

## TOOL USER GUIDE

This visualization tool, *Entry-Level Health Care Workforce: Information and Programs*, is designed to accompany the RAND report titled *Strengthening the Entry-Level Health Care Workforce: Finding a Path*, by Shira H. Fischer, Ryan K. McBain, Laura J. Faherty, Jessica L. Sousa, Vishnupriya Kareddy, Allyson D. Gittens, and Grant R. Martsolf.

### DASHBOARD FUNCTIONS

**Tool Tip:** You can use your cursor to hover over the data in the tool to see more details.

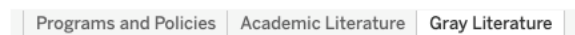
up Train-the-Trainer Program for Peer Support Specialists in the U.S.  
up Training for Peer Support Specialists in the U.S.  
MAs in WA  
MAs in CO  
Training Program as Practical Nursing  
Workers Network for CHWs in AZ  
Program for Home Care Aides in CT  
Direct Access DHs in OR  
Programs in Healthcare (BACH) for Medical  
Center of Nebraska (BHECN) Ambulatory  
Center of Nebraska (BHECN) Student  
Education and Training Program (

Medical Assistants  
 Nurses  
 Other Role

**Title:** Appalachian Consulting Group Training for Peer Support Specialists in the U.S.  
**Institution:** Appalachian Consulting Group  
**Objective(s):** T: Strengthen training qual  
**Activities:** Training: Quality (Assurance/Guidelines), Training: Standardization  
**Occupation(s):** Peer Support  
**Special topic(s) of interest:** Behavioral Health  
**Description:** This program provides training in preparation for state certification testing for peer support specialists in the Veterans Administration and in nearly half of the states in the U.S.

**Scroll bar:** To scroll within areas within the visualization, drag or click on the scroll bar that appears on the right.

**Tabs:** There are multiple sources of information. Each tab includes a different data source. Select the tab that interests you, for example, Gray Literature:



**Filters:** Each visualization contains filters that allow you to sort and select through the information.

Filter options are located to the right of the data. Data can be filtered by occupation, content area, year, and more, depending on the tab.

For filters that are displayed in a list, selecting one item will filter the resources to display only the items of interest. For example, selecting “Behavioral Health” will filter the items on the left in the example below:

Peer-Reviewed Literature

Year	Author(s)	Journal/Source	
2011	Springgate, B. F.; Wennerstr...	Ethn Dis	Building community resilience through mental health infrastru...
	Springgate, B.; Wennerstro...	Review of Black Political Econ...	Capacity Building for Post-Disaster Mental Health Since Katrina:...
	Wennerstrom, A.; Vannoy, S.	Ethn Dis	Community-based participatory development of a community he...
2012	Lanham, M. E.; Rye, M. S.; RI...	Journal of Mental Health Coun...	How gratitude relates to burnout and job satisfaction in mental ...
2014	Cabral, L.; Strother, H.; Muh...	Health Soc Care Community	Clarifying the role of the mental health peer specialist in Massac...
	Green, A. E.; Albanese, B. J.; ...	Psychol Serv	The roles of individual and organizational factors in burnout amo...
	Wennerstrom, A.; Johnson, ...	J Community Health	Community health workers leading the charge on workforce dev...
2016	Park, S. G.; Chang, B. H.; Mu...	Psychiatr Serv	Predictors of Employment Burnout Among VHA Peer Support Sp...
2017	Bukach, A. M.; Ejaz, F. K.; Da...	Adm Policy Ment Health	Turnover among Community Mental Health Workers in Ohio
2019	Hatch-Maillette, M. A.; Har...	Subst Abus	Counselor turnover in substance use disorder treatment researc...

**Content Area**

- (All)
- Behavioral Health
- Long-term care
- Primary care
- Other

For filter options that appear in dropdown menus, like in the lists, you can check off each item that you'd like included in the filter, and the list will reset to include only those categories.

For filters with a radio button, you select a single item. The user in the example below selected only reports supported by foundations.

#### Funder Category

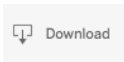
- All
- Federal government suppo...
- Foundation supported
- Private sector supported
- State government supported
- Unknown

To cancel a filter in a search box, click on the little 'x' (  ) that will appear to the right of the search term.

Resetting: To reset the page or search, you can click on the reset button (  ), hit ESC (escape key), or reload the page if those approaches are not effective.

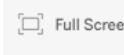
#### OTHER FUNCTIONS: TIPS & TRICKS

**BUTTONS:** Five buttons appear at the bottom of each visualization.

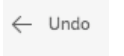


**DOWNLOAD:** This button allows the user to export the charts and underlying data in the tool. *To download the full dataset, please use the link on the main page, not inside the viz.*

- PDF: Download what you see as a PDF.
- Image: Save the visualization as an image. An image of the current view (with filters) will be created. Images are an appropriate resolution for PowerPoint presentations.



**FULL SCREEN:** View the tool in full-screen mode



**UNDO:** Undo your last click or selection.



**RESET:** Clear all filters and return to the original view.

#### ABBREVIATIONS

T = Training

REC = Recruiting

RET = Retention

HSS = Health systems solutions

#### HOW TO PRINT

You can quickly print all or part of a visualization by selecting the PDF option from the Download button menu. You can select your PDF orientation and paper size and choose whether to print the entire workbook or selected sheets from the print screen.

#### FREQUENTLY ASKED QUESTIONS

##### **Can I access the data behind the interactive report?**

Yes. Access to the original data source varies depending on the tab. If the data are available, you can use the Download button, then select Data from the menu. The data will then be exported to Excel. If you do not see Data as an option, try selecting specific data parameters in the tab first, then repeat the data export process.

##### **Are any other Tableau-related resources available?**

Yes. Tableau has several training videos and tutorials on its [website](#).

#### ABOUT THIS PROJECT

*Entry-Level Health Care Workforce: Information and Programs* was developed by Shira H. Fischer, Ryan K. McBain, and Emily Cantin, and accompanies the RAND report [Strengthening the Entry-Level Health Care Workforce: Finding a Path](#), by Shira H. Fischer, Ryan K. McBain, Laura J. Faherty, Jessica L. Sousa, Vishnupriya Karedy, Allyson D. Gittens, and Grant R. Martsolf, PR-A712-1, 2020. The [visualization tool](#) is also available. This work was commissioned by the Office of the Assistant Secretary for Planning and Evaluation, and the research was conducted in RAND Health Care, a division of the RAND Corporation.