



Partnered Project: Data Driven Workforce Strategy

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Operations Partner: Workforce Management & Consulting Office (WMC)

In FY2018, PEPReC began collaboration with the VA's Workforce Management and Consulting Office (WMC) and the Office of Policy and Planning (OPP) to design data-driven strategies for improving VA's workforce efficiency and establishing evidence-based staffing levels.

PEPReC is performing two sets of tasks for WMC during FY18. The first is related to an evaluation of recruitment and retention programs, as indicated by GAO 17-736. The second set of tasks is related to improved targeting of program resources and better integration with clinic management and budget forecasting operations.

Recruitment & Retention Evaluation

- Predict VA turnover
- Retention profiling
- Evaluate effectiveness of Education Debt Retention Program (EDRP) and Recruitment, Retention, Relocation (RRR)
- Design pilot programs for resource allocation

Improve Resource Targeting

- Relative Value Unit (RVU) data validation
- Refine access/productivity tool
- Prototype access-productivity tool for primary care using new patient create date waiting time and validated productivity
- Use estimated primary care supply and demand model to calculate staffing shortfalls in facilities with high waiting times and high productivity
- Validate mental health waiting time
- Estimate mental health supply and demand model, provided mental health access measure can be validated
- Specify and estimate reliance model to link target wait times to implied reliance levels for primary care and mental health; prototype potential links to Enrollee Health Care Projection Model (EHCPM)