		EPD RFP YH24-0001 SCORING TOOL DIVIAL BANKING AND RATIONALE. BE-		
SUBMISSION REQUIREMENT BI: Describe the Offeror's overall workforce develo	comment strateery including the Offeror's workforce development ohiosophy, the u	FINAL RANKING AND RATIONALE - 188	are effective, and achievement of desired outcomes. Additionally, the Offeror sh	all describe how the Offerer will:
 Assist and incentivize providers to improve workforce monitoring, assessing, Assist providers to improve post-training coaching and supervision to ensure 	planning, and forecasting workforce trends so that the provider can be more strate the skills are applied and used effectively to improve member experience and out	se of data to inform strategies and monitoring activities to determine if strategies agic in their efforts to recruit, select, train, deploy, and support their staff, comes, and		
 c. Integrate the operations of the Offeror's workforce development function wit PAGE LIMIT [4] 	this the operations of the notwork, medical management, and quality management	t departments.		
Submission Fealuation Considerations:				
Submission Linux (Section Consideration): - Wainforgum: - Wainforgum: - Provider Functioned Workdows Development - Provider Competency Development - Interdespendere Wandhors Operations - Other Notable Considerations				
Provider Competency Development Interdependent Workforce Operations				
Other Notable Considerations ARCONA PHYSICIANS IPA, INC.	BANNER-UNIVERSITY CARE ADVANTAGE	BCBSAZ HEALTH CHOICE	HEALTH NET ACCESS	MERCY CARE
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Differor described an approach to matching its workforce to the members being served and the communities in which they live, including through its direct care referral program, bribal internahip program and creation of a workforce development analytics dashboard to inform workforce development initiatives.	Differor discussed its commitment to addressing health inequilities through workforce development and its investments in programs to address health related social needs. Others did not describe clearly an approach to matching its workforce to the members being served and the communities in which they live.	Collected a approach to the Month Unit Section to the members being served and the communities is which they just, including through BCESA2 diversity scholarships and its A2 like ATICS Academy initiative to promote entry of pere/limity and other local supports into the workforce.	Offerer described an approach to matching its workforce to the members being served and the communities in which they live, including through handing of Septism Training Academy in partnership with Insuranzi Tribe and Tohoro Ordnam Nation, to pilot a Training Academy cohort with participants residing in o mer the Haranapain and Tohoro Ordnam Reservations.	Offeror described an approach to matching its workforce to the members being served and the communities in which they low, including through its collaboratio with triblan indexion and its parter while which and the COROW to perform a provider needs/gaps assessment in rural areas to inform workforce development.
			spectrum i raining academy in partnersing with navasupal inde and i onono O' other Nation, to pilot a Training Academy cohort with participants residing in or near the Hyansupal and Tohono O' othern Reservations.	
Offeror discussed use of technology/innovative techniques to extend/enhance the workforce and increase member access, including through tablet-based DCW skills assessment and training and its DCW transportation program.	Offerer discussed use of technology/innovative techniques to extend/enhance the workforce and increase member access, including through deployment of Soukcere platform (e.g., to identify and address caregiver service gaps) and partnering with ASU to offer scholarships to OHW candidates upon completion of satining and	Offeror discussed use of technology/innovative techniques to extend/enhance the workforce and increase member access, including through quarterly OCW training to promote use of technology/platforms (e.g., Pys and BlueCare Anywhere telehealth) and implementation of Blue Caregiver Cate 24-boar confice caregiver and an any second secon	Offeror discussed funding a caregiver technical assistance center for technology- focused education of paid caregivers but did not describe clearly how it promotes use of technology/innowative techniques to extend the workforce and increase	Offeror discussed use of technology/innovative techniques to estand/enhance th workforce and increase member access, including through its Trusta virtual engagement/estanting platform and partnerships with United Ways of Southern A1 and Pirma Council on Aging to develop a DCW recruitment, training and placement
assessment and training and its DCW transportation program. Offeror described collection and use of demographic data to address health eouily	platform (e.g., to identify and address caregiver service gaps) and partnering with ASU to offer scholarships to OIW candidates upon completion of training and again upon placement.	to promote use of technology/platforms (e.g., Pys and BueCare Anywhere telehealth) and implementation of Blue Caregiver Cafe 24-hour online caregiver support.	focused education of paid caregivers but did not describe clearly how it promotes use of technology/innovative techniques to extend the workforce and increase member access.	engagement/learning platform and partnenhips with United Way of Southern A and Pinna Council on Aging to develop a DCW recruitment, training and placemen program in Pinta Council.
Offeror described collection and use of demographic data to address health equity and disparities, including through the INRED, ANNEDAA and direct care referrant pogram data sharing (member larguages and gender preferences). Offero described workforce development initiatives to address underrepresentation by younger and Spanish-spaking caregolivers.		Offeror discussed collection and use of data but did not describe clearly the use of		
described workforce development initiatives to address underrepresentation by younger and Spanish-speaking caregivers.	Offeror discussed collection and use of data but did not describe clearly the use of demographic data to inform workforce recruitment efforts. Offeror committed to finding OHW apprenticeship placements in tribal areas and among Spanish-paekking populations experiencing significant health inequities.	Offeror discussed collection and use of data but did not describe clearly the use of demographic data to inferen workforce recultment efforts. Offeror committed to offering AMCCCOLles, no costACA production encourage low income caregivers to accept greater hours/higher wages without risking loss of health coverage.	Offeror described collection and use of data under its current contrast and how this will be expanded for AITCS. Offeror described how its Health Equity Administrator tracks member derengerspik data, including intraugh the use of Ethnic Richrologies (a component of its HEDES dashboard), to inform workforce rescultement efforts.	Offeror discussed the importance of data in workforce development, as well as future workforce needs. Offeror also mentioned pairing case managers with OVMs, although t did not describe clearly heat uses data to address heath equ and disparities or how heath equity will be incorporated into the pairing process and disparities or how heath equity will be incorporated into the pairing process and disparities or how heath equity will be incorporated into the pairing process and disparities or how heath equity will be incorporated into the pairing process and disparities or how heath equity will be incorporated into the pairing process and disparities or how heath equity will be incorporated into the pairing process and a set of the pairing process and the pairing process and the pairing process and the pairing pairing and the pairing process and the pairing pairing pairing and the pairing process and the pairing pairi
			recruitment efforts.	
Offeror committed to meeting/exceeding the requirements of ACDM 407 and	Offeror described a plan aligned with ACDM 407. Offeror described its approach to operationalizing through its WFD administrator and team.	Offeror described a plan aligned with ACDM 407. Offeror described its approach to	Offeror committed to meeting/exceeding the requirements of ACDM 407 and	Offeror committed to meeting/exceeding the requirements of ACOM 407 and
Offeror committed to meeting/exceeding the requirements of ACDM 407 and described its approach to operationalizing through integration of the workforce development office across the organization.	operationalizing through its WFD administrator and team. Offeror discussed its eosi to build a more cohesive and effective healthcare system	Offeror described a plan aligned with ACOM 407. Offeror described its approach to operationalizing through development of a workforce development operations team with ten FTEs.	Offeror committed to meeting/exceeding the requirements of ACDM 407 and described its approach to operationalizing by building upon its existing workforce development office.	Offeror committed to meeting/exceeding the requirements of ACDM 407 and described its approach to operationalizing through integration of the workforce development office across the organization.
Offeror described a workforce development vision that aligned with AHCCCS goals and included both proactive (e.g., funding of pathway plot program) and reactive	Offeror discussed ha goal to build a more cohesive and effective healthcare system through workforce development but did not discribe clearly a vision that aligned with AVECC2 point. Offeror described practices atragets for workforce development (e.g., various funding initiatives) but did not provide clear examples of nactive strategies.	Offeror described a workforce development vision that aligned with AHCCCS goals and included both proactive (e.g., expanding peer/family caregiver participation) and reactive (e.g., PDSA to evaluate/modify) strategies.	Offeror described a workforce development vision that aligned with AHCCCS goals and included both proactive (e.g., funding of OHW certificate program) and	Offeror described a workforce development vision that aligned with AVCCCS go and included both proactive (e.g., funding of pathway pilot program) and reactive (e.g., initiatives launched in response to 2015 workforce survey) strategies.
Offerer described a worldoren development vision that aligned with AHCCCS goals and included both practive (e.g., funding of pathway plot program) and reactive (e.g., hittatives launched in response to 2015 worldoren survey) strategies. Unters provides a secondre of uning quantitative and qualitative data to identify the need for more Spanish-spasking caregivers, resulting in a partnership with Duet CBD.	preveropment (e.g., various funding initiatives) but did not provide clear examples of reactive strategies.	and reactive (e.g., PDSA to evaluate/modify) strategies. Offeror described its plan for implementation through presentation of fourteen discrete initiatives.	Offeror described a workforce development vision that aligned with AHCCCS goals and included both proactive (e.g., funding of OWC certificate program) and mactive (e.g., proposed creation of caregiver technical assistance center in response to drop in average length of employment) strategies.	
	Offeror discussed several new initiatives (e.g., ALTCS WFD toolkit) but did not describe clearly a plan for implementation of a strategy with multiple action steps, timelines and/or measurable outcomes.		Offeror described its plan for implementation through presentation of multiple initiations with timelous	Offeror described its plan for implementation through presentation of a three-ye schedule with multiple action steps and measurable outcomes.
Offeror did not present a formal plan for implementation but did describe multiple initiatives with specific targets to be achieved during the upcoming contract period (e.g., recruiting and retaining up to 2,000 DCWs through grant funding, with no commitment to a minimum number).	transmes and/or measurable outcomes. Offeror described its use of data to inform strategies and monitorine activities.	Offeror described its use of data to inform strategies and monitoring activities, including through use of multiple internal and external data sources to forecast needs and evaluate performance.	Offeror described its use of data to inform strategies and monitoring activities, including through multiple internal and external data sources.	Offeror described its use of data to inform strategies and monitoring activities, including through use of multiple internal and external data sources to forecast needs and evaluate performance.
commitment to a minimum number).	Offeror described its use of data to inform strategies and monitoring activities, including through use of multiple internal and external data sources and the Rovicare platform.	Offeren a sub-reasoning per containts. Offeren acknowledged the importance of less traditional workforces for HCEG through its strategy for expanding use of peer/family and other community supports.	Offeror acknowledged the importance of less traditional workforces through its partnership with the Peer and Family Career Academy.	Offeror acknowledged the importance of less traditional workforces through its "Supporting Family Members in Becoming Professional Direct Care Givers" initiative.
Offeror described its use of data to inform strategies and monitoring activities, including through use of multiple internal and external data sources to forecast needs and evaluate performance.	Offeror acknowledged the importance of less traditional workforces (e.g., Promotores de Salad) and discussed various methods for supporting caregivers (e.g., respite and peer support).	through its strategy for expanding use of peer/family and other community supports.	partnenhip with the Peer and Family Career Academy.	"Supporting Family Members in Becoming Professional Direct Care Givers" Initiative.
	(e.g., respite and peer support).			
Offeror acknowledged the importance of less traditional workforces and presenter initiatives to expand their numbers (e.g., paid scholarships for younger adults ages 18 - 24 and the Duet CBD partnership for Spanish-speaking caregivers).				
Offeror demonstrated its approach to engaging providers and their workforce operations, including through a grant to Consumer Direct to fund a WFD leader and through facilitation or technical assistance for providers by promoting an EVV	Offeror demonstrated its approach to engaging providers and their workforce operations, including through its commitments to offering incentives for	Offeror demonstrated its approach to engaging providers and their workforce operations, including through biannual workforce development training, quarterly technology training, bimoethly provider surveys and its center-of-excellence	Offeror demonstrated is approach to engaging provides and their workforce operations, including through its commitments to create a comprehensive training program for ATCS Prec/Family Advocates and to other 1-1 sechsical assistance to providers.	Offeror demonstrated its approach to engaging providers and their workforce operations, including through its provision of 1:1 technical assistance and its
and through facilitation or technical assistance for providers by promoting an EVV Hard Edit Interactive Guide.	Offeror demonstrated its approach to engaging providers and their workforce operations, including through its commitments to offering incentives for completion of WPD plans and meeting competency continuum goals, and through provision of 1:1 technical assistance.	technology training, bimonthly provider surveys and its centers-of-excellence initiative.	program for ALTCS Peer/Family Advocates and to offer 1:1 technical assistance to providers.	centers-of-excellence initiative.
Offeror described its evaluation of provider workforce plans for member and network needs, including through in-person provider audits to observe direct skills application and offer real-time coaching and supervision.		Offeror discussed measuring workforce quantity and quality but did not describe dearly its approach to evaluation of provider workforce plans for member and network needs.	Control of the constant of provider workforce plans through a combination of internal, external and stakeholder data. Offeror provided an asample of identifying a decreme in soverage length of employment and developing a strategy to address.	Offeror described its monitaring and evaluation of provider workforce plans to assess achievement of expected outcomes. Offeror discussed the role of its WFD taskforce in reviewing progress toward achievement of expected outcomes.
	Offeror described its evaluation of provider workforce plane, including through motiforing of utilization within Roxicare and tracking member utilization with access to care and outbard competency. Offeror provided an example of identifying an issue with caregiver training on Hoyer lifts based on utilization trends.		example of identifying a decrease in average length of employment and developing a strategy to address.	Offeror discussed integration of the provider workforce plans into operations
Offeror discussed integration of the provider workforce plans into operations through leadership of the WFDO by the CEO and CDO and meetings between the WFD Administrator and other operations leaders.	Offeror discussed integration of the provider workforce plans into operations through placement of the WFD team within network operations and coordination with quality and medical management teams, among others.	Offeror stated that the WID Administrator will co-lead with the Network Development Administrator an interdepartmental ALTCS Network Services Committee but dis not describe clearly how it will integrate provider workforce plans into operations.	Offeror discussed integration of WFD into operations through its committee structure but did not describe clearly how it will integrate provider workforce plane	Offeror discussed integration of the provider workforce plans into operations through the WFD Advisory Board and Taskforor, which includes medical management, network and QM, among others.
			into operations.	Offeror described several types of provider incentive programs, including value- based incentive contracts for centers-of-excellence and RISE awards based on Wi innovations and results.
Offeror described an incentive program for NEINT drivers who complete cultural competency training. Offeror also discussed an EVV VMP initiative for Personal Care Attendants in its Tennessee plan but did not state clearly whether the incentive program would be replicated in Artaona.	Offeror described several types of provider incentive programs, including bonuses to OfWix for completion of training and certification and the previously-noted WFD after lossestic	Offeror discussed paying enhanced rates to providers designated as centers-of- excellence but did not describe clearly any additional value-based incentive programs.	Offeror discussed recognizing providers through an Excellence in WFD award. Offeror noted that it requires agencies to share a portice of VBP incertives with their frontline staff but did not describe clearly its proposed VBP structure for	innovations and results.
program would be repicated in Andona.	pan incentives.	program.	ALTCS.	
Offeror discussed providing a tablet-based electronic self-evaluation tool to crowiders for assessing skills after participating in DCW and long-term care	Offeror described an approach to offering supervisory development training that included creation of an ALTCS-specific WFD toolkit and apprenticeships to support creviders in Pirna and Yama Counties to sustain coachine for their world cree post-	Offeror described an approach to offering supervisory development training that included commitments to provide coachine and mentorine trainine to 500 provider	Offeror converties to supporting supervisory activities by funding key provider supervisor gonitano, offering valening on supporting supervisor, establishing provider casching program and modeling a casching approach. Offeror discussed initiatives for entry level worker and for correr evolutions build of and discussed initiatives for entry level worker and for correr evolutions build off and discussed initiatives for entry level worker and for correr evolutions build off and discussed initiatives for entry level solution fulfill the supervisory development commitments.	Offeror described an approach to offering supervisory development training that included mentioning and train-the-trainer programs. Offeror documented the value of the programs as reported by participants.
Differed discussed providing a shall-based electronic self-valuation tool to providers for assessing skills after participating in DCW and long-term care trainings, as well acconducting audit, an roled above. Offerer also mentioned providing training to psychiatry leadership staff but did not describe deenly an approach to differe querentsky deelopment training.	training	Offeror described an approach to offering supervisory development training that included commitments to provide casching and mentioning training to 5000 provider supervisors, offering 20 Bar Academy slob per years to high-optential supervisors and sponsoring 20 organizations per year to send leaders to wellbeing training.	training on supportive supervision, establishing provider coaching programs and modeling a coaching approach. Offeror discussed initiatives for entry level workers	
	Offeror discussed measuring provider competency through pre-hire assessments, 00(60)50 day path-hire check-his and proposed incentive payments for meeting competency continuum goals.	Offeror discussed multiple data sources for its monitoring activities but did not describe clearly any direct methods for measuring provider competency.		Offeror discussed identifying high-performing providers through member survey data but did not describe clearly any direct methods for measuring provider competency.
Offeror discussed measuring provider competency through the self-evaluation too and in-person audits. Offeror also stated it is incorporating member experience and outcomes		Offeror discussed supporting up to 1,000 scholarships to assist residents in rural	Offeror discussed multiple data sources for its monitoring activities but did not describe clearly any direct methods for measuring provider competency.	Offeror described an approach for fostering career advancement that included
questions in conjunction with Heightened Scrutiny to assess provider training efficacy.	Offeror discussed including career advancement templates and training guides in the ALTCS WPD toolkit but did not describe clearly a strategy for promoting career advancement	Offerer discussed supporting up to 1,000 scholamhips to assist residents in rural communities to enter or pursue promotion in the workforce (no commitment to a minimum sumber) and mentioned that Blae ALTCS Academy participation will in part be for career advancement.	Offeror described an approach for fostening career advancement that included multiple strategies (e.g., investment is the AZ Westein College CW Arstflicte Program, investment in Calculation Unidos and creating ALOI Community Transformation Schulmhp Ford with at \$400,000 endowment). Offeror also committed approximately \$2 million in new WFD initiatives if operating as an ALTC else.	Offeror described an approach for fostering career advancement that included multiple strategies (e.g., offering caregiver education and support through Truah and providing funding for intensity and other initiatives). Offeror committed to specific hising and certification targets for direct care workers.
Offeror discussed promoting the Healthcare Hub for career advancement and described its funding of tribal internships at a local FQHC.	ALVANIA CONTRACTOR		Program, investment in Education Unidos and creating ArDI Community Transformation Scholarship Fund with a \$400,000 endowment). Offeror also	-
			committed approximately \$2 million in new WFD initiatives if operating as an ALTCI plan.	
Offeror presented a reporting structure in which the CEO and CDO lead the WFDO, while the WFD Administrator interacts with other operations leaders.	Offeror presented a reporting structure that addressed integration of worldorce	Offeror presented a reporting structure that addressed integration of workforce	Offeror presented a reporting structure that addressed integration of workforce	Offeror presented a reporting structure that addressed integration of workforce
while the WFD Administrator interacts with other operations leaders.	Offeror presented a reporting structure that addressed integration of workforce development with other components through inclusion in network operations and reporting to plan committees, although it did not specify clearly which committees.	Offeror presented a reporting structure that addressed integration of workforce development with other components through internal committee participation but did not describe clearly how workforce development reports to executive	Offeror presented a reporting structure that addressed integration of workforce development with other components through internal committee participation but dd not describe clarely how workforce development proprist to assume leadership, other than indirectly through the Network Oversight Committee.	Offeror presented a reporting structure that addressed integration of workforce development with other components through internal committee participation bu did not describe clearly how workforce development reports to executive
	reporting to plan committees, although it did not specify clearly which committees. WED Administration reports to executive leadership through the network operations senior director.	Radering.	eadering, other than indirectly through the Network Overlight Committee.	Haderstyp.
		RANKING		
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EVALUATOR FULL NAME (FIRST AND LAST):				
	Administrator, Office of Health Care Workford			
DATE	Nov 8, 2023			
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SIGNATURE:	WA Renard			1
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EVALUATOR FULL NAME (FIRST AND LAST):	ay Darkkerger Network Administrator			1
DATE	Nov 13, 2023			1
	Jay Dunkleberger			1
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EVALUATOR FULL NAME (FIRST AND LAST):	Annu Growy Operations Compliance Officer			4
EVALUTOR TITLE:	· · · · · · · · · · · · · · · · · · ·			4
DATE	Nov 13, 2023			
	18°			
SIGNATURE:	· ·			1
FACILITATOR FUEL NAME (FIRST AND LAST):	Andrew Cohen			
DATE	Nov 13, 2023			
	Andrew Cohen			
SIGNATURE	Andrew Cohen (Nov 13, 2023 07:56 #51)			1