Quarterly Update: DY3, Q1 (April 1, 2017 – June 30, 2017)
(4 pages total)

WORKFORCE TRAINING STRATEGY:
Updates on implementation of workforce training strategy (including evidence of uptake of training programs including both individual training and training for new, multi-disciplinary team)

Utilizing project-by-project analysis, speed and scale, and other tools as a guide, the NCI PPS developed a training strategy including the following components:
- project correlations
- training activity
- target audience
- training objectives
- materials/modality of training
- timeline/frequency
- PPS Project Management Office contact information to support the activities

Various entity types require different training activities. As such, the NCI training strategy created multiple tabs within this training plan. Defined entity types include:
- Primary Care Practices no 3ai (those not participating in the IMPACT Model)
- Primary Care Practices IMPACT (those participating in the IMPACT Model)
- Federally Qualified Health Center
- Hospital
- Behavioral Health
- Community-based organization, Health Home and Emergency Medical Services
- Nursing Home

	A	B	C	D	E	F	G
	Project (s)	Training Activity	Target Audience	Training Objectives	Training Materials/Modality	NCI PPS Point of Contact	Timeline
	All	DSRIP 101	Practice	1. Common understanding of DSRIP, it's objectives, and the PPS' projects, metrics and goals 2. The four pillars of Clinical Integration and their application to DSRIP 3. Performance monitoring and reporting for DSRIP	1. PPS provided DSRIP 101 webinar or in person DSRIP 101 powerpoint 2. NCI training sign in sheets	Tracy Leonard	5/31/2016
	All	Health Literacy & Cultural Competency including Mental, Emotional and Behavioral Health prevention, promotion and treatment	All patient facing staff	1. Understand the importance of Health Literacy and Cultural Competency to patients health outcomes 2. Understand the Health Care Disparities impacting the practices and NCI patient population particulary the low-socio economic and those with living with mental illness and substance abuse disorders 3. Apply lessons learned to improve health literacy 4. Identify guiding principles and practical strategies for improving health literacy within the practice	1. PPS provided Health Literacy and Cultural Competency & MEB webinar or in person presentation 2. NCI training sign in sheet	Ian Grant	by 12/31/16
	All	HIPAA, Privacy and Security	All	Staff understanding and application of HIPAA, privacy and security laws	1. PPS provided webinar/ HIPAA training slides or practice equivalent training (must provide training materials) 2. NCI training sign in sheet	Chris Grieco, NCI Chief Information Security Officer	Annual
	All	Compliance	All	1. Why you need compliance plan including the following: components - 8 elements of compliance - Fraud waste and abuse - False Claim Act - Code of Conduct - Reporting	1. NCI Compliance Officer provided Compliance Plan training materials 2. NCI training sign in sheet	Heidi Baker, NCI Compliance Officer	Annual
	2biv (2a, 7a) 3.b.i. 3.c.i. 3.c.ii		Care Manager (s)	1. Incorporate standardized Health Home screenings and referrals 2.Receipt of warm hand-off and record transition of patients from inpatient facilities and other care coordination services 3. Utilize EMR (and Population Health Management Tool when available) to assess and stratify patients for practice care management and	1. NCI PPS standardized care transition protocols 2. NCI PPS standardized risk stratification tool 3. EHR screen shots including receipt, referral and follow-up		Initial by

PCP no 3a.i. | PCP 3ai IMPACT | FQHC | Hospital | Behavioral Health | CBO HH EMS | Nursing Home

This entity specific training plan was distributed to the identified workforce and main DSRIP point of contact from each partner organization. In collaboration with the Workforce Lead, partner organizations reviewed the training strategy to ensure alignment with project selections/commitments. Upon review and approval, partners executed an attestation form, solidifying their commitment to adopt and implement their entity specific training plan in accordance with their specific DSRIP projects and requirements.

NCI has met and exceeded all committed targets as it relates to new hires, training/retraining and redeployment. Also, as of March 31, 2017, partner attestation forms have been completed and the following trainings have been implemented across the Integrated Delivery System (in accordance with components noted above). Additional trainings, although not necessarily outlined in the entity specific training plans, have been conducted by, or in collaboration with PPS partners. These trainings have been offered to complement or expand opportunities beyond what was required. The chart below includes many, but not all of these "optional" trainings, in addition to what is outlined in the entity specific plans.

The NCI is collecting training sign in sheets for all trainings and this information is being tracked, monitored and reported through the Project Management Office. Specific training dates, materials and other applicable information is being outlined in the partner specific web forms (through Performance Logic), the training schedule template, in SurveyMonkey, in Excel and in MAPP. As other training needs are identified, the NCI will address them and leverage necessary resources to ensure our workforce is prepared and equipped with the right knowledge and tools for healthcare transformation.

Training Activity	Entity Type	Status
DSRIP 101, Performance Reporting & Clinically Integrated Network	• All	Launched in DY1, Q1
Health Literacy, Cultural Competency and MEB	• All	Launched in DY2, Q2
HIPAA, Privacy and Security	• All	Launched in DY1, Q4
Corporate Compliance	• All	Launched in DY1, Q4
Care Transitions & IT Processes	• All	Launched in DY2, Q2
RHIO, Direct Messaging	• All	Launched in DY1, Q4
Chronic Care Professional	• PCP (no 3ai and 3ai IMPACT) • Federally Qualified Health Center	Launched in DY1, Q2
Evidence- based Protocols – Treatment of Blood Cholesterol (i.e. ACC/AHA, JNC8)	• PCP (no 3ai and 3ai IMPACT) • Federally Qualified Health Center	Launched in DY2, Q3
Blood Pressure Measurement	• PCP (no 3ai and 3ai IMPACT) • Federally Qualified Health Center	Launched in DY2, Q2
Patient Centered Medical Home	• PCP (no 3ai and 3ai IMPACT) • Federally Qualified Health Center	Launched in DY1, Q1
SBIRT (4 and 12 hours)	• PCP (3ai IMPACT) • Federally Qualified Health Center • Behavioral Health • CBO, Health Home & EMS	Launched in DY1, Q1
Patient Activation Measure (PAM)	• Federally Qualified Health Center • Behavioral Health • CBO, Health Home & EMS	Launched in DY1, Q1

Problem Solving Treatment Certification	• PCP (3ai IMPACT)	Launched in DY2, Q4
Substance Abuse, Prevention, & Skill Building for Youth (i.e. Project Success, Teen Intervene, Second Step, Botvin Life Skills Training, The Incredible Years, Too Good for Drugs, Too Good for Violence, etc.)	• Federally Qualified Health Center • Hospital • Behavioral Health • CBO, Health Home & EMS	Launched in DY2, Q3
Diabetes & Prediabetes Referral Process	• PCP (no 3ai and 3ai IMPACT) • Federally Qualified Health Center • Behavioral Health • CBO, Health Home	Launched in DY2, Q2
North Country Care Coordination Certificate Program	• Federally Qualified Health Center • Behavioral Health • CBO, Health Home & EMS • Nursing Home	Launched in DY1, Q2
Integrating Tobacco Cessation's 5 A's into the EHR	• PCP (no 3ai and 3ai IMPACT) • Federally Qualified Health Center	Launched in DY2, Q3
Funds Flow	• All	Launched in DY2, Q3
Hypertension Management	• PCP (no 3ai and 3ai IMPACT) • Federally Qualified Health Center	Launched in DY2, Q3
Depression Care Manager	• PCP (3ai IMPACT)	Launched in DY2, Q2
Tobacco Dependence Treatment	• Behavioral Health	Launched in DY1, Q4
PHQ 2/9	• PCP (no 3ai and 3ai IMPACT) • Federally Qualified Health Center • Behavioral Health	Launched in DY2, Q3
CAGE-A Assessment	• CBO	Launched in DY2, Q3
Diabetes Disease Management (ADA guidelines)	• PCP (no 3ai and 3ai IMPACT) • Federally Qualified Health Center • Behavioral Health	Launched in DY2, Q3
Drug Abuse Screening (DAST) and Alcohol Use Disorders Identification Test	• CBO	Launched in DY2, Q3
Motivational Interviewing	• PCP (3ai IMPACT) • CBO	Launched in DY2, Q2
Introduction to the Medicaid Health Home	• All	Launched in DY2, Q2
Task Webform	• All	Launched in DY2, Q1
Community Health Worker	• CBO	Launched in DY1, Q2
Care Coordination Collaboratives	• All	Launched in DY3, Q1
Mental Health First Aid (Adult & Youth)	• All	Launched in DY1, Q1

Bridges Out of Poverty	• All	Launched in DY1, Q1
Person Centered Care	• PCP (no 3ai and 3ai IMPACT) • Federally Qualified Health Center • Hospital • CBO (Public Health)	Launched in DY3, Q1