

# A GUIDE TO CHAMPS' WORKFORCE DEVELOPMENT INITIATIVES

*CHAMPS' Workforce Development tools and programs address the unique concerns of current and future community, migrant, and homeless health center (CHC) professionals in Region VIII (CO, MT, ND, SD, UT, WY) on a variety of levels: from students considering a future career in community health, to current clinicians, managers, administrators, and board members. Click on the links below to learn more!*

## **Continuing Education and Professional Development**

*Providing a variety of timely opportunities for professional growth:*

- [Annual Primary Care Conference](#) addressing workforce/human resources, clinical practice, integrated services, operations, finance, governance, policy, and more.
- [Distance Learning](#) program of live and archived webcasts, podcasts, on-demand learning modules/course, and more.
  - Includes a [Distance Learning Library](#) of handouts and related materials from past CHAMPS events, plus links to [Other Online Learning Resources](#).
- [Leadership Learning Opportunities](#) for current and emerging CHC leaders, managers, and supervisors.
- Online [Calendar of Events](#) detailing regional and national conferences and trainings relevant to community health.

## **Resources for Job Seekers**

*Helping qualified candidates find community health careers:*

- Searchable [Job Opportunities Bank \(JOB\)](#) of open positions in Region VIII CHCs; CHAMPS advertises these openings at career events and via a [Monthly JOB Email](#).
- In-depth information [About Health Centers](#) and [Health Center Partners](#).
- Details about the [Advantages of Working in a CHC](#) plus a [Testimonials Video](#).
- Links to other regional and national [Recruitment and Retention Resources](#).

## **Resources for CHC Staff and BOD Members**

*Ensuring CHCs recruit, train, and retain the personnel required to maintain high-quality and effective organizations:*

- Discounted HR-related products through the [Region VIII Health Center Preferred Pricing Program \(PPP\) for Employment Screening Services](#).
- A robust selection of online [Recruitment and Retention Resources](#) including:
  - [Resources for Healthcare Career Pathways](#) to guide the training of future workforce.
  - The job seeking resources as listed above.
  - [Health Center Recruitment Resources](#) plus recruitment-related information about [CHC-Related Federal and State Programs](#), [HPSAs and MUAs](#), [Physician Recruitment FAQs](#), a [Physician Recruitment Plan](#), and [Sample CHC Job Descriptions](#).
  - Materials to help health centers successfully [Orient New Staff](#) and [Retain Highly Qualified and Motivated Staff](#), including [Resiliency Resources](#).
- Additional [CHC Board Resources](#) to support strong and effective governance.
- Additional [Clinical Resources](#) including provider training and reference materials addressing chronic conditions, evidence-based clinical guidelines, and more.
- Additional [Quality Improvement Resources](#) including QI, HIT, PCMH, SDOH, health equity, health literacy, team-based care, and more.
- Additional [Cross-Disciplinary Resources](#) addressing special populations, cultural competency, emergency preparedness, needs assessments, outreach, etc.

## CHAMPS' WORKFORCE DEVELOPMENT INITIATIVES

### Trends and Statistics

*Increasing awareness of workforce trends to guide recruitment and retention policies:*

- Targeted [Region VIII CHC Staff Recruitment and Retention \(R&R\) Surveys](#) identifying ways to attract and keep talented professionals.
- Biennial assessment of salary and benefits data via the [Region VIII Health Center Salary & Benefits Survey Report](#).
- Three salary survey companion reports with additional metrics: [Region VIII Health Center Clinical Staffing Report](#), [Region VIII Health Center Provider Productivity Expectations Report](#), and [Region VIII Health Center Workforce Metrics Report](#).
- Annual analysis of recruitment efforts and fill rates via the [Region VIII Job Opportunities Bank \(JOB\) Data Comparison Report and Infographic](#).
- Annual [Region VIII UDS Summary, Fact Sheet, and Workforce Metrics Infographic](#) including trends in staffing, productivity, and health professions training programs.
- Links to [Other R&R Surveys and Data](#) relating to health and health centers.

### Peer Support

*Encouraging successful careers by providing venues for discussion between colleagues:*

- Networking with peers during roundtable sessions at the [Annual Primary Care Conference](#) for boards of directors, chief executive officers, chief financial officers, chief operating officers, and clinical, human resources/workforce, and other health center staff.
- Region VIII CHC clinicians are part of the [Mountain/Plains Clinical Network \(MPCN\)](#).
- [Region VIII Health Center Directory](#), available searchable online, providing information about all Region VIII CHC executive leadership staff and clinicians (member credentials required).
- Ongoing support for Primary Care Association (PCA) leadership, clinical, workforce, and other staff during regular [Region VIII PCA Networking Group](#) meetings.

### Additional Services

*Educating CHC staff about CHAMPS, MPCN, CHCs, PCAs, and other state, regional, and national resources, events, funding opportunities, federal policies, etc.:*

- [Quarterly Newsletters](#) delivered electronically to CHC executive leadership and clinical staff, and other partners across the country.
- Electronic communications for specific groups and audiences including the [Health Equity Digest](#), [LinkedIn Company Page](#), [MPCN Minute](#), and [Workforce Focus](#).
- [Welcome Program](#) for new CHC executive leadership and clinical staff.
- Information about [Health Center Partners](#) including PCAs, National Training and Technical Assistance Partners (NTTAPs), and other organizations invested in community health.

#### **Most Popular CHAMPS Resources for CHC Workforce:**

[Events and Trainings](#)

[Job Opportunities Bank \(JOB\)](#)

[Physician Recruitment Plan](#)

[Resiliency Resources](#)

[Resources for Retaining CHC Staff](#)

[Sample CHC Job Descriptions](#)

[Region VIII Health Center Salary & Benefits Survey Report](#)

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Questions? Contact the CHAMPS

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