

Contact Person: Name, Title Larry J. Allen, Director Kentucky Office of Rural Health	Email, Phone, Fax Email: lalle2@uky.edu Ph: (606) 439-3557 Fax: (606) 435-0038
Project Description: Cross-Training for Workforce Flexibility	
Time Frame when program was conducted: On-going	State: Kentucky
Type of Project: Leadership	Pick one: See expertise list from mentoring website
Description of Project: The American health care system is undergoing major transformation mainly attributed to health care reform and funding related issues. Many SORH are facing the same issues, ongoing budget cuts and process changes which require staff to comply. The KORH has a staff of five FTE's and the department provides administrative oversight for four programs and numerous activities. Due to a sudden reorganization of the KORH, cross-training became a necessity. Cross-training benefited the KORH by not only allowing employees to keep up with change but accelerating the speed of change. KORH staff now maintains a broad skill set with in-depth knowledge across multiple areas. Team based project collaboration provides an ongoing learning opportunity while maintaining a focus on the project's success. A well cross-trained employee is one who can move quickly, decisively and effectively in anticipating, initiating and taking advantage of change. While every program/project has individual leadership all staff assists in program development and implementation. This approach maximizes limited resources while preventing loss of productivity.	
Cost and funding sources:	Grant Funding
Website where additional information or report may be located.	http://www.mc.uky.edu/ruralhealth/korh.asp
Outcome measurement: Any specific impacts on rural health? What are any quantitative and qualitative indicators that indicate the relationship of actions to meeting objectives of the Office?	Successful Programs
Have any Economic Impact or Return-On-Investment assessments been done for this initiative? If so, please summarize the findings.	No
Suggestions for SORH who may try to adapt this project?	Small Staff /Skilled employees with diverse backgrounds.