



## MEETING NOTES

### MEETING INFORMATION

MEETING TITLE:	Employee Engagement Workgroup
DATE/TIME:	September 9, 2015
LOCATION:	Conference Call
NEXT MEETING:	TBD

### ATTENDEES

**Leader: Michelle LeBeau, Champlain Valley Physician's Hospital**

Brian Byrd, NYS Health Foundation

Liliana Heredia, Community Health Care Association of NYS (CHCANYS)

Megan Murphy, AHI

Kelly Owens, AHI

Dylan Smith, 1199/SEIU Champlain Valley Physician's Hospital

**Guest:**

Robert Martiniano, PhD, Center for Health Workforce Studies

**Unable to participate:**

Karyn DePalma, HCR Home Care

Chris Hunsinger, Warren County Career Center

Jasmin Rampath, Community Health Care Association of NYS (CHCANYS)

### MEETING OVERVIEW

The group was welcomed.

The group reviewed recent updates from the Department of Health which included specified occupations for tracking and review in addition to updated definitions which related to new hires, retraining, redeployment and training. There were no questions related to these updates.

The group reviewed draft communication tool to provide information on DSRIP to all employees within PPS partner organizations. Those on the call felt it was a good start that was easy to read and follow. In the coming months, the PPS will be reaching out to partner organizations to identify key contacts and a key contact will be requested related to communication. It was felt this would be the best way to identify key contacts within organizations without overburdening organizations with requests and surveys. The group feels communication with employees via flyers with paychecks, notes in employee newsletters, participation at town hall meetings by individuals participating in DSRIPs projects and committees or other mechanisms identified by key contacts as the best means for communication with their employees.

In line with communication and engagement, discussion occurred about the inclusion of workgroup meeting overview notes on the AHI PPS Blog. All those participating on the call agreed that it would be helpful to share the information in such a forum.

Robert shared information on the role the Center for Health Workforce Studies may play in gathering information on a current state analysis of the health care workforce within the AHI PPS region, the future state analysis of the health care workforce in the region, care coordination needs survey, a gap analysis between the current workforce state and future workforce state, a compensation and benefits analysis and assistance in linking outcomes of the analyses to the develop a training strategy. Information is expected to be obtained via a fillable pdf that can be modified to meet the needs of the PPS and completed by PPS



partners.

Participants were reminded of the Workforce Committee Meeting on September 15 in Lake Placid. A total of 36 individuals are registered to participate. Michelle will participate via webinar and it is hoped she will be able to report out on the group during the meeting.

**Next Meeting:**

It was felt a meeting the week of October 5<sup>th</sup> would be best. Kelly will send a doodle poll to all members to identify the best time.