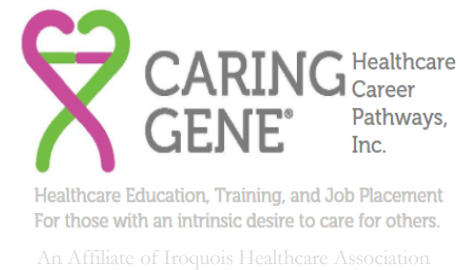


NYS Health Equity Reform (NYHER) 1115 Waiver: Workforce Investment Organizations



1199SEIU Training and Employment Funds

Since 1969...

1.6 million healthcare workers enrolled in workforce development services

439,000

healthcare workers earned an allied health degree credential.

261,000

workers received foundational education such as high school equivalency or college prep.

218,000

healthcare workers retrained through skills enhancement.

46,000

students have gone to school to become Registered Nurses.

30,000

community residents have entered the workforce through the Employment Center.

13,000

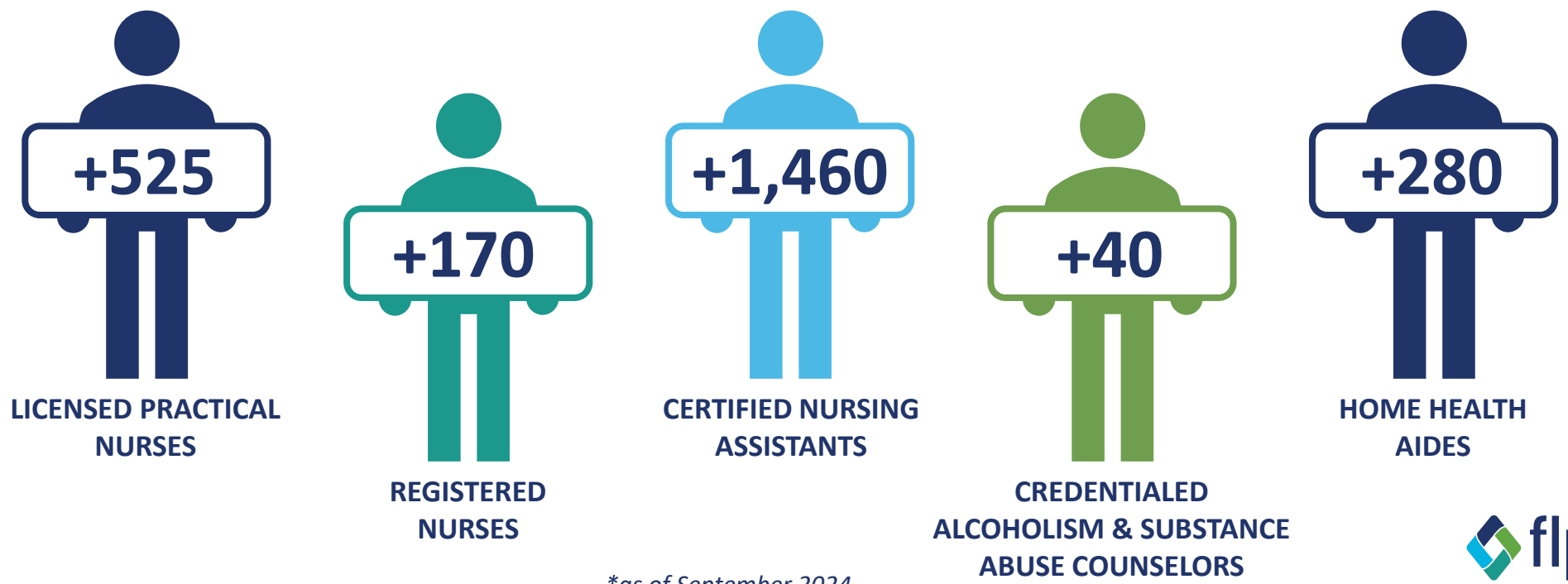
healthcare workers received assistance with obtaining US Citizenship.



Finger Lakes Performing Provider System (FLPPS) is a 501(c)(3) not-for-profit organization, and network of clinical and community-based provider organizations working together to transform the system of healthcare delivery by bridging the gap between community and healthcare.

As a NYS-designated **Workforce Investment Organization**, we are focused on strengthening the healthcare workforce through programs and services that diversify the healthcare workforce pipeline and provide opportunities for those who may not otherwise have them, while supporting the community's economic mobility.

Workforce
Programming
Impact
to Region*



*as of September 2024



IHA Workforce Investment Organization



IHA was one of the workforce investment organizations under the original 1115 waiver. IHA WIO provided a learning management system for continuing education as well as the debut of the award winning Caring Gene recruitment campaign.

LTC Training Program	
Providers Signed Up	72
Total Students	19,055
Courses Completed	18,044

IHA Mother Cabrini Health Foundation Scholarship Program



Year	Participating Providers	Number of Awardees	Total Scholarship Award
2022	28	140	\$264,000
2023	28	100+	\$249,700
2024	26	100+	\$500,000

Caring Gene Website Traffic

July 2019- July 2024

Participating Providers:

170

Website Visits:

2.2+ million

Unique Site Users:

1.7+ million

Applicants:

4,256 (9/2021 to 7/2024)

NYS Aspiration

NYS would like to achieve a more equitable and integrated delivery system

CURRENT CHALLENGES

OUR FUTURE



Fragmented systems that inadequately address social drivers of health

Transform delivery and payment to integrate health, behavioral health, and social care



Insufficient workforce to meet care needs

Increase the availability and resiliency of our healthcare workforce



Increasing health disparities for at risk populations

Reduce long-standing racial, disability-related, and socioeconomic health disparities



Regional misalignment on objectives and lack of value-based accountability

Increase health equity through measurable improvement of care quality and outcomes

NYS Health Equity Reform 1115 Waiver



Social Care Networks

Improve integration across primary care, behavioral health, and social care



Population Health

Improve health outcomes, advance health equity, and reduce health disparities

Improve financial sustainability and quality of care among safety net hospitals while strengthening primary care leveraging VBP

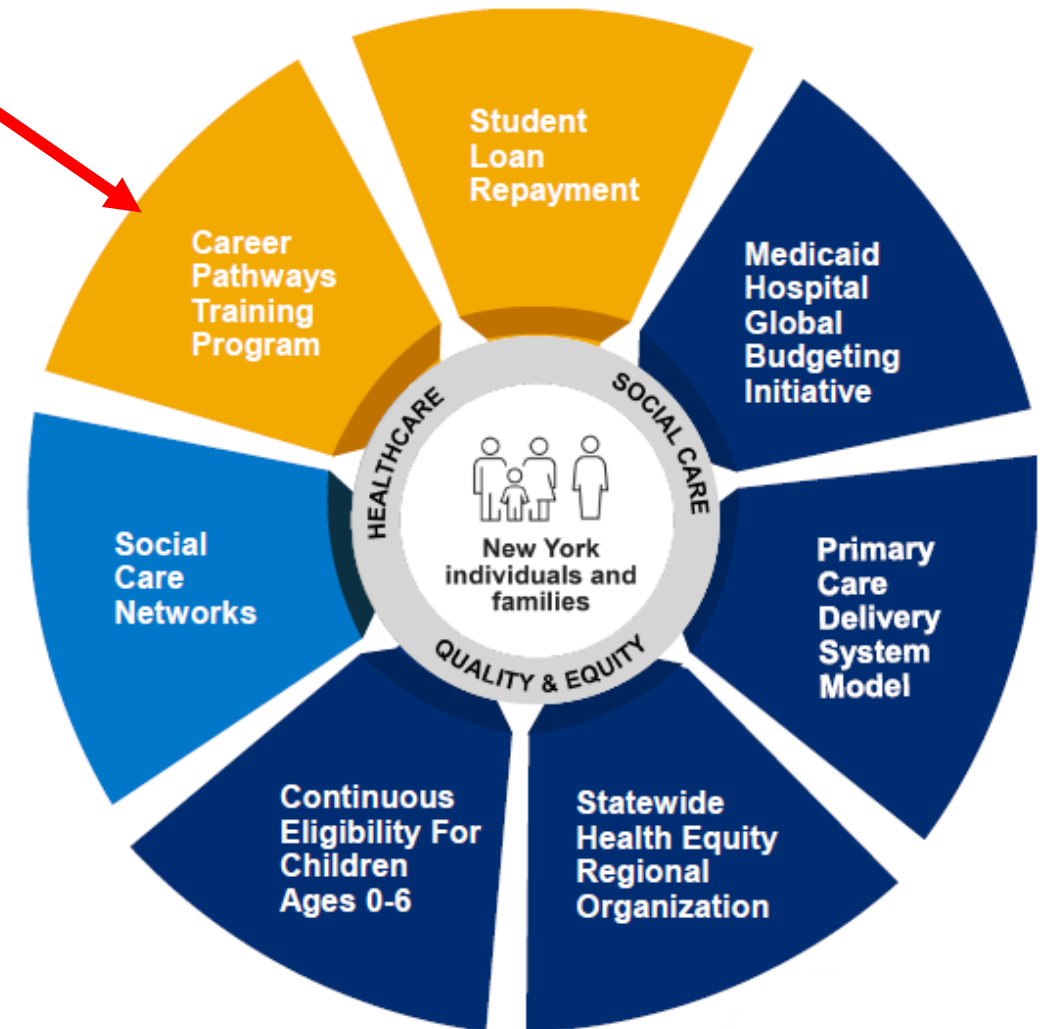
Enable children to remain continuously enrolled in Medicaid and Child Health Plus up to age six



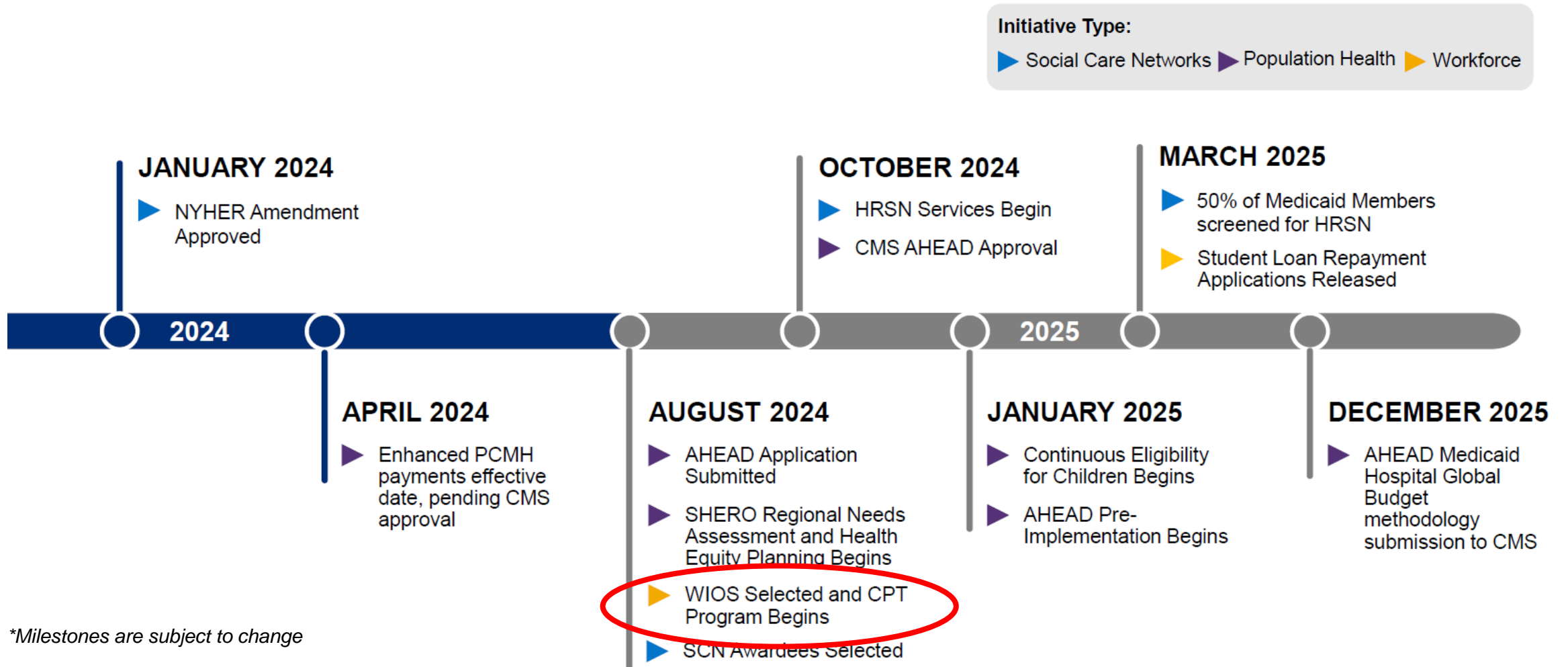
Strengthening the Workforce

Provide loan repayment for healthcare professionals

Fund education and participant support services to provide holistic educational and professional placement supports



Projected Waiver Milestones for 2024-2025*



*Milestones are subject to change

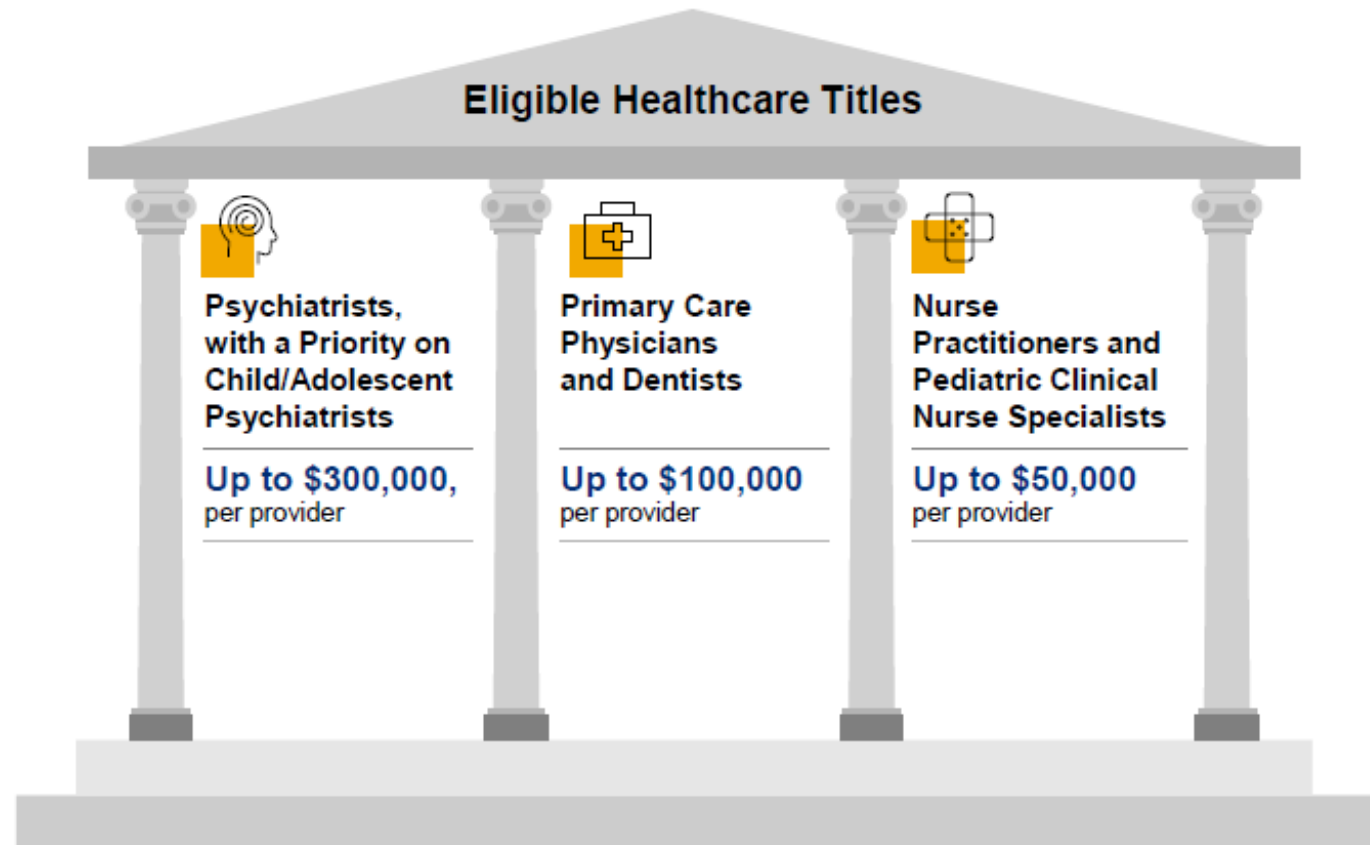
Student Loan Repayment for Qualified Providers

Student Loan Repayment

To support recruitment and retention of high-demand practitioners, the NYHER amendment includes student loan repayment for specific healthcare professionals.

Awardees must make a **four-year commitment** to maintain a personal practice panel or work at an organization that includes **at least 30 percent Medicaid and/or uninsured Members**.

The award process will consider geographic distribution of applicants, regional need, commitment to working in underserved communities, and linguistic and cultural competency.



NOTE: The WIOs are not administering this program or funds; NYS DOH is determining how it will administer this program.

Career Pathways Training (CPT) Program

- CPT Program participants will receive:
 - Application and enrollment assistance for training programs
 - Tuition assistance
 - Case management and tutoring
 - Apprenticeship and mentorship opportunities
- Who can participate – two pipelines:
 - **Career Advancement Pipeline** – for individuals who are currently employed at a NYS healthcare provider and looking to enroll in the CPT program
 - **New Careers Pipeline** – for individuals who are unemployed or not currently working for a NYS healthcare provider



Career Pathways Training (CPT) Program

- To address statewide workforce shortages, the CPT program will fund education and participant support services to provide holistic educational and professional placement supports, organized by two career pipelines—Healthcare Career Advancement and New Careers in Healthcare.
- Participants will make a 3-year commitment of service, in the new professional title, to Medicaid providers that serve at least 30 percent Medicaid members and/or uninsured individuals.
- Individuals pursuing careers in the following titles are eligible to participate in the CPT Program.

Nursing

- Licensed Practical Nurse
- Associate Registered Nurse
- Registered Nurse to Bachelor of Science in Nursing
- Nurse Practitioner

Professional Technical

- Physician Assistant
- Licensed Mental Health Counselor
- Master of Social Work
- Credentialed Alcoholism and Substance Abuse Counselor
- Certified Pharmacy Technician
- Certified Medical Assistant
- Respiratory Therapist

Frontline Public Health Workers

- Community Health Worker
- Patient Care Manager

There are no specific quotas for the number of individuals to be recruited within each job title. WIOs are expected to actively recruit a sufficient number of individuals for each, considering various factors such as regional vacancy rates, participant interest, and overall regional demand.

Workforce Investment Organizations (WIOs)

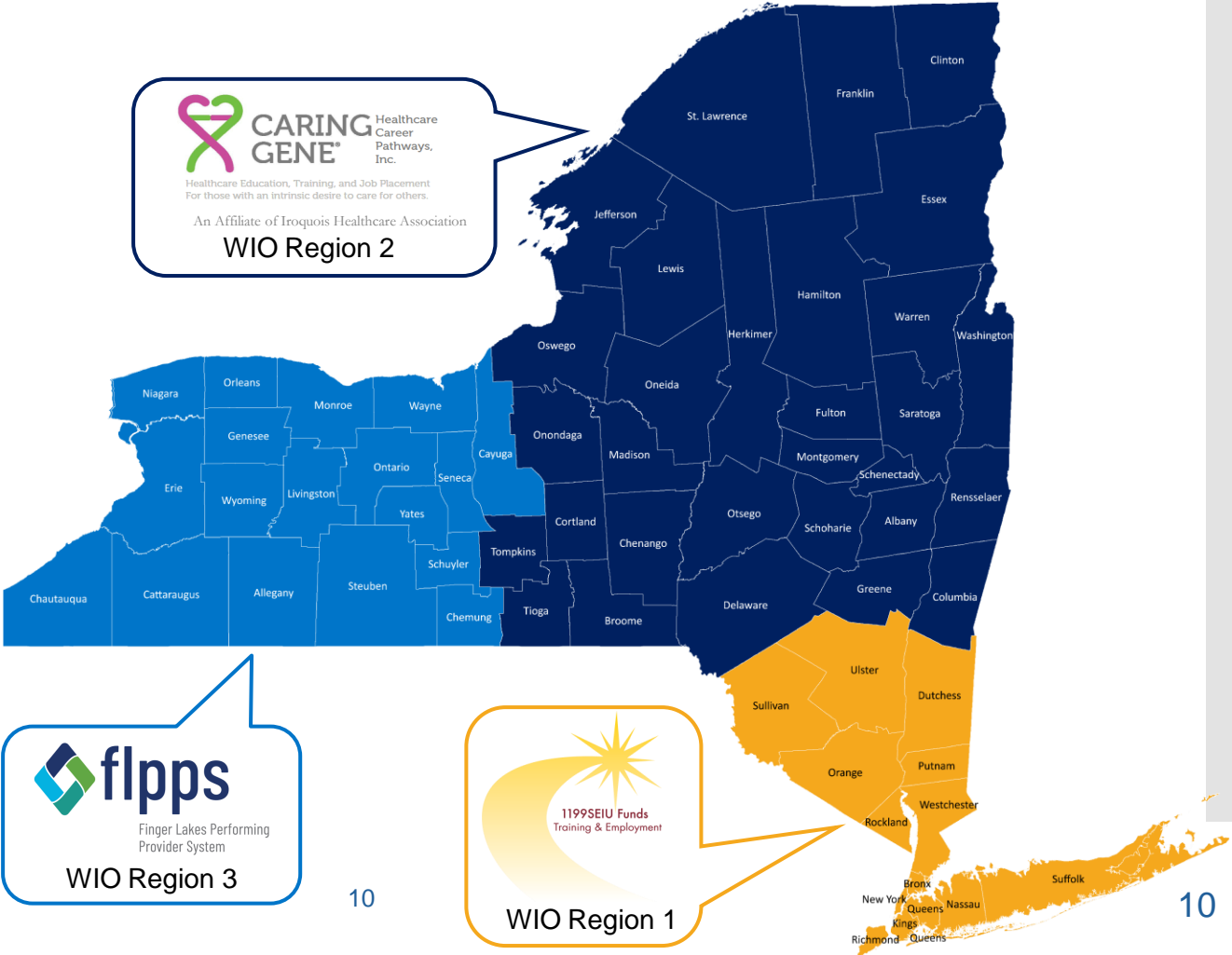
There are three WIOs for the CPT Program

WIO Regions	Counties
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<p>Region 1:</p> <ul style="list-style-type: none"> • Hudson Valley • New York City • Long Island 	<p>Dutchess, Orange, Putnam, Rockland, Sullivan, Ulster, Westchester, Bronx, Kings, Queens, New York, Richmond, Nassau, Suffolk</p>
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<p>Region 2:</p> <ul style="list-style-type: none"> • North Country • Capital Region • Southern Tier • Central New York 	<p>Clinton, Essex, Franklin, Fulton, Hamilton, Jefferson, St. Lawrence, Lewis, Warren, Washington, Albany, Columbia, Greene, Rensselaer, Montgomery, Saratoga, Schenectady, Schoharie, Broome, Chenango, Delaware, Otsego, Tioga, Tompkins, Cortland, Herkimer, Madison, Oneida, Onondaga, Oswego</p>
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<p>Region 3:</p> <ul style="list-style-type: none"> • Finger Lakes • Western New York 	<p>Allegany, Cayuga, Chemung, Genesee, Livingston, Monroe, Ontario, Orleans, Schuyler, Seneca, Steuben, Wayne, Wyoming, Yates, Cattaraugus, Chautauqua, Erie, Niagara</p>
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Source: NYS DOH

WIO Background & Roles



WIOs Build on Past Investments

WIOs were originally created as part of the 2018 Managed Long Term Care Workforce Investment Program (MLTC WIP).

The three WIOs were selected based on criteria, including their:

Deep connections to their respective regions,



Demonstrated success in operationalizing workforce training programs,



Expansion beyond the MLTC WIP titles, and



Capacity to rapidly and effectively stand up the CPT program in their region.



WIOs' Key Functions



Recruit prospective students and providers



Form partnerships with educational institutions, SCNs, and providers



Coordinate educational programs for participants



Support participants to assure program completion, including case management, tutoring, and other academic support



Make payments for books, academic fees, and backfill for employees' time spent in training



Aid in job placement for service commitments



Perform data collection and reporting on performance metrics and spending

WIO Responsibilities

WIOs are expected to fulfill the following responsibilities through ongoing management and programmatic oversight:



Support Services for Program Participants

Support Service Category	Areas of Support
Case Management: Advocate for and advise participants throughout their involvement with the CPT program.	<ul style="list-style-type: none"> • Assessments of participant skills and interests • Career counseling
Pre-Training and Academic Program Readiness: Support participants through programs and supports aimed at preparing them for success prior to enrollment in their respective training/academic programs.	<ul style="list-style-type: none"> • Career exploration and personal/academic counseling • Administration of pre-assessment examinations • FAFSA/TAP application support • Program application and document collection support
Academic and Training Program Support: Provide ongoing assistance for participants following successful application and enrollment into their training/academic programs.	<ul style="list-style-type: none"> • Tutoring/peer learning groups • Mentorship program • Purchase of textbooks and other academic supplies • Classroom skill enhancement/training
Enhanced Academic Support: Identify and provide individualized support for struggling participants.	<ul style="list-style-type: none"> • Partnerships with educational institutions to identify students with absences/performance issues • Contracting with experienced tutors
Job Readiness, Placement and Support: Provide ongoing support to participants to prepare for interviews, job placement, and post-academic transition.	<ul style="list-style-type: none"> • Pre-interviews and training sessions • Pre-employment training workshops • Online systems for resume and other credentials submission • Virtual job fairs and job orientation support
Language Services: Ensure language support is available for participants.	<ul style="list-style-type: none"> • Translators, multilingual services, and English literacy courses/trainings
Other: Leverage partnerships to provide support for additional non-academic services.	<ul style="list-style-type: none"> • Connect participants with organizations that provide transportation, financial coaching, childcare, benefits navigation services, etc.

CPT Program Student Requirements

- Students must complete FAFSA and TAP
- Students must be US Citizen or eligible non-citizen
- Students must reside in New York or one of the border states: Vermont, Connecticut, Massachusetts, New Jersey, or Pennsylvania (Health Career Advancement pathway only)
- Students must attend a school/educational program in New York leading to one of the eligible job titles
- Student must sign a 3-year service commitment to work for a healthcare provider in New York that serves a 30% Medicaid/uninsured population



Role of CPT Program Partners

Healthcare Providers

- Encourage eligible staff members to participate in program
- Recruitment of existing workforce for career growth/laddering
- Backfill as necessary



Education/ Training Entities

- Recruitment
- Training
- Support services
- Monitor participant performance



Community Collaboratives

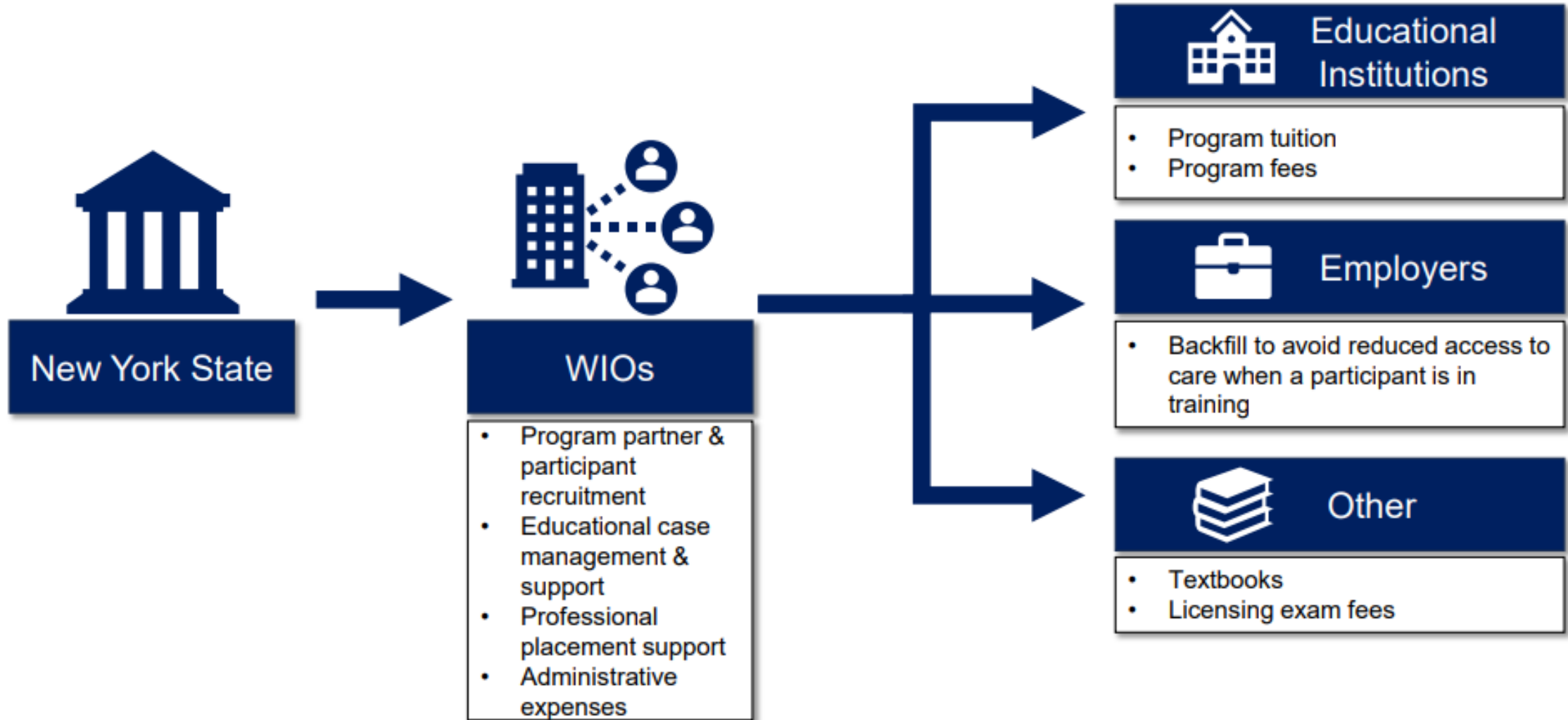
- Connections
- Advocacy
- Recruitment
- Community voice



In Development - Job Vacancy Dashboard

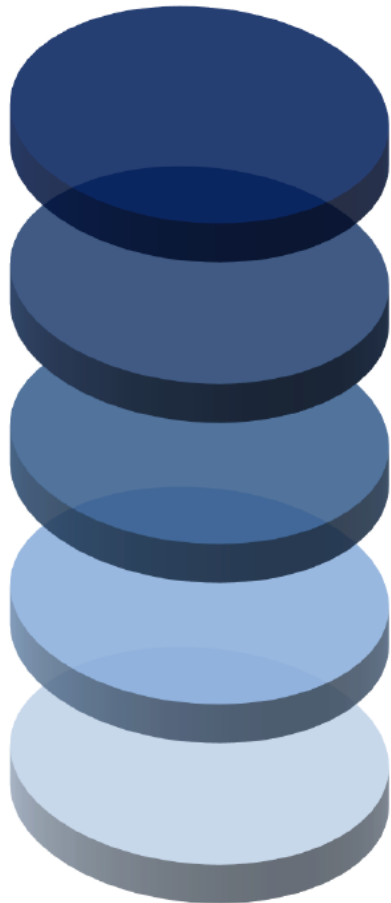
- A Job Vacancy Dashboard will be created as part of the regional workforce needs assessment and will also serve as a regional job placement tool.
- Topic for discussion: How can WIOs partner with employers to obtain updated vacancy data to:
 - Identify priority job titles
 - Once trained, connect CPT Participants to eligible employers
 - Demonstrate impact of CPT Program on high-need titles

Workforce Funds Flow



CPT Program Reimbursement

- Funds may solely be used for the following five (5) categories of expenses:



01

CPT Program Operational Expenses

- Educational Case Management
- Partnership Outreach
- Participant Recruitment
- Academic Support

02

Backfill Expenses

- Expenses to back-fill positions left vacant by participants within the Healthcare Career Advancement Pipeline – only for providers within NYS
- **Note:** Allotted rates for various titles are specified within the 1115 Waiver Special Terms & Conditions (STCs) and CPT guidance document.

03

Program-Specific Expenses

- Tuition
- Lab Fees
- Registration Fees
- Technology Fees

04

Administrative Expenses (Operational/Accounting)

- Operational and accounting expenses that support CPT program administration and operation.
- **Note:** No more than 15% of funds may be used for administrative expenses

05

Academic Supplies Expenses

- Textbooks
- Scrubs
- Lab Equipment



Questions?

WIO Contact Information



WIO Region 1

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Hudson Valley

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WIO Region 2

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