



2017-18 Employer Academy

Technical Assistance Opportunity for Healthcare Organizations to Expand Investments in Frontline Workers

Overview

The CareerSTAT Employer Academy presents a unique and innovative opportunity for healthcare 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 business impact, 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, in-person sessions 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. The Academy goal is to build the capacity of participants to institutionalize organizational investments in frontline healthcare workers by learning to:

1. Identify and accelerate adoption of business practices that support frontline worker advancement
2. Implement workforce plans that align frontline worker training and education programs with strategic areas of business impact
3. Plan and develop required organizational infrastructure
4. Scale and/or sustain workforce development programs
5. Positively influence business and employee outcomes

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 planning activities, consultants, site visits, travel expenses, 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 may participate, and additional employers may be included if space allows.



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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 all Academy activities including the in-person sessions (location TBD), and contribute to the community of practice. Each employer will be asked to complete the following: letter demonstrating organizational commitment to Academy; pre/post Academy assessment to determine progress and technical assistance; a high-level plan to address identified issue(s); and a 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 one (1) person from each organization to attend the kick-off session (location TBD). Employers may also choose to bring a representative from a community-based organization or their health care workforce partnership to the kick-off 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, targeted consulting services, or travel to the final in-person session in Fall of 2018. There will be a 1:1 match requirement for grant recipients. Match funding may be comprised of 50% cash and 50% in-kind funding and may be provided by employers, healthcare industry partnerships, or a funding collaborative.

<i>Activity</i>	<i>Covered by National Fund</i>	<i>Covered by Employer</i>	<i>Covered by Partnership or Collaborative</i>
Academy peer learning activities, coaching and all materials	X		
Academy kick-off in-person session <ul style="list-style-type: none">• Travel expenses for one (1) employer rep• Travel expenses for one (1) CBO or partnership rep	X		
Match grants for site visits, planning and analysis, consultants, etc.	X	X	X
Final Academy in-person session and 2018 National Fund Meeting		X	X



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Timeline

The Academy will run from November 2017 – November 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	February 17, 2017
Employers notified by recognition committee	April 2017
Recognized Emerging employers invited to participate in Academy	May 2017
Informational Webinar on Academy Content and Structure	May 17, 2017
2017 National Fund Annual Leadership Convening in Philadelphia	June 15-16, 2017
Commitment to participate in Employer Academy	June 23, 2017
Employers complete assessment; reviewed by TA Committee	July-August 2017
CareerSTAT Public Webinar Series featuring 2016/2017 Champion Organizations (Academy Participants encouraged to attend)	September – November 2017
Academy Begins with in-person session	November 2017 – location TBD
Coaching and webinars offered	December 2017 – Oct 2018
Matching grants to employers and/or health care partnerships	January – December 2018
Employers develop plans to address identified workforce development issues/opportunities	December 2017 – January 2018
Employers implement plans to address issues/opportunities	February – October 2018
Academy Conclusion & 2018 National Fund Healthcare Convening: In-person session (progress reports, program plan presentations)	Fall 2018 – location TBD

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 partners, including participation in leadership activities, regional convenings, case studies, webinars, etc.



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