

## MEMO

**To:** Mary Jane Michael, Planning Committee Chair  
**From:** Kathy Craft, AHWC Director  
**Thru:** Jeff Jessee, Chief Executive Officer  
**Date:** January 8, 2016  
**Re:** Workforce Development Focus Area Update

---

### OVERVIEW

At the August 26, 2015 Board of Trustee meeting Trustees voted to keep the FY16 and FY17 budgets as approved in September 2014 (with a few small exceptions). At that time the Trustees directed Trust staff and the Workforce Focus Area Director to consider the existing strategies to ensure that future workforce efforts and initiatives were reengineered and aligned to meet the needs of Trust beneficiaries impacted by Medicaid expansion and reform as well as the Criminal Justice Reform reentry and recidivism efforts.

Updates, in the form of memos, will be provided to the Trustees in November 2015, January 2016, April 2016, and May 2016. Recommendations will be made to the full Board of Trustees at the May 5, 2016 meeting regarding behavioral health and health workforce efforts including Results Based Accountability strategies, budget and staffing needs.

The following is a summary of the work completed between November 9, 2015 and January 7, 2016. The focus during this phase was to obtain and confirm Alaska Health Workforce Coalition partnership funding; strengthen the Trust partnership with DOLWD; continue to revise the Workforce RBA; continue to update the Alaska Health Workforce Coalition Action Agenda; oversee the completion of the Alaska Training Cooperative review; manage the Alaska Core Competencies Senior modification and the Supervisor Work-Based Learning Toolkit keeping in mind how each will enhance, support and advance Medicaid Expansion and Redesign and the Criminal Justice Reentry and Recidivism Reform efforts.

### FY 16 WORKFORCE FOCUS AREA REVIEW

During November, 2015 through January, 2016 the following Workforce Focus Area work continued:

#### **Alaska Core Competencies for Direct Care Workers**

A series of brief informational documents about the Alaska Core Competencies for Direct Care Workers in Health and Human Services has been completed for marketing and Implementation.

### Marketing Documents:

- An Overview of the Competencies
- How to Use the Alaskan Core Competencies
- Competency Assessment Tools: An Overview
- Best Practices in Adopting the Competencies: Community Connections
- Best Practices in Adopting the Competencies: Frontier Community Services
- Best Practices in Adopting the Competencies: Using the Comparison Tool
- An Agency Cost Model for the Alaskan Core Competencies
- Initiatives to Promote Dissemination and Adoption of the Competencies

### Ten Reasons to Adopt the Alaska Core Competencies:

- a. Strengthen the quality of your orientation and training program.
  - b. Improve the skills of your workforce.
  - c. Meet accreditation and regulatory requirements to ensure your workers are competent.
  - d. Increase the sense of professionalism among your workers.
  - e. Increase job satisfaction.
  - f. Reduce turnover.
  - g. Increase the quality of services being provided.
  - h. Improve the satisfaction of clients with the services received.
  - i. Decrease critical incidents.
  - j. Improve the overall functioning of your programs.
2. The Alaska Core Competencies project to modify the curriculum for direct care workers serving seniors within the state is in the competency descriptor rating process. Invited statewide stakeholders are rating the competencies for their relevance to workers serving seniors. The project is scheduled to be completed by June 30, 2016.
  3. The Alaska Core Competencies Work-Based Learning Toolkit project is ongoing. The concept of work-based learning focuses on workplace activity as the main source of learning and reflection about work-based experiences all guided by a coach. The transfer of learning will be from the classroom to the field; from knowledge to skill; and finally from theory to practice. The toolkit will also include basic coaching models, conversation triggers, coaching interventions and assessment.

### **Alaska Area Health Education Center**

4. The AK Area Health Education Center's Pathways into Behavioral Health Careers project is currently under development for the two additional sites being added during FY16. Locations will include Barrow, Anchorage/Mat-Su and Southcentral.

### **Alaska Training Cooperative (AKTC)**

5. The Alaska Training Cooperative (AKTC) – formerly the Trust Training Cooperative has formally and officially changed its name. <http://aktc.org>
  - a. The McDowell Group has commenced on the second phase of the AKTC review and will complete the following tasks:
    - i. Task one. Obtain feedback from a spectrum of BH providers on their training needs, gaps, experience with AKTC, and the extent to which AKTC

training has affected their service delivery. McDowell will perform 15 to 20 structured interviews using a list of contacts and an interview protocol developed in consultation with AKTC and AMHTA.

- ii. Task two. Review the Trust's Behavioral Health Capacity Needs Assessment and other documents relevant to AMHTA program priorities and major trends in the Alaska Behavioral Health, Community Based Services and Long-Term Care field. Work with ATC staff to identify how ATC is responding to those priorities and trends.
- iii. Task three. Review AKTC budgets and program/expenditure reports and work with ATC to identify the strategic rationales and main drivers of cost for key types of training. Obtain information as available about what other training providers charge for training similar to ATC's and compare.
- iv. Task four. Work with AKTC to understand how activities other than training provision affect overall costs.
- v. Task 5. Work with AKTC to analyze the inter-relationships among its funding sources and develop one or more indicators for tracking the extent to which AKTC leverages, or could leverage, AMHTA funding.

**6. Alaska Psychology Internship Program (AK-PIC)** has submitted their ideas for a sustainability plan. Conceptually, WICHE is reviewing the idea of an administrative consortium supporting Psychology Internship Consortia across states such as Alaska, Hawaii, Idaho, Nevada and Colorado. Additionally, WICHE is interested in working with Medicaid to ensure services provided by interns can be billed/reimbursed.

### **Timeline & Implementation Plan**

Kathy Craft will draft significant Workforce Focus Area items for the Trust's Priorities and Anticipated Deliverables November 1, 2015 – June 30, 2016 document.

## **FY16 OVERALL PROGRAMMING CHANGES & BUDGET RECOMMENDATIONS**

### **Alaska Health Workforce Coalition (The Coalition)**

The Coalition is comprised of leadership representatives from government agencies, educational facilities and operators of hundreds of clinics, hospitals and long-term care and behavioral health facilities. These businesses employ roughly 33,800 individuals and pay wages totaling approximately \$1.8 billion. The Coalition ensures that health care employers and industry drive state workforce development efforts and improve system efficiency through collaboration across the private and public sectors. The Coalition has drafted their 2016 priorities which are aligned Governor Walker's Medicaid Expansion and Redesign and Criminal Justice Reentry and Recidivism efforts and will review to finalize at their upcoming January 19, 2016 meeting.

### **Department of Labor and Workforce Development – AK Apprenticeship Initiative**

The cross department meeting convened to discuss the DOLWD federal apprenticeship grants was held on November 30, 2015. The meeting was well attended by DHSS, DOLWD, DEED, UAA, SCF, ANTHC, and AHFC. DOLWD provided an overview of the federal registered

apprenticeship grants and allowed participants to ask questions and discuss issues and concerns. DOLWD continues with their plans to develop registered health care apprenticeships (occupations unconfirmed however behavioral health aides were discussed), design and operate a health care academy and a training cooperative.

#### **FY16 Alaska Health Workforce Coalition Funding**

1. Confirmed additional partnership funding for the Alaska Health Workforce Coalition: \$65.0 (total)
  - a. University of Alaska Anchorage Center for Rural Health and Health Workforce - \$25.0
  - b. Department of Labor and Workforce Development - \$30.0
  - c. Alaska Native Tribal Health Consortium - \$10.0

#### **FY16 Workforce Development Focus Area Funds Available**

- Workforce special projects, \$85.0, available
  - \$30.0 allocated to the AHEC Behavioral Health Career Pathways
- Workforce area administrative costs 40.0 to 10.0, leaving 30.00
  - \$10.0 allocated to UAA
  - \$14.0 allocated to Walsh Shepard to complete the AK Core Competencies Marketing documents

#### **FY16 NEW WORKFORCE FOCUS AREA EFFORTS**

A meeting will be held on January 11, 2016 with SAMHSA and Alaska stakeholders interested in the addictions workforce. SAMHSA is willing to work with Alaska to hold an Addictions Forum to engage and recruit individuals into addiction careers.

#### **FY17 RECOMMENDATIONS IN DEVELOPMENT**

The Trust should consider directly funding the **DOLWD for the AK Health Workforce Profile Survey** instead of sending the funds through UAA. The FY17 funding amount as well as subsequent years have been reduced to \$40.0 a year (\$80.0 for two years) instead of \$75.0 and \$25.0 (\$100.0 for two years) saving \$20.0 every two years.