Wisconsin Health Workforce Data Collaborative (WHWDC)

Marquette University
Medical College of Wisconsin
Rural Wisconsin Health Collaborative
University of Wisconsin-Milwaukee
Wisconsin AHEC System
Wisconsin Center for Nursing
Wisconsin Department of Commerce
Wisconsin Department of Health Services
Wisconsin Department of Workforce Development
Wisconsin Medical Society
Wisconsin Nurses Association
Wisconsin Hospital Association
Wisconsin Technical College System

WHWDC Need and Goals

• Provide workforce data and analysis that is necessary to develop an effective response to the health workforce shortage threatening our most vulnerable communities.

• Current focus on forecasting is the need for nursing and non-governmental public health workforce.

• Maximizes access to federal resources through the mental health and dental Health Professional Shortage Areas (HPSA) designation process.
Community Partnerships not “Business as Usual”: 8 Tips and a Few Observations

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Sauk City, WI
April 19th, 2011
Menomonee Falls, WI

Collaboration Tip #1: Partnership Must Be “Authentic”

• There needs to be a clear “public purpose” when using public/foundation funds.
• If successful, real value is added to community—justifying partners time & funder’s investment.
• Good grants applications are good “business plans.”
• Organization would use its own money, if it had it.
• Bold/Innovative is good and characteristic of funded grants—but reviewers as a whole can be conservative, so take care to stretch but not break the envelope.
Collaboration Tip #2: Not Every Group Is a Partnership

• The absolute foundation of any partnership is trust.
• Trust takes time to build, no time to destroy.
• A partnership has a written agreement that defines its purpose, member roles and responsibilities.
• A partnership works according to an explicit strategic plan that includes accountability.
• A partnership is not owned/dominated by one entity.

Identifying root causes is easier than acting on them.

RWHC Eye On Health

“Sure we can just keep dousing fires, or we can find the kid with the matches.”
Collaboration Tip #3: It’s About Social Entrepreneurship

• All participants need to understand that community partnerships are businesses, albeit a “non-profit” business for good of the community.

• Note to funders: real partnership development is an entrepreneurial activity—success is not certain.

• Funders need to take measured risks; grant recipients need to embrace being accountable.

• A key responsibility is to NOT becoming a small business startup that fails after running through its initial capital (aka grant). See next slide!

Collaboration Tip #4: Sustainability Starts Yesterday

• Partnerships have many purposes but few can be achieved without a basic level of financial stability.

• If grant funded, sustainability is too often thought of as just one of those annoying questions one has to answer at the end of the grant application

• While grants are not paid back like a bank loan, the underlying and tedious detail of good strategic and business planning MUST occur at the beginning.

• All major decisions along the way must include consideration of the impact on sustainability.
Tradition conceals important unexamined questions.

**RWHC Eye On Health**

Dental Care Limited

“Why do we try not to chop off infected toes but we routinely pull out ‘bad’ teeth.”

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**Collaboration Tip #5: Communication is Core Competency**

**Good Rules for Every Meetings:**

- Everyone Participates, No One Person Dominates
- Listen As An Ally—Work To Understand Before Evaluating
- An Individual’s Silence Will Be Interpreted As Agreement
- Assume Positive Intent First When Things Go Wrong
- Minimize Interruptions And Side Conversations

RWHC Meeting Guidelines from Tercon, Inc.
Collaboration Tip #6: Strategy is Both Art & Science

Strategy:
“The art and science of employing the political, economic and psychological forces of a group to afford the maximum support to adopted policies.”

Above “network growth cycle” is a variation of the traditional PDSA (plan, do, study, act).

Public & Private Policy Makers Have Constituencies

RWHC Eye On Health

“Tell me again how this works for people to re-elect me.”
Collaboration Tip #7: Balanced Portfolio of Work

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“Low Risk - High Value Added” Obvious to do.
“High Risk - Low Value Added” Non-starter.
“Low Risk - Low Value Added” maintains interest in short run; “High Risk - High Value Added” provides substantive value over the long run.

Source: unknown

Collaboration Tip #8: Partners Seek the Win-Win

“Say ‘Yes, if …” rather than “No, because …”
Source: unknown

“Seek First To Understand, Then To Be Understood”

*The 7 Habits Of Highly Effective People*
by Stephen Covey
We All Have a Long Way to Go

RWHC Eye On Health

“I like it, but “Thou Shall Not Fail To Cooperate When Resources Are Scarce” makes eleven.”

Rural Health Resources

• RWHC Web: http://www.rwhc.com/
• Wisconsin Office of Rural Health: http://worh.org/
• For the free RWHC Eye on Health e-newsletter, email office@rwhc.com with “subscribe” on subject line.
• Rural Assistance Center at www.raonline.org/ is an incredible federally supported information resource.
• The Health Workforce Information Center is RAC’s new “sister” for health workforce programs, funding, data, research & policy www.healthworkforceinfo.org/
• Wisconsin State Journal Special Report: Rural Health: http://host.madison.com/special-section/rural_health/