



Workforce Workgroup

September 14, 2022

Welcome



Housekeeping



- All questions and comments are welcome
- Please mute your microphone when you aren't speaking
- Please leave your camera on if possible
- Time will be reserved at the end for an evaluation
- Today's materials will be emailed to you

Agenda



- Resiliency Reset
- New Member Introductions
- Discussion of Charter/Workgroup Purpose
- Planning for fall/spring CWP Progress
- CHC Inc. Learning Collaboratives
- Goals & Action Items for Next Meeting
- Evaluation & Adjourn

Resiliency Reset

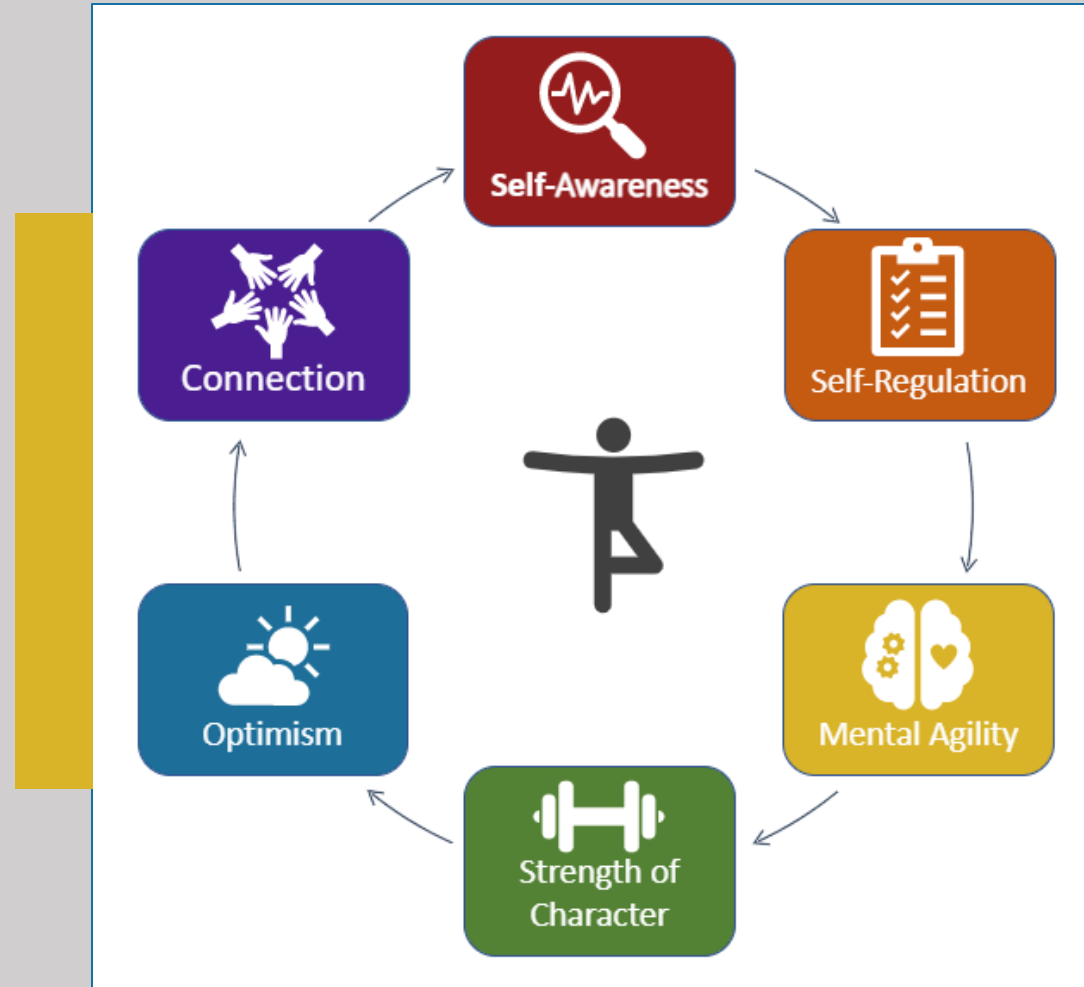


Resiliency Defined



Resiliency is the ability to withstand, adapt to, and recover from stress and adversity by using effective coping strategies to maintain, or return to, a state of mental health and personal wellbeing.

The Six Dimensions of Resilience



Focus on Mental Agility



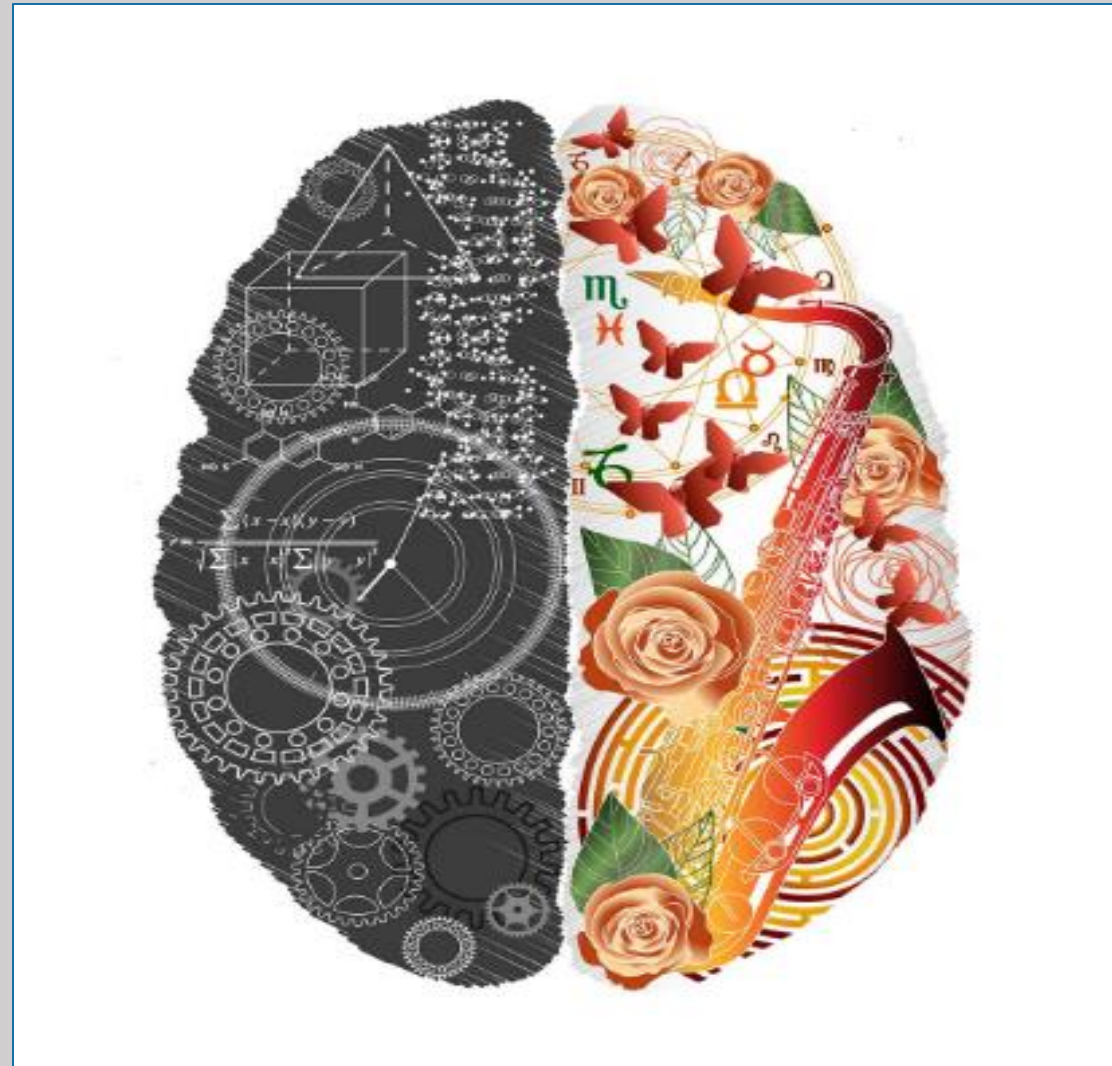
The ability to think with creativity, flexibility and from more than one perspective

Left and Right Brain Engagement



Left Hemisphere

- Logic
- Reading & writing
- Language
- Memorization
- Analysis
- Science & math



Right Hemisphere

- Intuition
- Non-verbal information
- Imagination
- Creativity
- Art & music
- Emotions

Innovation



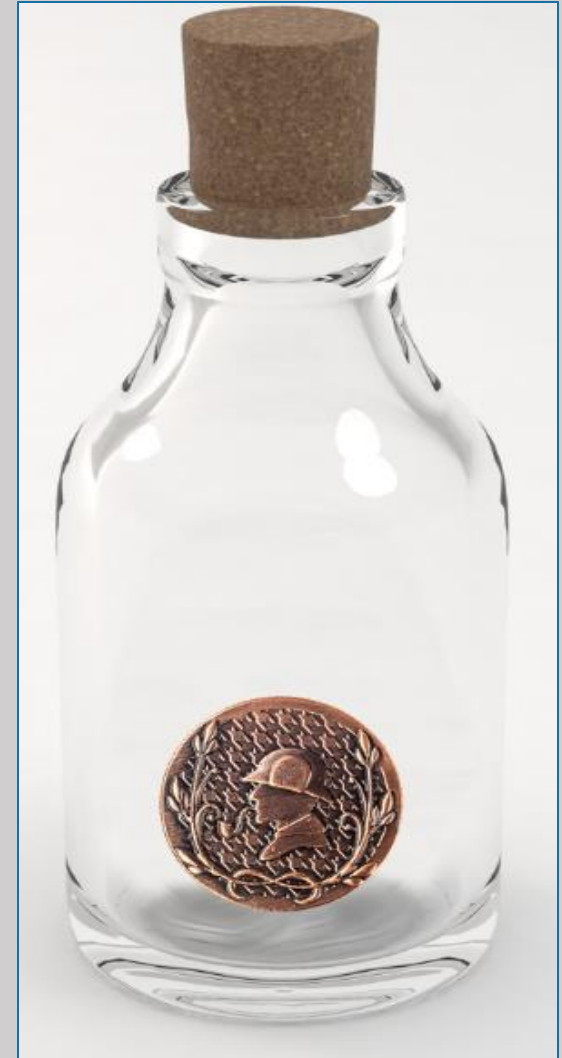
- Brainstorm many possible solutions – don't immediately seek the best or right one
- See what already exists in the world and put things together in new and different ways.
- Engage your creative right brain and think of all the many ways a paper clip could be used

Problem Solving



Brain games

- A coin is in an empty bottle with a cork in the neck. How can you remove the coin without removing the cork or breaking the bottle?



Problem Solving



Brain Games

- Begin with the word **WALL** and change one letter at a time until you get the word **FIRM**.
- Each change must make a proper word.

• **WALL**

• **WILL**

• **FILL**

• **FILM**

• **FIRM**

New Experiences



- Learn words in a new language
 - Workforce in Spanish – Personal
- Read an article or book about a new topic of interest
- Learn a new word each day – Merriam Webster
 - Substantive – adjective meaning important, real or meaningful
- Take a new route on your drives

Music and Movement



- Play music to stimulate creative thinking
 - Instrumental is best – any style you enjoy
 - Focus music
- Move your body to support agile thinking
 - Go outside
 - Walk or dance in place at your desk

New Member Introductions



Discussion of Charter & Workgroup Purpose

Workforce Workgroup Deliverables



- Peer-to-peer learning, idea exchange, and networking opportunities between staff of community health centers
- Resources related to workforce pathway development and HP-ET partnerships for health centers
- Development/maintenance of online resource repository (accessible by workforce workgroup members)
- Development and implementation of Strategic Workforce Development Plans within each community health center
- Partnership opportunity highlights with training organizations, community colleges, universities, and other potential educational partners

Workforce Workgroup: Members



- Provide ideas for topics on trainings
- Develop, advocate for, and maintain Workforce Strategic Plans
- Share best practices, discuss challenges, and exchange resources
- Create linkages & partnerships on initiatives to facilitate the delivery of efficient, productive and effective health care services to patients served
- Actively participate in workgroup meetings/trainings
- Contribute personal and professional experience and expertise to the group



Charge



This workgroup will share best practices and processes to build, connect, evaluate, and improve CHC workforce programs and partnerships. Membership is encouraged for any CHC employee who works to manage or develop any health professions education or training (HP-ET) program or partnership at NC Community Health Centers. This workgroup will collaborate to put practices into place to properly and effectively manage training relationships, residencies, preceptorships, extern/internships, as well as develop effective strategic workforce development plans. This workgroup will grow and expand our foci in response to HRSA goals and objectives customized for NC, towards the continued development and improvement of workforce pathways to support community health center staffing in our state.

Planning for Fall & Spring CWP Progress



First Steps



- If you don't know where to begin, reach out to NCCHCA!
- If you already have a draft HPET plan, share it with NCCHCA for feedback.
- If you have a CWP draft, share it with NCCHCA for feedback.
- If you have neither of these things, reach out to NCCHCA! We can help you get started and establish a timeline.

Advancing the Plan:



- Stay in touch with NCCHCA Workforce Team!
- Attend Workgroups and bring your questions.
- Ensure you're meeting internally.
- Ensure you're progressing toward timeline goals.
- Submit drafts or partial drafts for feedback!

CHC Inc.
Learning
Collaboratives



Applications Open:



Postgraduate Nurse Practitioner and Fellowship Residency Programs Learning Collaborative

- 6-month learning experience from October to March 2023.
- Six 90-minute learning sessions and bi-weekly coach calls with the health center's team coach and our CHCI faculty.
- Will help teams in developing a strategic plan for developing and implementing postgraduate residency programs for new nurse practitioners.
- By the end of the Collaborative, each participating health center will be ready to launch their program in either Fall 2023 or 2024.

The Health Professions Student Training Learning Collaborative

- 6-month learning experience from January to June 2023.
- Six 90-minute learning sessions and bi-weekly coach calls with the health center's team coach and our CHCI faculty.
- Will help teams to plan, develop and implement the infrastructure needed at their health center to support training health profession students.
- By the end of the Collaborative, each participating health center will have developed a health profession student training playbook.

September Goals & Action Items



- Schedule a follow up with NCCHCA for resources & support!
- [Register for the Clinical Conference on Quality and Chronic Disease – October 19-21, in Winson-Salem!](#)
- Next Workforce Workgroup Meeting:
 - November 9th 10am-11am
 - [Click Here to Register](#)

TTS Evaluation Link



- Takes 3 – 5 minutes to complete
- https://ncchca.iad1.qualtrics.com/jfe/form/SV_2IBqRgaH618iJE2

Workforce Development Contacts



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Thank you for
attending and
participating!

