



## 2017-18 Employer Academy

Technical Assistance Opportunity for Health Care Organizations to Accelerate Investments in Frontline Workers

### Overview

The CareerSTAT Employer Academy presents a unique and innovative opportunity for health care organizations to receive technical assistance (TA) in implementing and sustaining business practices and policies that support frontline worker skill development and career advancement.

Organizations may request assistance in a variety of areas including: helping make the business case for increased investment in their frontline workers, calculating return on investment, developing organizational infrastructure to sustain workforce programming, conducting impact analysis on workforce programs, developing or expanding strategic workforce development plans, or creating targeted frontline workforce programs. Participating employers will receive technical assistance from peer organizations including [CareerSTAT Champion Employers](#), national consultants and from staff at the [National Fund for Workforce Solutions](#).

The Academy is a year-long learning opportunity with customized webinars, coaching, a 2-day in-person session with peers and subject matter experts and an industry-led community of practice for idea exchange. The Academy content will draw from the [CareerSTAT Guide](#), employer best practices, and other relevant resources. During the Academy, each employer will develop or expand their organization's workforce development plans and have the opportunity to apply for matching grant funds from the National Fund for Workforce Solutions. Funding may be used to support such planning activities, data analysis, consultants, site visits, etc.. All participants will have the opportunity to share their learning in the Academy with peer organizations.

### Target Audience

Eligible employers are designated as "Emerging Champions" through the CareerSTAT Frontline Health Care Worker Champion Recognition program. Ideal organizations have senior leadership support for frontline workforce development but have not yet developed the required infrastructure and/or secured operational support to sustain programming beyond grant funding. They will be interested in conducting some level of impact analysis to help make the case for sustained organizational investment. Up to 10 employers will be selected to participate in the Academy during the 2017 nomination process (December 2016 – February 2017). Previous Emerging Champion employers will be invited to participate and additional employers may be added if needed.

### Employer Commitment

Selected employers will have demonstrated senior level commitment to accelerating or expanding their investments in frontline workers. Each participating employer will commit to having at least one staff member engaged. The staff member will agree to participate in Academy activities including the 2-day in-person session (location TBD), and contribute to the community of practice. Employers may choose to attend the National Fund's annual meeting. Each employer will be asked

to complete the following: pre/post Academy self-assessment to determine progress and technical assistance; high-level plan to address identified issue(s); 12-month progress report.

### **Funding**

The National Fund for Workforce Solutions will cover the cost of all Academy activities and materials. They will also cover travel expenses for the 2-day session for one (1) person from each organization (location TBD). Employers may also choose to bring a representative from a community-based organization or their health care workforce partnership to the 2-day session. Travel expenses for the CBO or partnership representative will also be covered by the National Fund. Employers and health care industry partnerships may also apply for matching grants of \$10,000 to fund planning activities, site visits or targeted consulting services. There will be a 1:1 cash match requirement for grant recipients. Match funding can be provided by employers, health care industry partnerships, or a funding collaborative. See table below.

<i>Activity</i>	<i>Covered by National Fund</i>	<i>Covered by Employer</i>	<i>Covered by Health Care Partnership or Funders Collaborative</i>
Academy peer learning activities, coaching and all materials	X		
Academy 2-day technical assistance session <ul style="list-style-type: none"> <li>• Travel expenses for one (1) employer representative</li> <li>• Travel expenses for one (1) CBO or health care partnership representative</li> </ul>	X		
Match grants for site visits, planning and analysis, consultants, etc.	X	X	X
National Fund Leadership Convenings <ul style="list-style-type: none"> <li>• travel expenses and registration fee</li> </ul>		X	

### **Timeline**

The Academy will run from June 2017 – June 2018. The following table provides a breakdown of specific activities. Slight changes to the schedule may occur.

<i>Activity</i>	<i>Date</i>
Employers apply for CareerSTAT recognition program	Nomination forms due Friday, February 17, 2017
Employers notified by recognition committee	March 2017
Employers complete self-assessment	April-May 2017
2017 National Fund Annual Leadership Meeting <ul style="list-style-type: none"> <li>- <i>Health care leadership track</i></li> <li>- <i>Frontline Champions recognized</i></li> <li>- <i>Kick off CareerSTAT Employer Academy</i></li> </ul>	June 15-16, 2017 in Philadelphia PA
Community of practice established	July - August 2017

<i>Activity</i>	<i>Date</i>
Coaching and webinar series	Sept 2017 – January 2018
2-day in-person session	February 2018 Location TBD
Matching grants to employers and/or health care partnerships	Jan – June 2018
2018 National Fund Annual Leadership Meeting - <i>Academy concludes</i>	June 2018

### **Post-Academy Engagement**

After the Academy, employers will have multiple options for ongoing engagement with the CareerSTAT network. Based on their own experience, CareerSTAT leaders recognize that significant progress on an organization’s workforce development plans, including implementation of programs and policies can take years. As such, CareerSTAT offers ongoing peer learning opportunities that are not specifically cohort-based but rather open to all CareerSTAT network partner, including participation in leadership activities, regional convenings, case studies, webinars, etc.



### **For More Information**

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