

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



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## 1199SEIU Training and Employment Funds

1199SEIU Training and Employment Funds | 1

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.

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**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\***

+525	+170	+1,460	+40	+280
LICENSED PRACTICAL NURSES	REGISTERED NURSES	CERTIFIED NURSING ASSISTANTS	CREDENTIALED ALCOHOLISM & SUBSTANCE ABUSE COUNSELORS	HOME HEALTH AIDES

\*as of September 2024

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## 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)

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# NYS Aspiration

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

CURRENT CHALLENGES	OUR FUTURE
 <p>Fragmented systems that inadequately address social drivers of health</p>	<p>Transform delivery and payment to integrate health, behavioral health, and social care</p>
 <p>Insufficient workforce to meet care needs</p>	<p>Increase the availability and resiliency of our healthcare workforce</p>
 <p>Increasing health disparities for at risk populations</p>	<p>Reduce long-standing racial, disability-related, and socioeconomic health disparities</p>
 <p>Regional misalignment on objectives and lack of value-based accountability</p>	<p>Increase health equity through measurable improvement of care quality and outcomes</p>

Source: NYS DOH

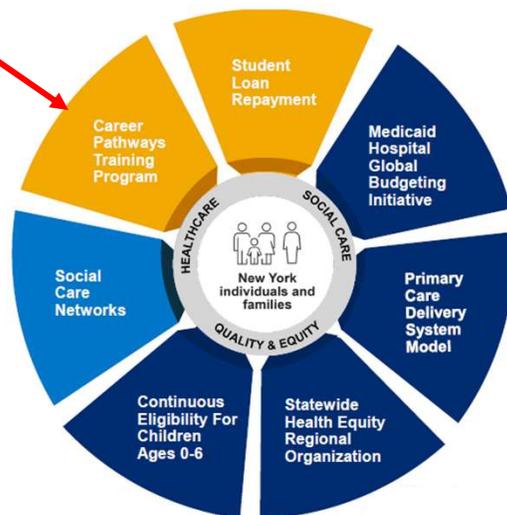
# NYS Health Equity Reform 1115 Waiver

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**Social Care Networks**  
Improve integration across primary care, behavioral health, and social care
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**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
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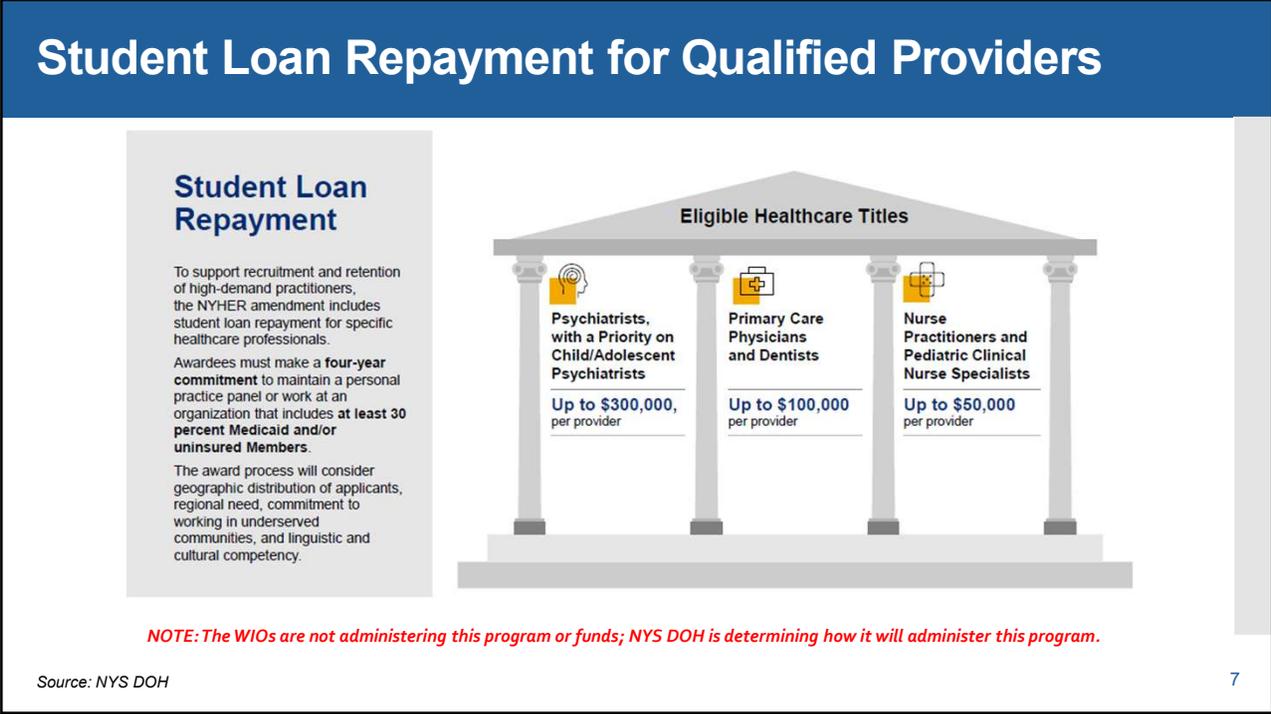
**Strengthening the Workforce**  
Provide loan repayment for healthcare professionals  
  
Fund education and participant support services to provide holistic educational and professional placement supports



Source: NYS DOH



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## 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



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## 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
<ul style="list-style-type: none"> <li>• Licensed Practical Nurse</li> <li>• Associate Registered Nurse</li> <li>• Registered Nurse to Bachelor of Science in Nursing</li> <li>• Nurse Practitioner</li> </ul>

Professional Technical
<ul style="list-style-type: none"> <li>• Physician Assistant</li> <li>• Licensed Mental Health Counselor</li> <li>• Master of Social Work</li> <li>• Credentialed Alcoholism and Substance Abuse Counselor</li> <li>• Certified Pharmacy Technician</li> <li>• Certified Medical Assistant</li> <li>• Respiratory Therapist</li> </ul>

Frontline Public Health Workers
<ul style="list-style-type: none"> <li>• Community Health Worker</li> <li>• Patient Care Manager</li> </ul>

**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.**

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# Workforce Investment Organizations (WIOs)

There are three WIOs for the CPT Program

WIO Regions	Counties
<b>Region 1:</b> <ul style="list-style-type: none"> <li>Hudson Valley</li> <li>New York City</li> <li>Long Island</li> </ul>	Dutchess, Orange, Putnam, Rockland, Sullivan, Ulster, Westchester, Bronx, Kings, Queens, New York, Richmond, Nassau, Suffolk
<b>Region 2:</b> <ul style="list-style-type: none"> <li>North Country</li> <li>Capital Region</li> <li>Southern Tier</li> <li>Central New York</li> </ul>	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
<b>Region 3:</b> <ul style="list-style-type: none"> <li>Finger Lakes</li> <li>Western New York</li> </ul>	Allegany, Cayuga, Chemung, Genesee, Livingston, Monroe, Ontario, Orleans, Schuyler, Seneca, Steuben, Wayne, Wyoming, Yates, Cattaraugus, Chautauqua, Erie, Niagara

Source: NYS DOH

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# 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

Source: NYS DOH

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# WIO Responsibilities

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



Source: NYS DOH

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# Support Services for Program Participants

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

Source: NYS DOH

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## 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



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## 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



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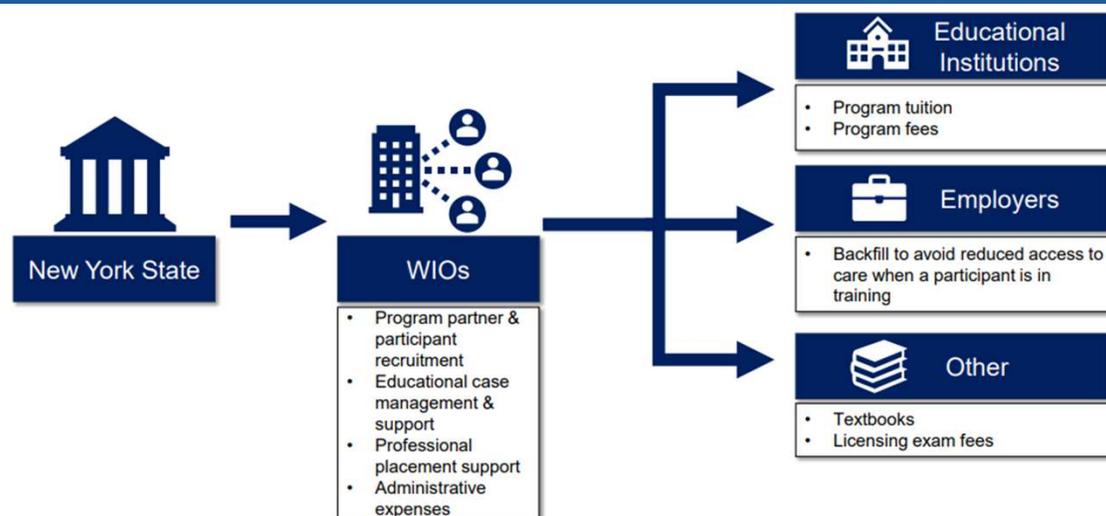
## In Development - Job Vacancy Dashboard

- 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

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## Workforce Funds Flow



Source: NYS DOH



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## Backfill Rates

Current DOH Guidelines allow for 2 days/week for backfill to employers. An amendment request has been sent to CMS to seek up to 5 days/week to accommodate educational demands for class time or clinical rotations.

For Current Employees seeking:	Daily Rate
L.P.N, Assoc RN, CASAC, Certified Pharmacy Tech, Respiratory Therapy, Certified Medical Assistant, Community Health Worker, or Patient Care Coordinator/Manager	\$175
Nurse Practitioner, Physician's Assistant, MSW, or Licensed Mental Health Counselor	\$259
RN/BSN	\$300

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## CPT Program Reimbursement

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



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**CPT Program Operational Expenses**

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

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**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.

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**Program-Specific Expenses**

- Tuition
- Lab Fees
- Registration Fees
- Technology Fees

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**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

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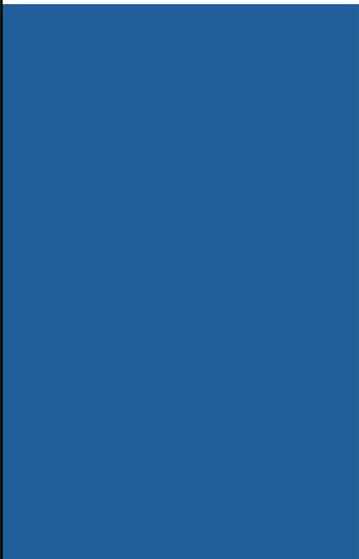
**Academic Supplies Expenses**

- Textbooks
- Scrubs
- Lab Equipment

Source: NYS DOH

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# Questions?

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## WIO Contact Information



**WIO Region 1**  
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Hudson Valley

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