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, 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.
- Archived trainings that can be borrowed through the CHAMPS **Lending Library**, and additional **Electronic Media** that can be purchased or borrowed.
- 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 on **About Health Centers**.
- 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:
  - **Pipeline Development Resources** 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**.
  - Support of workforce training partnerships through the **Education Health Center Initiative (EHCI)**.
- Additional **CHC Board Resources** to support strong and effective governance.
- Additional **Clinical Resources** including provider training resources, clinical products, and provider and patient reference materials.
- 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, COVID-19, needs assessments, outreach, etc.
**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.
- 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 in print and searchable online, providing information about all Region VIII CHC Executive Leadership Staff and Clinicians.
- Ongoing support for Primary Care Association (PCA) leadership, clinical, workforce, and other staff during regular Region VIII PCA Networking Video Calls.

**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, Wellbeing Bulletin, and Workforce Focus.
- Welcome Program for new CHC executive leadership and clinical staff.
- Online Links to the websites of PCAs across the nation, National Training and Technical Assistance Partners (NTTAPs), and other organizations invested in community health.

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

- **Events and Trainings**
- **Physician Recruitment Plan**
- **Resources for Retaining CHC Staff**
- **Job Opportunities Bank (JOB)**
- **Resiliency Resources**
- **Sample CHC Job Descriptions**
- **Region VIII Health Center Salary & Benefits Survey Report**