

# DSRIP Data Collection: PPS Current Workforce Survey

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Working Together for Health:  
Aligning the Health Workforce with Population Needs

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# The Center for Health Workforce Studies at the University at Albany, SUNY

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- Established in 1996
- A center of the UAlbany School of Public Health
- Committed to collecting and analyzing data to understand workforce dynamics and trends
- Goal to inform public policies, the health and education sectors and the public
- Broad array of funders in support of health workforce research

# PPS Current Workforce State Assessment

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- All organizations providing or supporting care in affiliation with NYS DSRIP are required by the NYS Department of Health to complete the current workforce survey:
  - Counts and FTEs
  - Vacancies
  - Union affiliation
  - Compensation and benefits
- Survey information is essential to completing workforce related DSRIP deliverables that are directly tied to achievement values and program funding

# How CHWS Engaged with PPSs

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- Assisted 11 different PPSs with workforce data collection to meet NYS DSRIP requirements and deliverables and to answer their unique questions
- Worked with each individual PPS to develop their own survey
- Collaborated with each PPS to gather contact information for all health care facilities/agencies that needed to complete the survey
- Most surveys were completed by staff of human resources departments

# How CHWS Engaged with PPSs

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- E-mailed survey to all partners in each PPS
- Maintained website that included resource tools such as: the survey instrument, instructions, FAQs, and descriptions of job titles
- Provided PPS partners with webinars on how to complete the PPS workforce survey and the purpose of the survey
- Provided general technical assistance to all PPS partners
- Assisted several PPSs with:
  - Analyzing survey results
  - Developing workforce strategies

# Issues with Creating the Data Collection Tool

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- Type of data collection instrument:
  - (fillable PDF vs. Internet-based)
- Which job titles:
  - Include/exclude
  - Expand
- Which facility types:
  - Expand
- Additional questions:
  - Current training
  - Training needs
  - Communication efforts

# DSRIP Performing Provider System (PPS) Workforce Survey

Please Submit by [February 19, 2016]

Center for Health Workforce Studies (CHWS)  
Performing Provider System (PPS) Workforce Survey  
(The survey information should be as of December 31, 2015)

## Section I

Organization / Facility Name	
Street Address	City / Town
Primary Contact	Zip Code
Email Address	Phone #
Facility Type	Select ...
Are you responding for:	<input type="radio"/> A Single Site <input type="radio"/> Multiple Sites How many? Select ... (specify in Section III)
PPS Network(s) Joined (Check all that apply)	<input type="checkbox"/> Adirondack Health Institute <input type="checkbox"/> Albany Medical Center Hospital <input type="checkbox"/> Alliance for Better Health Care <input type="checkbox"/> Central NY Care Collaborative <input type="checkbox"/> Leatherstocking Collaborative Health Partners <input type="checkbox"/> Samaritan Medical Center
Full-Time Hours	Same for all employees? <input type="radio"/> Yes specify ... <input type="radio"/> No (specify for each title in column 'e')
Fringe Benefit Rate (%)	Same for all employees? <input type="radio"/> Yes specify ... <input type="radio"/> No (specify for each title in column 'g')

## Section II

Titles (Check all that apply)	(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)
	Number	FTEs	Number of Vacancies	Full-Time Hours	Avg. Hourly Wage	Fringe Benefit Rate (%)	CBA	
<b>Physicians (Except psychiatrists)</b>								
<input type="checkbox"/> 01. Primary Care	0	0.00	0	0.00	\$ 0.00	0.00%	OYON	
<input type="checkbox"/> 02. Emergency Medicine							Y N	
<input checked="" type="checkbox"/> 03. Endocrinologists	0	0.00	0	0.00	\$ 0.00	0.00%	OYON	
<input type="checkbox"/> 04. Pediatricians (General)							Y N	
<input checked="" type="checkbox"/> 05. Pulmonologists	0	0.00	0	0.00	\$ 0.00	0.00%	OYON	
<input type="checkbox"/> 06. Other Specialties							Y N	
<input type="checkbox"/> 07. Residents							Y N	
<input type="checkbox"/> 08. Fellows							Y N	
<b>Physician Assistants</b>								
<input type="checkbox"/> 09. Primary Care							Y N	
<input type="checkbox"/> 10. Other Specialties							Y N	
<b>Nurse Practitioners (Except psychiatric NPs)</b>								
<input type="checkbox"/> 11. Primary Care							Y N	
<input type="checkbox"/> 12. Other Specialties							Y N	

Titles (Check all that apply)	(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)
	Number	FTEs	Number of Vacancies	Full-Time Hours	Avg. Hourly Wage	Fringe Benefit Rate (%)	CBA	
<b>Behavioral Health (Cont'd)</b>								
<input type="checkbox"/> 38. Licensed Masters Social Workers							Y N	
<input type="checkbox"/> 39. Licensed Clinical Social Workers							Y N	
<input type="checkbox"/> 40. Substance Abuse and Behavioral Disorder Counselors							Y N	
<input checked="" type="checkbox"/> 41. Other Mental Health / Substance Abuse Titles Requiring Certification	0	0.00	0	0.00	\$ 0.00	0.00%	OYON	
<input type="checkbox"/> 42. Social and Human Service Assistants							Y N	
<input type="checkbox"/> 43. Psychiatric Aides / Techs							Y N	
<input type="checkbox"/> 44. Other							Y N	
<input type="checkbox"/> 45. Other							Y N	
<b>Nursing Care Managers / Coordinators / Navigators / Coaches</b>								
<input type="checkbox"/> 46. RN Care Coordinators / Case Managers / Care Transitionalists							Y N	
➤ Minimum Requirements for this Title	Experience ⇒	Select ...	Degree ⇒	Select ...				
<input checked="" type="checkbox"/> 47. LPN Care Coordinators / Case Managers	0	0.00	0	0.00	\$ 0.00	0.00%	OYON	
➤ Minimum Requirements for this Title	Experience ⇒	Select ...	Degree ⇒	Select ...				
<input type="checkbox"/> 48. Other							Y N	
➤ Minimum Requirements for this Title	Experience ⇒	Select ...	Degree ⇒	Select ...				
<input checked="" type="checkbox"/> 49. Other Please specify ...	0	0.00	0	0.00	\$ 0.00	0.00%	OYON	
➤ Minimum Requirements for this Title	Experience ⇒	Select ...	Degree ⇒	Select ...				
<b>Social Worker Case Management / Care Management</b>								
<input type="checkbox"/> 50. Bachelors Social Workers							Y N	
➤ Minimum Requirements for this Title	Experience ⇒	Select ...	Degree ⇒	Select ...				
<input type="checkbox"/> 51. Licensed Masters Social Workers							Y N	
➤ Minimum Requirements for this Title	Experience ⇒	Select ...	Degree ⇒	Select ...				
<input checked="" type="checkbox"/> 52. Licensed Clinical Social Workers	0	0.00	0	0.00	\$ 0.00	0.00%	OYON	
➤ Minimum Requirements for this Title	Experience ⇒	Select ...	Degree ⇒	Select ...				
<input type="checkbox"/> 53. Social Worker Care Coordinators / Case Managers / Care Transitionalists							Y N	
➤ Minimum Requirements for this Title	Experience ⇒	Select ...	Degree ⇒	Select ...				
<input type="checkbox"/> 54. Other							Y N	
➤ Minimum Requirements for this Title	Experience ⇒	Select ...	Degree ⇒	Select ...				

# Uses of the PPS Current Workforce State Assessment

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Data from the Current Workforce State Assessment allowed the PPSs to:

- Link training/retraining, downsizing, and/or hiring to workforce needs
  - What titles are needed?
  - What skills are needed
- Identify future health care workforce needs
  - Where are the new jobs (facility type)
  - Potential cost of switching jobs/settings
  - Potential cost of new hires



# Data Limitations

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- Response rate of PPS partners
- Identification of facility type and location
- Classification of employees within provided job titles
- Data errors (counts and FTEs)
- Breaking out and combining data by facility types
- Duplicate responses across PPSs

# Questions?

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- Visit us on:

