



Minnesota Hospital Association

1st annual

Workforce Innovation Awards



*Recognizing excellence in workforce development
among Minnesota hospitals and health systems*

Nominator information packet

About the awards

Thank you for your interest in the Minnesota Hospital Association's (MHA) first Workforce Innovation Awards. We are excited to hear about your organization's workforce development initiatives, the staff who support them, and the positive impact they have with your patients, workplaces, and larger communities.

We want to recognize the outstanding work Minnesota hospitals and health systems are doing to invest in their staff. Due to a variety of broad economic trends and the lingering effects of the COVID-19 pandemic, health care organizations are facing unprecedented challenges in hiring and retaining workers. These awards will celebrate achievements in workforce development, despite a difficult and changing landscape.

Award areas

MHA will make awards in three areas: Teams/Initiatives, Leadership, and the Health Care Workforce Champion. You can learn more about what initiatives fit under which category by looking at the award types and category information on the next page. You may nominate as many teams/initiatives or individuals as you'd like as long as you submit a separate nomination form for each.

Teams/Initiatives: There are four award categories for the Teams/Initiatives area. These categories follow the structure of [MHA's workforce road map](#), a tool that helps Minnesota hospitals and health systems assess, develop, and improve their workforce strategies.

- Category 1: Organizational culture, infrastructure, and commitment
- Category 2: Pipelines and partnerships
- Category 3: Hiring and recruiting
- Category 4: Retention and resiliency

Leadership Awards: There are also four award categories for the Leadership area. Leadership awards will recognize individual leaders who excel in one of the following areas:

- Category 1: Organizational culture, infrastructure, and commitment
- Category 2: Pipelines and partnerships
- Category 3: Hiring and recruiting
- Category 4: Retention and resiliency

Health Care Workforce Champion: MHA will also recognize one individual as the 2023 Health Care Workforce Champion. Selection criteria includes the individual's impact, innovative ideas and practices they have championed, and other information that describes the individual's extraordinary commitment to workforce development. Please see the next page for more detailed information about the Health Care Workforce Champion nomination.

Timeline

The nomination period will be open until 11:59 p.m. on Friday, March 3, 2023. A review committee comprised of MHA staff will review submissions and notify organizations about their award status in April.

How to nominate

Please submit your nomination using the [webform found here](#). Nomination questions are included in this packet.

Selection criteria

MHA greatly appreciates hearing from members about innovative ideas to address workforce challenges. Our nomination review committee will make award selections based on to what extent the nominator answers each question and the overall quality, effectiveness, and impact of the program. If you have questions about with which category your program most closely aligns, please reach out to our team. Please direct questions to Blake Chaffee, Senior Director, Data Analytics: bchaffee@mnhospitals.org.

Award types and categories

The MHA Workforce Innovation Awards are divided into three award types. The first two award types, Team/Initiative and Leadership Awards, are divided into four categories (defined in the green box below). The third type, the Health Care Workforce Champion, does not have additional categories. The following is a non-exhaustive list of what might fit under each category. If you have questions about which category best fits your nomination, please contact Blake Chaffee at bchaffee@mnhospitals.org.

About Team/Initiative awards

Team/Initiative awards should describe how a project, team, or strategy supports the organization's workforce development efforts under one of the four categories below. Nominations should clearly demonstrate impact, identify challenges the team or initiative faced, and how the team resolved the issues. Initiatives do not have to occur within the last calendar year, but should be recent or have undergone a significant recent change.

About Leadership awards

Leadership nominations should describe to what extent the leader supports one of the below categories (if you are submitting a nomination for Category 3: Hiring and Recruiting, please demonstrate how the individual has supported your organization's hiring and recruiting efforts). Nominated individuals can include early-career professionals, veterans in the field, or somewhere in between. The selection committee is looking for how impactful the individual has been in your organization and community and we encourage the use of anecdotes, metrics, and other evidence to demonstrate the individual's impact.

About the Health Care Workforce Champion

The Health Care Workforce Champion award recognizes the outstanding efforts of a leader who has greatly contributed to health care workforce development efforts in their organization, community, region, and/or state. While the leadership awards focus on one category, we anticipate that nominations in this category will have contributed greatly to more than one of the below categories.

Category 1: Organizational culture, infrastructure, and commitment

This category describes the organization's culture, infrastructure, and commitment to workforce development, which includes actions such as employee engagement committees, creative uses of HRIS systems, and strategic planning (retirement planning, workforce needs assessments).

Category 2: Pipelines and partnerships

This category will take submissions about how members are building the next generation of health care workers through partnerships with community organizations, educational institutions, and government. It would also include partnerships to retrain workers and programs that provide health care career education.

Category 3: Hiring and Recruiting

This category includes innovative recruiting and hiring initiatives focused on attracting new workers to your organization. Hiring incentives, creative benefit packages, and streamlined application processes all fit into this category.

Category 4: Retention and Resiliency

This category comprises efforts to improve employee retention, promote employee and organizational resilience, and combat worker burnout. Examples of what might fit in this category include changes to employee evaluations, initiatives started by employee engagement committees, mentorship programs, and more.

Questions and answers

Can I submit nominations for multiple awards?

Yes. You may submit nominations for multiple awards among each category and within each category. For example, you may submit one leadership nomination and one initiative nomination for Category 1. Similarly, if you have two initiatives or individuals that fit well in Category 3, you can submit both as long as they are submitted in separate nomination forms.

Can I nominate one person or project for multiple categories?

No. If you have questions about which category is best for your nomination, please contact Blake Chaffee at bchaffee@mnhospitals.org.

Do the projects have to be completed in the current calendar year?

No. We want to hear about all successful workforce initiatives, regardless of the length of time they have existed. We encourage nominators whose programs have existed for some time to discuss in their nomination form how the program has changed over time to better meet the organization's needs.

Can I nominate my team or myself for an award?

Yes. You may nominate yourself for an individual award. Similarly, you may nominate a team you are a part of for the initiative/team category.

Can I submit a nomination on behalf of an organization that I do not work for?

Nominators must be associated with the hospital or health system for which they are submitting a nomination. If you do not work for the organization, you must be authorized by the hospital or health system's CEO or designee to submit a nomination for these awards. If you know of a leader or initiative outside of your organization that deserves to be nominated, we highly encourage you to send them this information packet.

Will the size of our hospital or health system be taken into account by the review committee?

The review committee is looking to see how the program positively impacts your organization. We will take size and resources into account - that is, we will look at the proportional effect on your organization. We encourage you to demonstrate the impact and what need the program is meeting in your nomination.

Do submissions need to be for health care workers, or can our nomination include initiatives that include other types of workers (for example, IT, accounting, environmental services, etc.)?

Hospitals and health systems rely on many roles to deliver quality care for patients. You may submit nominations that describe individuals and initiatives that positively impact clinical and non-clinical staff. As long as your initiative or individual is helping your organization solve workforce challenges, we want to hear from you!

Nomination Preview

Team/Initiative nominations

1. Title of team or initiative
2. Approximate date the team or initiative started
3. Which award category is your nomination for? (Category 1, 2, 3, or 4)
4. Short overview of team or initiative. (100-word limit)
5. Tell us about your team or initiative. You might discuss the following in your response: (500-word limit)
 - How did the program begin? What needs does it address?
 - What is the goal or purpose of your team or initiative?
 - What is your target audience? Who does your initiative or team serve?
 - In what ways is your program innovative?
 - What were some obstacles or barriers you encountered? How did you overcome them?
6. Please describe the impact of your initiative or team, including any evaluation metrics. (300-word limit)
7. Is there anything else you would like to share with the review committee? (200-word limit)

Leadership nominations

1. Name and title of individual you're nominating
2. Which award category is your nomination for? (Category 1, 2, 3, or 4)
3. What extraordinary, innovative contributions has the individual made towards the category for which you are nominating? Please address the following when developing your response (500-word limit):
 - What impact did the individual have? Were there specific achievements or outcomes as a result of their work? Include any available evaluation metrics or anecdotal evidence of impact.
 - How has the individual demonstrated leadership? (leading by example, encouraging innovation, inspiring a shared vision, etc.)
 - Did the individual confront obstacles in their work, and if so, how did they overcome them?
 - In what ways has this individual been innovative in their role?
4. Is there anything else you would like to share with the review committee? (200-word limit)

Health Care Workforce Champion nominations

1. Name and title of individual you're nominating
2. What extraordinary, innovative contributions has the individual made towards workforce development? Please address the following when developing your response (500-word limit):
 - What areas of workforce development has the individual made contributions toward?
 - What impact did the individual have? Were there specific achievements or outcomes as a result of their work? Include any available evaluation metrics or anecdotal evidence of impact.
 - How has the individual demonstrated leadership? (leading by example, encouraging innovation, inspiring a shared vision, etc.)
 - Did the individual confront obstacles in their work, and if so, how did they overcome them?
 - In what ways has this individual been innovative in their role?
3. Is there anything else you would like to share with the review committee? (200-word limit)



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Nominations due Friday, March 3
Submit your nomination [here](#)

Awards will be made to both leaders and initiatives/teams in the following categories:

- Organizational culture, infrastructure, and commitment
- Pipelines and partnerships
- Hiring and recruiting
- Retention and resiliency
- Health Care Workforce Champion

Questions?

Contact Blake Chaffee, Senior Director, Data Analytics: bchaffee@mnhospitals.org