

# 3 Year Workforce Development Plan

## What is the ADM Board's Role Within Workforce Development?

- **Convener:** To build relationships across agencies, communicate relevant information, and increase meaningful engagement related to workforce development within members of the Circle of Hope.
- **Build Capacity:** Mobilize resources and supports to strengthen the system's ability to deliver outcomes as defined by the ADM Board's Global Ends.
- **Foster Innovation:** Identify areas for potential improvement within the system of care and design engagement opportunities for collective learning and creative problem-solving among members of the Circle of Hope.
- **Market the Field:** Facilitate a Circle of Hope campaign to generate positive marketing of a behavioral health career.
- **Mobilize for Advocacy:** Facilitate collaboration with the Circle of Hope and other stakeholders to identify policy issues while developing collective strategies to help build system capacity.
- **Invest:** Support the Circle of Hope via resources as tools to accomplish the ADM Board's Global Ends.

## What Will We Be Doing?

- **Wage Study:** Conduct a wage study that will assist the system in better understanding ways to compete. The study will include a 2-prong view: one from a comparison of the ADM Board's network of care while also comparing regional competitors.
- **Determine Feasibility of a Systemwide EAP:** As a means to prioritize and assist staff across the Circle of Hope and to collectively support agencies' efforts in backing their workforce.
- **HR Consultancy:** Explore the feasibility of connecting Circle of Hope providers with more human resource assets to better support workforce challenges.
- **Marketing Campaign:** Promote the greater workforce plan and integrate into the existing Circle of Hope campaign marketing strategies of a career within the system.
- **Enhance Prevention Services:** Address ways to enhance prevention services within the Circle of Hope, including incentives for advancing prevention credentials.
- **Exploration of Technology as Means to Support the Workforce:** As a commitment to innovation and investment in workforce, explore technology and ways it may be a value-add to workforce and client care.
- **Workforce Committee:** Development of a systemwide workforce committee designed for solution-focused implementation of the workforce plan and for conveying to agencies in order to provide direction and support of the Circle of Hope workforce.
- **Gallup Q12:** Systemwide implementation of Gallups Q12 as a means to utilize evidence-based practice in staff engagement and retention strategies. This would include insights from agency staff with the understanding of "nothing for us without us."
- **SERP:** Continue the investment of agencies Staff Engagement and Retention Plans (SERPs) for the next 3 years as a means to support agencies in developing a culture consistent with the Drivers of Engagement, which are evidence-based practices in staff engagement strategies.
- **Invest in Supervisors:** Understanding the manager's role in staff engagement and retention, the ADM Board will convene and facilitate best ways to support leadership within the Circle of Hope.
- **Systemwide Onboarding Program:** The ADM Board will convene and facilitate exploration of a systemwide onboarding program that will support agency onboarding efforts in a collective, strategic manner.
- **Develop the Pipeline:** The ADM Board will facilitate and support efforts to educate young adults regarding careers in behavioral health.
- **Professional Development:** In collaboration with the system to ensure that training and professional development meet staff and client needs, increase and enhance systemwide training efforts for the Circle of Hope as an investment in the workforce.

# 3 Year Schedule

Activity	Year 1	Year 2	Year 3
Wage Study			
Determine Feasibility of Systemwide EAP			
HR Consulting			
Marketing Campaign			
Enhance Prevention Services			
Exploration of Technology			
Workforce Committee			
Gallup Q12			
SERP			
Invest In Supervisors			
Systemwide Onboarding Program			
Develop the Pipeline			
Professional Development			

*\*This is a preliminary schedule and is subject to change as the project develops.*