

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, and 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 opportunities for professional growth within effective organizations:

- [Distance Learning](#) program of live and archived webcasts and teleconferences
 - Includes a [Distance Learning Library](#) of handouts and related materials from past CHAMPS events, plus links to [Other Online Learning Resources](#)
- [Annual Primary Care Conference](#) addressing Workforce/Human Resources, Clinicians, Operations, Finance, Governance, Policy, and more
- [Leadership Learning Opportunities](#) for current and emerging CHC leaders and managers
- 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 highly-qualified candidates find community health careers:

- Searchable [Job Opportunities Bank \(JOB\)](#) of open positions in Region VIII CHCs; CHAMPS advertises these openings at career fairs and conferences
- Details about the [Advantages of Working in a CHC](#) plus [Testimonials Video](#)
- In-depth information [About Health Centers](#)
- Links to other regional and national [Recruitment & 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:
 - Job seeking resources as listed above, plus
 - Recruitment-related information about [HPSAs and MUAs](#), [CHC-Related Federal & State Programs](#), [Physician Recruitment FAQs](#), [Sample Job Descriptions](#), and a [Physician Recruitment Plan](#)
 - Materials to help centers successfully [Orient New Staff](#) and [Retain Highly Qualified and Motivated Staff](#)
 - Support of workforce training partnerships through the [Education Health Center Initiative \(EHCI\)](#)
- Additional [Community Health Center Board Resources](#) to support strong and effective governance
- Additional [Clinical Resources](#) including provider training resources, clinical products, and provider and patient reference materials
- Additional [Cross-Disciplinary Resources](#) addressing special populations, cultural competency, and clinic operations (including QI/PCMH, HIT, and MU)

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Trends and Statistics

Increasing awareness of workforce trends to guide recruitment and retention (R&R) policies:

- Targeted [Region VIII CHC Staff Recruitment and Retention Surveys](#) identifying ways to attract and keep talented professionals
- Biennial assessment of salary, benefits, turnover, and vacancy statistics via the [Region VIII Health Center Salary Survey Report](#)
- Two salary survey companion reports with additional workforce-related metrics: [Region VIII Health Center Clinical Staffing Report](#) and [Region VIII Health Center Medical/Dental Provider Productivity Expectations Report](#)
- Annual analysis of recruitment efforts and fill rates via the [Region VIII Job Opportunities Bank \(JOB\) Data Comparison Report](#)
- Annual [Region VIII UDS Summary](#) including staffing, productivity, and tenure trends
- 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, and Operations, Human Resources, Clinical, and Outreach & Enrollment staff
- Region VIII CHC clinicians are part of the [Mountain/Plains Clinical Network \(MPCN\)](#) and communicate electronically via the [CHAMPS Clinicians Listserv](#)
- All Region VIII CHC staff are welcome to join the [CHAMPS LinkedIn Discussion Group](#) for updates and to connect with colleagues
- Ongoing support for PCA leadership, clinical, workforce, and other staff during regular [Region VIII PCA Networking Conference Calls](#)
- [Region VIII Health Center Directory](#), available in print and searchable online, providing information about all Region VIII CHC Executive Leadership Staff and Clinicians

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
- [Welcome Program](#) for new CHC Executive Leadership and Clinical Staff
- Online [Links](#) to the websites of Region VIII CHCs, PCAs across the nation, National Cooperative Agreements (NCAs), and other organizations invested in community health

Most Popular CHAMPS Resources for CHC Workforce:

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

[**Physician Recruitment Plan**](#)

[**Events and Trainings**](#)

[**Resources for Retaining CHC Staff**](#)

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

[**Evaluation Tools for CHC Board Members**](#)

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