

**AMHD PRIORITIES & SUPPORTING STRATEGIES**  
**Workforce Development**

Priority Statement: Create a sustaining workforce that possesses the knowledge, skills, competencies and compassion to help consumers achieve their goals through a comprehensive program focused on current and future workers.

2008						
GOAL	ACTION	ET LEAD	RESPONSIBLE FOR ACTION	EXPECTED OUTCOME	BENCHMARKS	COMPLETION DATE
<b>Strategic Theme: RETENTION</b>						
1.1 Create and implement a strategic retention plan.	1.1.1 Complete salary evaluation for key staff for whom recruitment and retention is an issue, for consideration of adjustment to market-based compensation.	B. Higgins	A. Yamaguchi	Identify positions with salaries below the market-based levels based on salary analysis.		6/30/08
	1.1.2 Refine and measure the effectiveness of AMHD Division employee orientation.	B. Higgins	A. Yamaguchi	Report on recommendations of improvement.		8/31/08
	1.1.3 Conduct annual survey on employee satisfaction to include items on retention and staff supports.	B. Higgins	A. Yamaguchi	Incorporate results of the survey into quality improvement processes.		6/30/08
<b>Strategic Theme: RECRUITMENT</b>						
1.2 Create and implement a strategic recruitment plan.	1.2.1 Work with the Transformation Grant to complete an assessment of needs for current and future workforce, including linguistic competencies and	B. Higgins	E. Suarez	Addressed in the initial transformation plan.		3/31/08

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	consumer work opportunities.					
	1.2.2 Continue to develop AMHD central recruitment capacity for major shortage areas like physicians.	B. Sheehan	D. Mendiola	Written procedures for operations of central recruiting.		3/31/08
	1.2.3 Evaluate the effectiveness of UH, MHSRET contract, re: recruitment of psychiatric social workers and nurses.	B. Sheehan	M. Wiley	Written report on the rate of hiring UH and Argosy graduates in psychology, social work and psychiatry.		4/30/08
<b>Strategic Theme: TECHNOLOGY TRANSFER</b>						
1.3 Create and implement a strategic training plan.	1.3.1 Identify priority areas for provision of training with technology transfer including a recovery based system of care.	B. Sheehan	M. Wylie H. Jablonsky	Written annual calendar of training and technology transfer activities.		5/31/08