



**Department
of Health**

Career Pathways Training (CPT) Program

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1115 Waiver Overview

NYHER initiatives will work in concert to achieve NYHER's health equity and population health goals



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

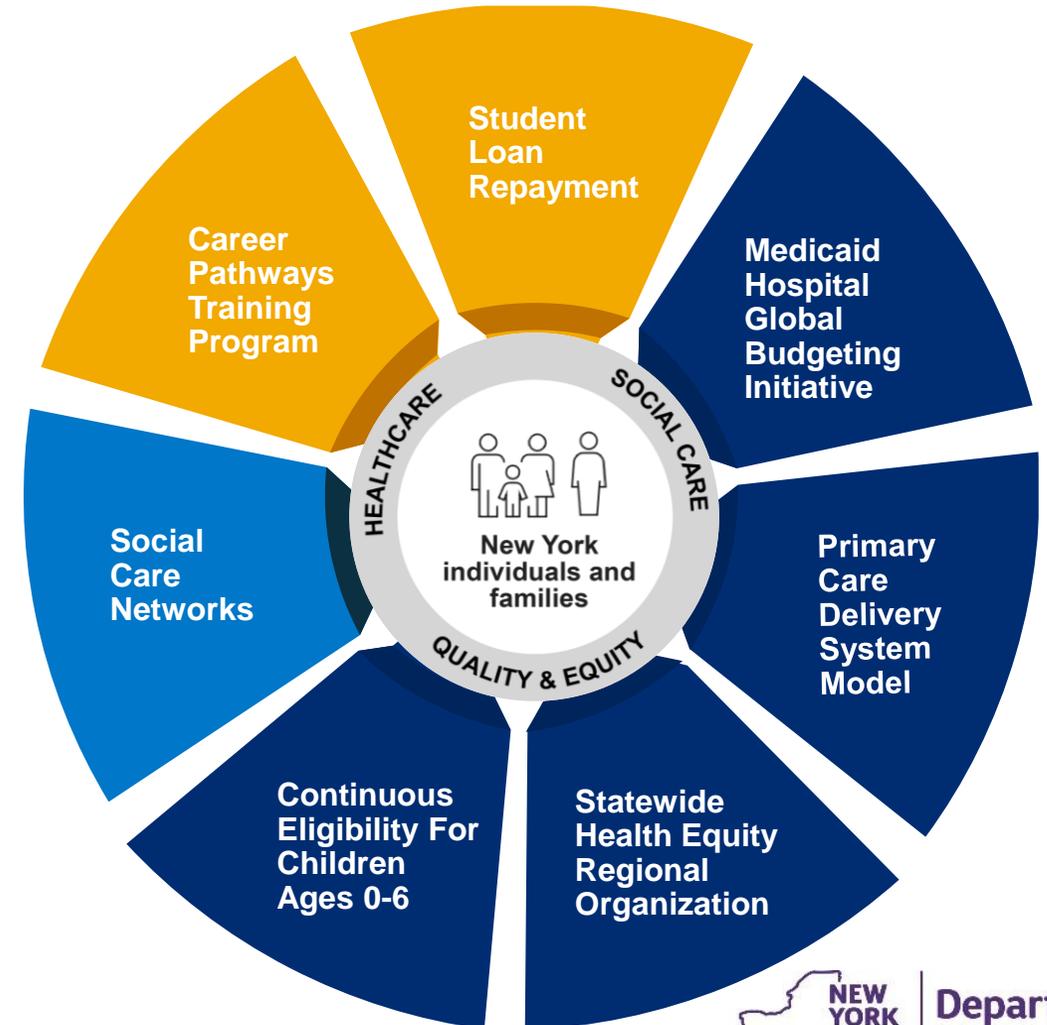
Enable children to remain continuously enrolled in Medicaid and Child Health Plus up to age six



Strengthening the Workforce

Provide loan repayment for healthcare professionals

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



Strengthen the Workforce

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:

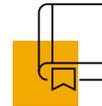
- New Careers Pipeline
- Career Advancement Pipeline

Program Benefits

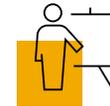
CPT Program participants will receive:



Application and enrollment assistance for training programs



Tuition assistance



Case management and tutoring



Apprenticeship and mentorship opportunities

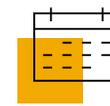
Who Can Participate



Career Advancement Pipeline: health, behavioral health, and social care workers enrolled in training and education programs



New Careers Pipeline: individuals who are unemployed or do not work in health, behavioral health, or social care



Participants will make a **three-year commitment** of service, in the new professional title, to **Medicaid providers that serve at least 30 percent Medicaid Members and/or uninsured individuals**

Program Timeframe



Timeline: The program operates until March 31, 2027.

CPT Program: Eligible Titles

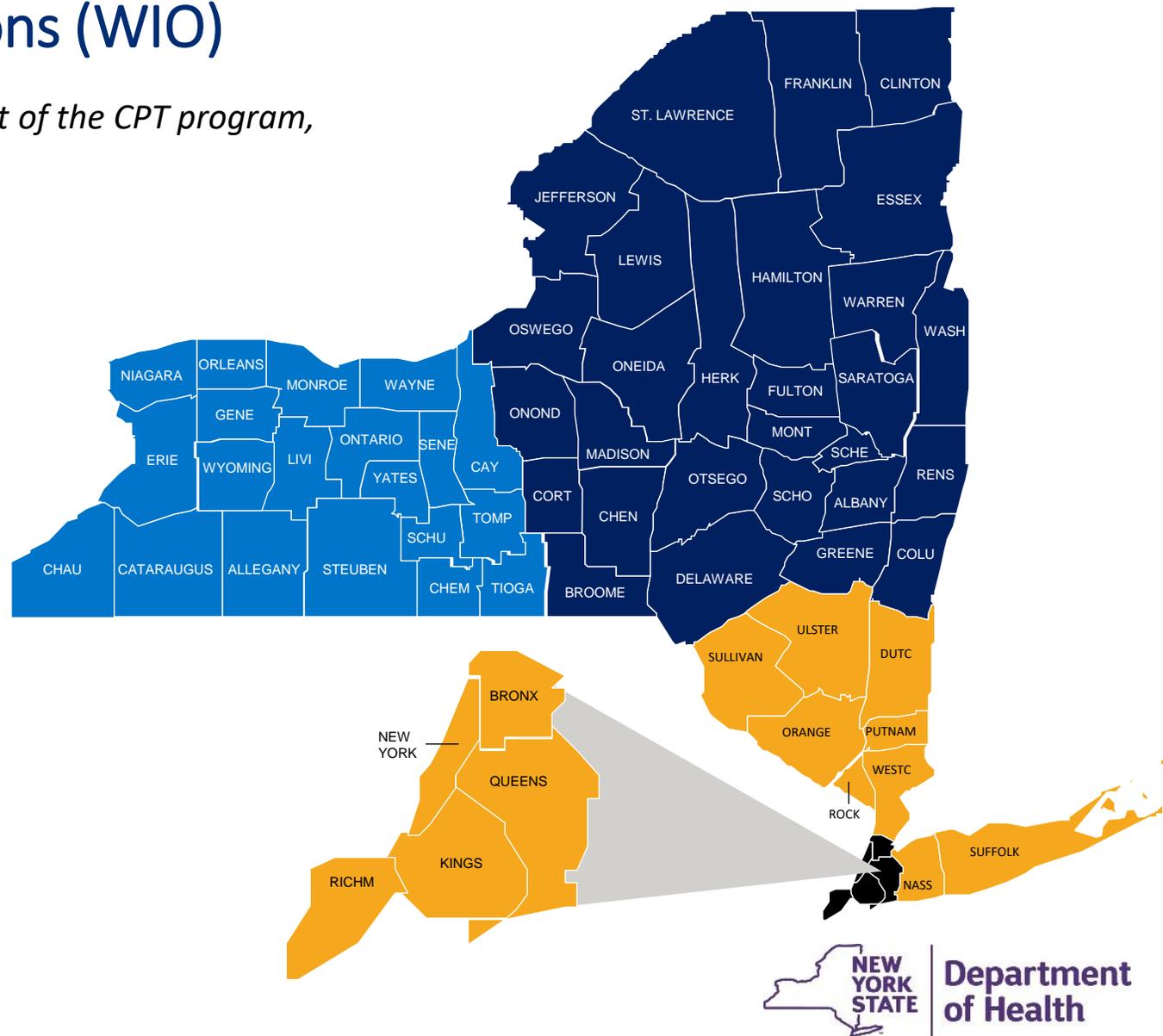
Individuals pursuing careers in the following titles are eligible to participate in the CPT program:



Workforce Investment Organizations (WIO)

WIOs have been selected to support regional management of the CPT program, with one WIO per region.

WIO Name	WIO Regions	Counties
1199SEIU Training and Employment Funds	Region 1: <ul style="list-style-type: none"> Hudson Valley New York City Long Island 	Dutchess, Orange, Putnam, Rockland, Sullivan, Ulster, Westchester, Bronx, Kings, Queens, New York, Richmond, Nassau, Suffolk
Caring Gene Healthcare Career Pathways	Region 2: <ul style="list-style-type: none"> North Country Capital Region Southern Tier Central New York 	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
Finger Lakes Performing Provider System	Region 3: <ul style="list-style-type: none"> Finger Lakes Western New York 	Allegany, Cayuga, Chemung, Genesee, Livingston, Monroe, Ontario, Orleans, Schuler, Seneca, Steuben, Wayne, Wyoming Yates, Cattaraugus, Chautauqua, Erie, Niagara



CPT Program: Benefits to Behavioral Health Providers and Employers

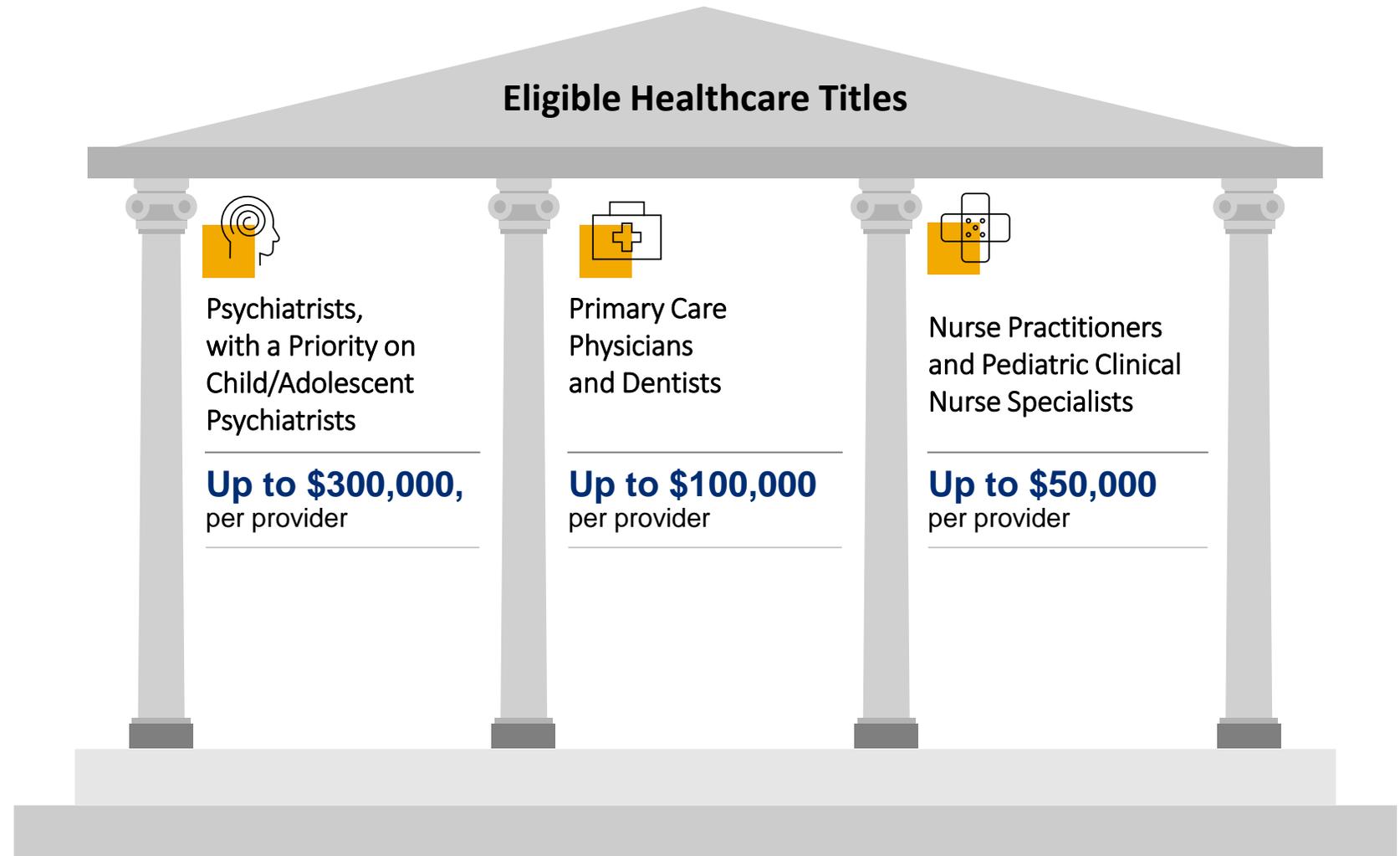
Benefits	
Skilled Workforce	Participants gain skills and have a clear pathway for professional growth.
Increased Client and Staff Retention	Potential for increased job satisfaction leading to improved client and staff retention rates.
Personalized Support	Mentoring and case management are available to participants offering personalized support.
Backfill Funding	Backfill funding is available to ensure staffing levels are maintained during training hours.

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.



Connect

Connect



New York 1115 Waiver Website



1199SEIU Funds



Caring Gene



FLPPS



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If you have questions regarding New York Health Equity Reform Amendment programs, please contact us at: NYHER@health.ny.gov



Department of Health

Questions & Answers