

Long-Term Recruitment Project: Creating a Regional Health Care Workforce

The Fort Drum Regional Health Planning Organization (FDRHPO), initiated and supported by Congressman John M. McHugh, originated out of a Department of Defense 721 pilot program for healthcare delivery. The FDRHPO provides a platform to analyze the existing healthcare delivery system and to seek new opportunities to leverage healthcare resources to carry out a regional healthcare approach and meet the needs of the military and civilian populations in the Fort Drum region, significantly strengthening the North Country healthcare system.

The inability to recruit and retain an adequate supply of healthcare professionals in the Fort Drum region, which includes Jefferson, Lewis, southern St. Lawrence and northern Oswego Counties, has been identified by the FDRHPO as a critical healthcare priority. Physician and allied health professional shortages will negatively impact both the military and civilian residents of the region unless concrete steps are taken to address the current and future supply. This will take a combination of strategies and the investment of federal, state and local resources.

★ PROJECT PARTNERS:

**Northern New York Community Foundation
Jefferson County Board of Legislature
Northern Area Health Education Center
Fort Drum Regional Health Planning Organization
Hospitals and Health Care Providers in the Fort Drum Region
Local School Districts and Key Higher Education Institutions**

★ LONG-TERM OBJECTIVE:

To relieve the healthcare workforce shortage in the Fort Drum region by creating a regional healthcare workforce from local students, interns and residents established early in practice in the North Country.

★ SHORT-TERM OUTCOMES:

- Students and residents from medical and allied health training programs placed at local healthcare facilities for clinical training
- Students, interns, residents and teaching faculty from medical and allied health training programs provided lodging for clinical training at local healthcare facilities
- High school students placed at area healthcare facilities for a job shadow experience
- Implementation of new healthcare education programs offered in the Fort Drum region
- Established lines of communication with area students entering health career education programs
- Direct promotion and access to clinical training sites in the area
- Increased physician interviews at area hospitals and/or Fort Drum

★ **PROJECT PERSONNEL:**

Regional Recruitment Project Manager: Erika Flint (315) 755 – 2020

Implements and oversees project initiatives interfacing with regional health care providers and key higher education institutions to establish educational pathways and workforce linkages.

Pipeline Outreach Coordinator: Tracy Leonard (315) 783 - 7526

Creates an interface with local middle and high school students by delivering healthcare career information to students and guidance counselors and providing case management in career exploration programs.

★ **INITIATIVES:**

• **Pipeline Outreach**

Deliver information on healthcare careers, local opportunities for training, scholarships, and tuition assistance to high school students

• **Job Shadows**

Provide high school students with the opportunity to engage in career exploration and planning, with a hands-on and observational approach at local healthcare facilities

• **Expanded Healthcare Education Opportunities**

Unites postsecondary institutions and their community partners to expand health care education access, improve student completion rates, reduce overhead costs and decrease regional health profession vacancy rates

• **Outreach and Recruitment**

Educate potential healthcare practitioners on the positive features of the North Country, emphasizing the benefits and opportunities of practicing in the region

• **Clinical Training Travel Reimbursement**

Provides students financial reimbursement for travel to and from local clinical training sites

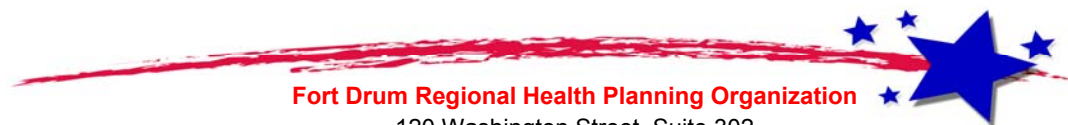
• **Lodging**

Provides housing allotments for students and residents during their local clinical rotations

• **Clinical Training Site Database**

Will allow local healthcare facilities to post open clinical training opportunities for health profession students to view and request placement.

It is impossible to ignore the challenges that the Fort Drum region faces in attempting to recruit and retain healthcare professionals. Local, State, and Federal supporters have combined their resources to fund an endeavor that will have a lasting impact on the lives of our Fort Drum soldiers, their families, and local community members. While there have been short-term recruitment efforts that have addressed the current shortage of healthcare professionals, this initiative looks ahead to the development of a long-term strategy that will address these concerns for years to come. The Fort Drum Regional Health Planning Organization, the Northern New York Community Foundation, Jefferson County, and the Northern Area Health Education Center have joined forces to make this community's healthcare a top priority.



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