

<h2 style="margin: 0;">FINANCE AND BUDGETING</h2> <p style="margin: 5px 0 0 20px;"><i>Goal: To enhance the non-Health Administration trainees' understanding of financial management for services and supports to children and youth with neurodevelopmental disabilities and their families.</i></p>	DATE COMPLETED
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COMPETENCY OBJECTIVES	✓	SUGGESTED LEARNING ACTIVITIES	COMMENTS
Objective A: All non-HA trainees will be acquainted with the basics of financial management, including budget cost accounting and financial analysis.			
1. Competency: Knowledge of the basics of Financial Accounting/Financial Management.		The non-HA trainee will read the Finance Overview.	Non-HA trainee can meet with HA trainee or discipline coordinator to discuss the Finance Overview.
2. Competency: Ability to name and compare reimbursement mechanisms for health care delivery.		Discussion of case study will include a comparison of and rationale for a specific reimbursement model in the proposed clinical service.	Non-HA trainee can interview the practice manager regarding contracting specifics.
3. Competency: Ability to name and define the players in the health care industry.		The non-HA trainee will read the Finance Overview.	Non-HA trainee can meet with HA trainee or discipline coordinator to discuss Finance Overview.

Objective B: LEND non- HA trainees will be familiar with the unique financial challenges and implications of operating an interdisciplinary CSHCN clinic.

<p>1. Competency: Ability to describe the cost structure of a CSHCN clinical service and explain the impact that the interdisciplinary team has on the clinic's bottom line.</p>		<p>The trainee should interview a CSHCN clinic director to discuss factors that influence the direct application of business principles in CSHCN clinics, such as needing to provide Federally mandated services even when income does not meet expenses.</p>	<p>Non-HA trainee can meet with HA trainee or discipline coordinator to review principles and practices articulated by the clinic director.</p>
<p>2. Competency: Ability to describe the benefit of employing fiscal controls in health care organizations.</p>		<p>The trainee should meet with a CSHCN clinic director to discuss alternative accounting and financing strategies to compensate for expensive, poorly reimbursed services.</p>	<p>The trainee should pay particular attention to the issue of reimbursement for the extra time that complex medical problems demand from the clinic.</p>

Objective C: Non-HA trainees will be able to assess a LEND-related proposal budget and financial targets.

<p>1. Competency: Ability to describe the budget review process addressing for completeness and consistency.</p>		<p>The trainee should interview the HA discipline coordinator about the purpose of budgets and what makes for a useful or useless budget.</p>	
<p>2. Competency: Ability to complete a cost-volume-profit analysis and a break-even analysis for a proposal to hire new clinical staff position(s).</p>		<p>The trainee should review and complete the Finance and Budgeting case study.</p>	<p>This could be a group exercise in Core Course lecture led by the HA trainee.</p>