



# Bronx Health Access Workforce Committee Update

## Workforce Co-Chairs

- Rosa Agosto
- Selena Griffin-Mahon

*September 25, 2015*

# Bronx Health Access Workforce Committee Members

## Co-Chairs

- Rosa Agosto, Urban Health Plan
- Selena Griffin-Mahon, Bronx Lebanon

## Members

- Aida Morales, 1199SEIU
- Denise Cherenfant, 1199SEIU Training Fund
- Christina Coons, VNSNY
- Abid Yahya, NYSNA
- Celestino Fuentes, Argus Community, Inc.
- Cathy Giandurco, Premier Home Health Care
- Marcia Halley, University Consultation Center
- Nicole Kelley, Strive International
- Lawrence Lang, The PAC Program
- Lucia Pons, Dannelisse Corp.
- Shirley Riley, 1199SEIU
- Nestor Sanchez, Dannelisse Corp.
- Roy Wallach, Arms Acres & Conifer Park
- Debbie Witham, VIP Community Services

# State Required Deliverables

## ► Analysis and Plans

- Create a vision for the target workforce
- Perform a current state assessment of the workforce
- Conduct a “gap analysis” to illustrate the difference between the current and target states
- Create a comprehensive road map to get from current to target state
- Conduct a compensation and benefit analysis
- Create a comprehensive training plan, including cultural competency

## ► Metrics

- Number and Percentage of workers (by role) who will be hired, retrained and redeployed
- Number and Percentage of workers who will be redeployed at full or partial placement (75-95% of current compensation)
- Yearly spending on retraining, redeployment and new hires
- Must be finalized by DY1, Q4 report and will be used as basis for future payments

# Timeline

## ► Completed

- ✓ Established relationship with individual projects to obtain information on workforce needs (Spring 2015)

## ► Fall 2015

- ✓ Contract with 1199 Training and Educate Fund to act as the workforce clearinghouse to anchor retraining and redeployment
- ✓ Survey projects and partners to determine current state, compensation and benefits, and training needs and capacity
- ✓ Create process to collect information from projects and partners for reporting purposes

## ► Winter/Spring 2016

- ✓ Aggregate survey data to create future state analysis, current state analysis, gap analysis, and create roadmap to achieve future state
- ✓ Conduct training needs assessment by project and by partner, including needs for cultural competency
- ✓ Develop comprehensive training plan
- ✓ Conduct a compensation and benefit analysis based on redeployments, retraining, etc.

# Workforce Next Steps

- ▶ Surveying Projects and Partners and Conducting Analyses
  - ▶ Future payments will be based on our ability to predict accurate numbers for hiring, training, redeployment, and retraining
  - ▶ We will work to make the process for information gathering as seamless as possible
  - ▶ We are contracting with a vendor to conduct the survey and do the analyses needed to create our workforce roadmap
- ▶ Creating a comprehensive Workforce Center
  - ▶ A workforce center will anchor the activities around redeployment and retraining but not conduct all the activities themselves
    - ▶ The Center will work with all partners and potentially across multiple PPS's to:
      - ▶ Assess needs
      - ▶ Create or acquire curricula
      - ▶ Conduct or subcontract for trainings
      - ▶ Provide services to workers who can be retrained/redeployed
      - ▶ Track trainings, redeployment across the PPS for reporting
  - ▶ Bronx Health Access and other PPS's are in the process of negotiating a contract with 1199TEF for this purpose

# What you can expect from the Workforce Committee

- ▶ Trainings/Retrainings (Current)
  - ▶ Manage requests for trainings that will help your workforce implement DSRIP
  - ▶ **Training requests can be submitted now! (Contact project leads or [sgriffin@bronxleb.org](mailto:sgriffin@bronxleb.org))**
- ▶ Surveys (Future)
  - ▶ We will be surveying you about your current workforce, your future workforce needs and your training needs and capacity
- ▶ Redeployment Support (Future)
  - ▶ The Workforce Center will have the capacity to help you support redeployed staff as well as find qualified staff