



NABH Workforce *Start-Up Guide*



	BEGINNER Just getting started. <i>SPF 4</i>	INTERMEDIATE Underway; need a boost. <i>SPF 30</i>	ADVANCED Seeking results and leadership. <i>SPF 70</i>	RESOURCES
Skills	Identify list of target occupations and create skills inventory.	Complete skills inventory for all positions, including current employees.	Complete review of staff member skills and alignment with their current and desired positions. Research and share with NABH the impact of your comprehensive skills approach on workforce and service outcome.	Need help getting started on your system's skills framework and current skills inventory? Contact John Pallasch with One Workforce Solutions: john@oneworkforcesolutions.com .
Partnerships	Create a list of current and desired partnerships. Join an existing healthcare workforce funding collaborative.	Collaborate with identified partner(s) to address skills gaps and/or funding priority(ies). Build relationship with state and/or local workforce board, depending on geographic footprint.	Create or lead a behavioral healthcare workforce project or partnership in your state or region.	Want to have a conversation about what partnership(s) might be best for your system? Contact Jessica Zigmund with NABH: jessica@nabh.org . State workforce development boards establish state-level policy and vision for the workforce system: https://www.careeronestop.org/LocalHelp/WorkforceDevelopment/find-workforce-development-boards.aspx . Local development boards serve as the front-line service delivery mechanism for job search and training assistance: https://www.careeronestop.org/LocalHelp/local-help.aspx .
Funding	Identify a workforce investment priority and relevant funding source.	Engage local workforce development board about on-the-job-training, incumbent worker, or customized training to address staffing needs. Explore collaborative grant application opportunities.	Lead a grant application process. Develop a funding strategic plan for future workforce investments.	State workforce agencies receive billions of dollars in federal job training and workforce assistance: https://www.dol.gov/agencies/eta/wotc/contact/state-workforce-agencies .