AND THE THEME IS…
COLLABORATIONS FOR CREATING A PRIZED WORKFORCE

• Regional Snapshot & Organizational Overview
• Career Exploration
• Post-Secondary Partnerships
• Employer Connections & Placement
REGIONAL SNAPSHOT

• The rural counties of Jefferson, Lewis, and St. Lawrence Counties in NY

• Total population (2012 estimate) = 259,718

• Community healthcare system supports Fort Drum Army Installation (40,000 TRICARE® beneficiaries)
  • Only US Installation, with a Division of Soldiers and families, without a hospital on base
ESTABLISH A GUIDING COALITION
REGIONAL FACILITATORS… FDRHPO

• Mission
To strengthen healthcare for Fort Drum Soldiers, their families, and the surrounding civilian community by analyzing the healthcare system, identifying gaps and leveraging resources to fill those gaps through regional partnerships.

• Vision
A strong North Country healthcare system

• Values
Integrity, Quality, Collaboration, Passion, Trust
A COLLABORATIVE MODEL OF DELIVERING CARE

FORT DRUM REGIONAL HEALTH PLANNING ORGANIZATION
(Rural Health Network & PHIP Contractor)

Fort Drum Healthcare Partners (MSO)

North Country Initiative (CIN & DSRIP)

Healthcare Partners of the North Country (ACO)
NCI PARTNERS (92 TOTAL)

- Primary Care Practice - non hosp or FQHC
- Behavioral Health - non-Hosp
- Specialty/Dental/Vision
- Health Home Downstream
- CBOs - Housing/transport/prevention/advocacy
- Hospice
- EMS Agencies
- Hospitals
- State Psychiatric Center
- OPWDD Provider
- FQHC
- LGU/County
- Board of Cooperative Ed Services (BOCES)
- Rural Health Networks
- Home Health - non-public
- Long Term Care - non-hosp
### WHAT DO WE KNOW?

Rates below NY State average are highlighted in red

<table>
<thead>
<tr>
<th>Medical Professional</th>
<th>Jefferson</th>
<th>Lewis</th>
<th>St. Lawrence</th>
<th>NYS</th>
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<td>Primary Care Physicians</td>
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<tr>
<td>Dentists</td>
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<td>18.5</td>
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<td>72.4</td>
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</tbody>
</table>

N.B. All rates are per 100,000 population

- Health Professional Shortage Area
- Rural Community
- Research… recruitment & retention
A LONG-TERM STRATEGY
MEET JASON…

Medical Academy of Sciences and Health

4 Hospitals & JCC
(5 summer camps & 3 winter camps)
Mini EMS MASH Camp
Total: over 150 students

Classroom Presentations
(18 schools)
JASON EXPLORES FURTHER

Job Shadow & Case Management (116)

Medical Careers
New Vision
CNA
LPN

Job Skills Training (100+)
JASON FURTHER DEFINES HIS INTERESTS

Post-Secondary Shadow (61)
Clinical Training & Travel (114)
Housing Allotment Program (87)

Education & Training

Medical Networking Events
• Bryant & Stratton College: Health Services Administration, B.S.
• Greater Rochester Collaborative: Master’s of Social Work
• Keuka College: Nursing, B.S. & Social Work, B.S.
• SUNY Upstate: Family Nurse Practitioner, M.S. & Family Psychiatric Mental Health Nurse Practitioner, M.S.

Past Programs: Respiratory Therapy, B.S. & Medical Technology, B.S.

Healthcare related Non-credit, Certificate & Associate Programs also offered through JCC (i.e. Care Coordination, HIT, RN (traditional & weekend), Paramedic, Phlebotomy, Pharmacy Technician, Billing & Coding, etc.)
EMPLOYER CONNECTIONS & PLACEMENT: RETURN ON INVESTMENT

- Resume Forwarding
- “Healthcare Speed Dating”
- Career Fairs/Outreach Events
- Spousal Employment
- Licensure Reciprocity
RECRUITMENT INCENTIVES

• Alignment with statewide initiatives (i.e. Doctors Across NY, National Health Service Corps, Nurse Corps, Health Workforce Retraining Initiatives, etc.)

• NCI Provider Incentive Program
  • DY1: $1.4M (13 awards: 3 PCP, 2 PA, 4 NP, 2 Dentists, 1 Psychiatrist, 1 Psychologist)
  • DY2: $1.5M (10 awards: 7 PCP, 1 PA, 1 Psychiatrist, 1 Psychologist)

• Potential Opportunities
  • Supporting Certified Diabetes Educators
  • LMSW → LCSW and LCSW → LCSW-R

Success Story: Job Shadow Student came back to region as PCP!
REGIONAL GRADUATE MEDICAL EDUCATION EXPANSION

- Program & Sponsor recruit resident from GME candidates
- Sponsor reimburses program costs (resident salary & benefits, associated administrative costs)
- Program site trains resident (ACGME requirements)
- Resident rotates through various settings within region & commits to no less than 3 years to region

- Local institution accredited by the Council for Graduate Medical Education (ACGME)
- Attractive to physicians coming into the area (instruction, comradery with other physicians, engagement)
- Win-Win for Providers, Residents and Community
LESSONS LEARNED

✓ Healthcare is not for everyone!
✓ Recruiting from a rural region (growing your own) generally results in better retention rates
✓ Not everything needs to be sustained... consistent monitoring & evaluation is critical
✓ Data driven outcomes are helpful but can sometimes be difficult to track
✓ Collaboration with higher education partners results in reduced overhead costs, improved student completion rates and decreased regional vacancy rates
✓ Building & maintaining a relationship with participants in the pipeline is essential
✓ It’s okay to be innovative... perfection can be the enemy of the good
✓ Celebrate short-term wins
✓ Building a pipeline takes time but the fruits of your labor will be plentiful!

Don’t forget, Jason Halgerson said RELAX...!
“PARTICIPANT ENGAGEMENT”…
THE MILLION DOLLAR QUESTION

What became of Jason?
MARCHING FORWARD WITH FACT-BASED OPTIMISM!

(Did you know there is an Achievement Value for this?)

- Embracing this exciting opportunity… a culture of possibilities!
- Communication & Engagement
- Believing in what must be achieved

Disclaimer… I stole his idea!
WHO HAS THE FIRST QUESTION?

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