



SHARP Strategic Plan (2020) & Annual Operating Priorities (2015)

January 2015

Core Purpose

Recruitment and Retention of Alaska Healthcare Workers

Core Values

Access ♦ Impact ♦ Dynamic ♦ Transparency ♦ Sustainable ♦ Partnership

Long-Term Goal (2020)

Having developed a sustainable infrastructure, SHARP is widely recognized for its demonstrated impacts on Alaska's healthcare workforce and access to healthcare.

Vivid Description for long-term goal:

- *SHARP has a sustainable infrastructure and is focused on mission, developing a more resilient revenue stream, solidifying staff capacity, clarifying member roles around advocacy and outreach, while building and maintaining strong partnerships.*
- *SHARP has clearly articulated outcomes demonstrating change in the health care workforce and access to health care is a function of several factors: More are practicing in qualifying fields, in more areas of the state, and staying longer in those jobs, which translates to better access to healthcare.*

Annual Operating Plan (FY 2015 to FY 2016)

NOW

- Council **Strengthens its Advocacy Position** with the state and other stakeholders
 - Council members to engage with the new administration, linking SHARP's success with state priorities concerning Medicaid expansion and other issues
 - Council to decide upon the role of members in advocacy and active outreach
- Develop a "**SHARP One-Pager**" and finalize "**SHARP Dashboard**"
 - One-Pager: Theory of Change, Value Proposition, Outcomes, Social Return
 - "Dashboard" to help council members determine impact applications
- Council members provide a **link to the SHARP website** from their agency website

6 – 12 Months

- Staff to define what an **adequate MIS looks like**
- Council to fully vet an "**Alaska Resident Preference**" in selecting participants
 - Do we value such a preference? Is it legal? What's the impact?
- Further clarify council's position on "**Continuation Support**"
 - To what extent does new recruitment trump retention?
- Council member agency is an "**External Website Host**" for SHARP website

12 – 18 Month Goals

- **Ensure Active Participation** of all members/member groups on the Council
 - Add a more formal Veterans voice
 - More active participation from MDs
- Develop a "**SHARP Sustainability Plan**" focused on a stronger infrastructure
 - Develop a "20% Revenue Plan"
 - Clarify Organizational Capacity
 - Develop and disseminate Strong Positive Messaging
 - Pursue partnering opportunities to best leverage SHARP assets
- Get a clear understanding of changes in the **Baby Boomer Healthcare Workforce**



SHARP Strategic Plan (2020) & Annual Operating Priorities (2015)

January 2015

Implementation Notes for Annual Operating Plan *FY 2015 – FY 2016) (Not to be included with the Strategic Plan)

NOW

- Council **Strengthens its Advocacy Position** with the state and other stakeholders
 - Council members to engage with the new administration, linking SHARP's success with state priorities concerning Medicaid expansion and other issues
 - Council to decide upon the role of members in advocacy and active outreach
- Develop a “**SHARP One-Pager**” and finalize “**SHARP Dashboard**”
 - One-Pager: Theory of Change, Value Proposition, Outcomes, Social Return Including cost avoidance
 - # of Alumni served
 - Average tenure of participants
 - Change in very hard to fill positions (ratio/proxy?)
 - SHARP Theory of Change
 - We provide direct incentives and loan repayment so that
 - People fill hard-to-fill jobs across the state, so that
 - Equalize access to health care for all Alaskans, so that
 - Communities are healthier
 - “Dashboard” to help council members determine impact applications
- Council members provide a **link to the SHARP website** from the agency website
 - The density of the DHSS website makes accessing SHARP information more challenging, so each agency is encouraged to have a link or button that directs visitors to the SHARP website

6 – 12 Months

- Staff to define what an **Adequate MIS looks like**
 - Rather than purchasing a new system, what can we do within the current set-up to make the system more high functioning
- Council to fully vet an “**Alaska Resident Preference**” in selecting participants
 - Do we value such a preference? Is it legal? What's the impact?
- Further clarify council's position on “**Continuation Support**”
 - To what extent does new recruitment trump retention?
 - If SHARP is supporting someone who will stay with continuing support, is continuing to support that individual a greater priority than supporting a new position somewhere else?
- Council member agency is an “**External Website Host**” for SHARP website



SHARP Strategic Plan (2020) & Annual Operating Priorities (2015)

January 2015

12 – 18 Month Goals

- **Ensure Active Participation** of all members/member groups on the Council
 - Add a more formal Veterans voice
 - More active participation from MDs

- Develop a “**SHARP Sustainability Plan**” focused on a stronger infrastructure
 - Develop a “20% Revenue Plan”
 - Examine the Children’s Trust as a possible model
 - Re-affirm whether SHARP funds can be part of a sustainable income plan
 - Identify the potential role of other non-grant sources:
 - Foundation support
 - Donated revenue
 - Corporate sponsorship
 - Fee for service
 - Clarify Organizational Capacity
 - Staffing and commitment from DHSS
 - Strengthen Partnerships aimed at improving health impacts
 - Develop and disseminate Strong Positive Messaging
 - Active outreach and advocacy
 - Ensuring mission is met

- Get a clear understanding of changes in the **Baby Boomer Healthcare Workforce**