



# Workforce Development

## Services and Support

### Comprehensive & Strategic Workforce Planning

HRSA-mandated Comprehensive Workforce Planning is intended to bring together your workforce activities, programs, and goals into a manageable, practical, and measurable strategic plan that reflects your CHC's data and culture. We offer customized support for developing your plans by providing:

- Specialized focus on resiliency and best practices to support your workforce
- Resources to guide the development of your Comprehensive Workforce Plan (CWP)
- One-on-one meetings with NCCHCA staff for training and technical assistance
- Tailored recommendations and timelines for planning
- Review and feedback for CWP drafts
- Additional consulting, strategizing and support as needed

### Partnerships

Health Professions Education and Partnerships range from working with local high schools to educate students about career opportunities in FQHCs, to full-fledged accredited residency programs for providers, and include everything in between! We support this area by:

- Building relationships with community colleges and universities
- Conducting surveys of our workforce personnel members and working to expand existing partnerships
- Acting as a resource for questions about the National Health Service Corps
- Keeping our ear to the ground for other potential educational partners, and providing opportunities for you to hear from them

### Working Together as a State

We offer multiple ways to collaborate and learn from your community health center peers by:

- Hosting a monthly Workforce Workgroup – open to workforce and HR staff, as well as Practice Managers
- Hosting a quarterly Human Resources Workgroup
- Highlighting your peers' experience and best practices
- Facilitating conversations about workforce planning
- Emphasizing a group approach to addressing workforce challenges

### Areas of Special Focus

- Workforce Resiliency/Addressing Burnout
- Workforce Strategy – Including Recruitment and Retention
- Health Professions Education and Training – Programs and Partnerships

### Contact Us

**Josie A. Lane-Kuzniar**, Manager of Workforce Development

- [lane-kuzniarj@ncchca.org](mailto:lane-kuzniarj@ncchca.org)

**Meredith Benjamin**, Workforce Coordinator

- [benjaminm@ncchca.org](mailto:benjaminm@ncchca.org)