

**SHARP Strategic Plan (2018)
and Annual Operating Plan (2013-2014)
September, 2013**

Core Purpose

Recruitment and Retention of Alaska Healthcare Workers

Core Values

Access ♦ Impact ♦ Dynamic ♦ Transparency ♦ Sustainable ♦ Partnership

Long-Term Goal (2018)

More people are practicing in qualifying fields, in more areas, and are staying longer in those jobs.

Vivid Description for long-term goal:

- *In terms of impact, achieving this goal is a function of improved recruitment in all positions, in more occupation categories, including very-hard-to-fill positions, with improved retention, including the role of continuing support.*
- *In terms of the process, it is essential for the council to develop a sustainable, flexible, and effective system producing measurable outcomes that improve Alaskan's access to health care.*

Annual Operating Plan (2013-2014)

NOW

- Determine whether SHARP funds can “carry over” or cover multiple years
- More fully define “Very Hard to Fill”
- Clarify the “90 Participant” portion of the legislation/regulations
 - 90 participants translates to 90 FTEs, instead of 90 individuals
- Formalize a clear/transparent selection process
 - For applicants at the initial step to determine program eligibility
 - Must be very inclusive, and interpreted broadly
 - For potential awardees who are accepted into the program
 - Clarify “ranking” process for prioritizing participants
 - For outliers, or those not selected
 - Incorporating a “challenge process,” and a way for them to receive more information on the selection process
- Determine what to do if we don't get enough applications for VHF positions
 - Based on staff alerting members, to encourage active outreach

6 – 12 Months

- Website must be more “user friendly”
- Develop “dashboard” to help council members determine impact applications,
- Council to decide upon its advocacy role and the role of active outreach.

12 – 18 Month Goals

- Invest in an M.I.S. system that helps the council do its work
- Council to develop a position on continuation awards