

# A GUIDE TO CHAMPS' WORKFORCE DEVELOPMENT INITIATIVES

***CHAMPS' Workforce Development materials and programs address the unique concerns of current and future community 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:
  - The job seeking resources as listed above.
  - [Resources for Healthcare Career Pathways](#) to guide the training of future workforce, including [Resources for Employee Career Paths, Ladders, and Lattices](#).
  - [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 [Communication in the Workplace Resources](#) and [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, health literacy, team-based care, and more.
- Additional [Cross-Disciplinary Resources](#) addressing various populations, emergency preparedness, needs assessments, telehealth, 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 and 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 [Healthy Communities Communiqué](#), [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 Technical Assistance Programs (NTAPs), and other organizations invested in community health.

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

[Events & 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](#)

[Starting Your Journey: A Guide to Health Centers Flyer](#)

**Community Health Association of Mountain/Plains States (CHAMPS)**

600 Grant Street, Suite 800

Denver, CO 80203

303-867-9500

[www.CHAMPSonline.org](http://www.CHAMPSonline.org)

Questions? Contact the CHAMPS  
Workforce Development and Member Services Director.

Scan the QR code for a clickable version of this flyer.

