy Updates

wh



3. Projects

Edit Project
[Add New](#)

3ai - Inegration of Primary Care and Behavioral Health

Workforce Spending Need

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

Positions Needed	Nurse: LPN	Community Care Cen..	DY3 Q2	23
	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
	Nurse: LPN	Community Care Cen..	New Hire	DY3 Q4	8	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 **Kellie Gibson** on **9/14/2015**

Mark Complete

Request Approval

Project Members
 Roles and Responsibilities

3. Projects

Workforce Strategies

					Action
Nurse: LPN ▼	Community Care Cen.. ▼	Redepoy ▼	DY3 Q1 ▼	15	<input type="button" value="Save"/> <input type="button" value="Edit"/> <input type="button" value="Delete"/>
Nurse: LPN ▼	Community Care Cen.. ▼	New Hire ▼	DY2 Q4 ▼	8	<input type="button" value="Save"/> <input type="button" value="Edit"/> <input type="button" value="Delete"/>
Care Manager ▼	Home Health Agency ▼	Retrain ▼	DY2 Q4 ▼	56	<input type="button" value="Save"/> <input type="button" value="Edit"/> <input type="button" value="Delete"/>
Care Manager ▼	Home Health Agency ▼	Redepoy ▼	DY2 Q4 ▼	10	<input type="button" value="Save"/> <input type="button" value="Edit"/> <input type="button" value="Delete"/>
Physician Assist... ▼	Community Care Cen.. ▼	Retrain ▼	DY4 Q4 ▼	6	<input type="button" value="Save"/> <input type="button" value="Edit"/> <input type="button" value="Delete"/>
Select Position ▼	Select Facility. ▼	Strategy ▼	Date ▼	FTE	<input type="button" value="Save"/> <input type="button" value="Edit"/> <input type="button" value="Delete"/>

4. Dashboard

Important Dates
Next Report

January 31st, 2017

[Go to MAPPS >](#)

Staff Numbers
Redeployed Full and Partial

DY2, Q3 Full Partial

Organization 32 18

Position 64% 36%

Workforce Staff Impact Overview
DY2

Organization Facility Position Level

5821 210 360 476 6,867

84.8% 3.1% 5.2% 6.9%

Retrain Redeploy New Hire Other 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	DY 4	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 entries

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	+ - x

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
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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-annually

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

Part 1: Workforce Spending

3. Actual Spending

Reported:
Each Quarter

- **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)

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

Reporting Data

Part 2:

Workforce
Staff Impact

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

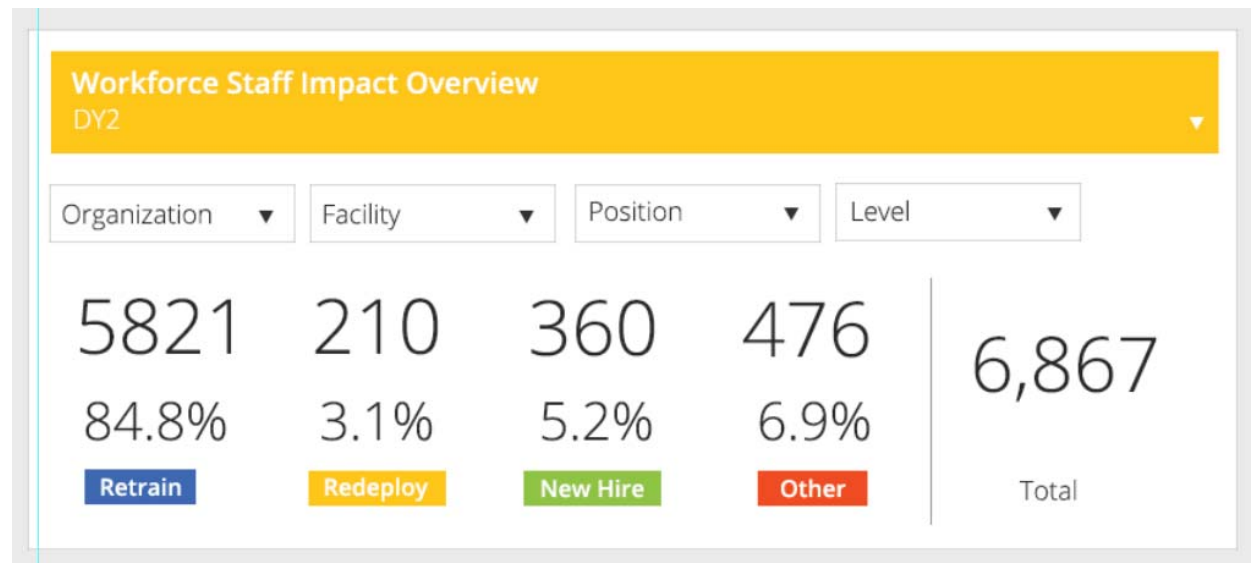
Part 2: Workforce Staff Impact

1. Number **Impacted**

Reported:

Annually

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



Part 2: Workforce Staff Impact

2. Full and Partial Placement

Reported:

Annually

% fully placed **(95%)**

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

Staff Numbers		
Redeployed Full and Partial		
	Full	Partial
DY2, O3	32	18
Organization	64%	36%
Position		

Questions?