

To: Mary Jane Michaels, Planning Chair
From: Kathy Craft, AHWC Director
Thru: Jeff Jessee, Trust CEO
Date: 10/2/2015
Re: Workforce Development Focus Area Update

MEMO

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 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 August 26, 2015 and October 2, 2015. The focus of this phase was a complete review of the FY16 budget and projects. A full length version with complete detail is available at the request of the Trustees. The summary memos are intended to provide a quick overview of the efforts and the full length versions have all the details of changes made to the Statements of Intent and Grant Agreements.

FY 16 WORKFORCE FOCUS AREA REVIEW

In order to comprehensively review the FY16 budget it was determined that a thorough look at the Statements of intents and grant agreements should be completed. This exercise would provide an opportunity to ensure that at least for FY16 course corrections which are needed could be made. In addition, it produced opportunity for reflection on the new focus of the workforce resources.

Statements of Intent and Authority Grants

The following FY16 Statements of Intent had changes made:

- SHARP (Support for Services to Health Care Practitioners)
- UAA COH OHPD Vacancy Study – Alaska Health Workforce Profile
- UAA Center for Human Development, Trust Training Cooperative

- UAA College of Health, Alaska Center for Rural Health and Health Workforce, Alaska Health Workforce Coalition Director

The following FY16 Workforce Focus Area Contracts & Authority Grants had changes made:

- WICHE – AK Core Competencies Work-based Toolkit for Supervisors
- WICHE – AK Psychology Internship Consortium (AK-PIC)

Results Based Accountability

Michael Baldwin, Natasha Pineda and Kathy Craft met on September 29, 2015 to discuss re-visioning the RBA documents. The new RBA document will reflect results, indicators and strategies which will impact Medicaid Expansion and Reform, Criminal Justice Reentry and Recidivism efforts as well as the Department of Labor and Workforce Development grants under the new Workforce Innovations and Opportunities Act (WIOA).

FY16 OVERALL PROGRAMMING CHANGES AND BUDGET RECOMMENDATIONS

AHWC Director will work with the DOLWD Commissioner’s Office, the Trust and UAA to draft a MOU/MOA including scope of work, deliverables and budget directly related to assisting DOLWD Business Partnership with their recent acquisition of three federal Workforce Innovations and Opportunity Act (WIOA) grants which focus on apprenticeships and pre-apprenticeships for health occupations. Currently the Director of Business Partnerships plans on focusing on the following behavioral health and health occupations which will impact Trust beneficiaries, Medicaid reform, reentry and recidivism efforts; substance abuse counselors, direct care workers (personal care attendants, home health aides); certified nursing assistants and physical therapy aide. The AHWC director will be a member of the “Super Committee” which will oversee and plan the implementation of the grants; assist in consensus building; navigate the health system; assist in convening and facilitating health occupation meetings with the needed partners; and, facilitate partnership agreements.

The Alaska Training Academy (TTC; formerly The Trust Training Cooperative) will work with WICHE on a sustainability plan for the Alaska Psychology Internship Program (AK-PIC) which will include a possible transition of oversight and support from WICHE to the AK Training Cooperative. This deliverable was added to the AK Training Cooperative as a new Performance Measure and WICHE has been asked to work on a funding sustainability plan.

FY16 Workforce Development Focus Area Funds Available

- Workforce special projects, \$85.0, available
- Workforce area administrative costs 40.0 to 10.0, leaving 30.00
- Workforce Director line item will decrease from 185.4 to an undetermined amount (at least from \$185.4 to 150.4) in FY16 and FY17 based on the following:
 - UAA Center for Rural Health and Health Workforce allocation = \$25.0 confirmed
 - ANTHC allocation = \$10.0 confirmed
 - DOLWD allocation under negotiation
 - AK Primary Care Association under negotiation

Workforce Development Focus Area Public Education and Marketing

Historically the marketing and public education funding remained with the Trust but was designated solely for workforce specific efforts. In FY 16 the funds were decreased from \$100.0 to \$75.0 and will now be combined with the Coordinated Communications efforts through the Trust office.

WICHE Work-based Learning Supervisor Toolkit

This WICHE project was revised from a 2-year \$155.0 project to a 1-year \$135.0. The only major content change will be that the number of learning scenarios will be reduced from one hundred to eighty.

Disability Justice UAA CHD projects

The Disability Justice Projects previously located within the Workforce Focus Area, has been moved to the Disability Justice Focus Area with the appropriate FY16 funding.

- Interpersonal Violence Prevention for Beneficiaries - \$80.0
- Specialized Skills & Service Training on Serving Cognitively Impaired Offenders - \$72.5
- Technical Assistance & Implementation of D.A.R.T. Teams in Targeted Communities - \$210.0

New Alaska Training Cooperative Performance Measure # 7:

The Alaska Training Cooperative and WICHE will review, discuss and provide a written report summarizing a sustainability plan for the AK-Psychology Internship Consortium. One option to be considered is that the UAA CHD Alaska Training Cooperative take over administrative support, direction and guidance of the AK-PIC.

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.