

Health Workforce

In rural northern New York, recruiting and retaining an adequate supply of healthcare professionals has long been a challenge for local providers. For years, FDRHPO has helped address this need through its longstanding Regional Recruitment Program.

FDRHPO supports the healthcare workforce pipeline across the region by engaging students from early education through adulthood. We partner with K–12 schools, and collaborate with colleges, vocational programs, adult education centers, and healthcare organizations to help build a strong and sustainable healthcare workforce. Our work also includes reducing barriers for individuals entering healthcare careers by improving access to educational opportunities, providing case management support, and guiding individuals as they navigate licensure and certification requirements.



We “grow our own” workforce by building interest and engaging students as early as elementary school!

Beginning in elementary school, FDRHPO partners with regional school districts to offer Scrubs Club for students in kindergarten through 12th grade. Designed to spark early interest in healthcare, Scrubs Club gives students hands-on exposure and firsthand insight into the roles, responsibilities, and rewards of working in this field.



Students in grades 8 – 12 also have the opportunity to participate in MASH (Medical Academy of Science & Health) Camp, a multi-day, hands-on, interactive career exploration experience in a hospital setting, offered twice a year in partnership with local hospitals and educational institutions. MASH Camp introduces students to a variety of healthcare professions, the skills they require, and the educational pathways needed to pursue them.

As students progress through the pipeline, they can participate in job shadowing with local healthcare providers. Job shadowing offers meaningful opportunities to observe real-world healthcare roles and settings, explore potential career interests, and build relationships with professionals in the field. These opportunities are available to high school students as well as post-secondary students and adults.

FDRHPO also supports adults through the Health Career Pathways Program (HCPP) and the Caring Gene Program. HCPP provides career exploration opportunities, job shadowing, and individualized support such as career mapping, and professional resume development. Through the Caring Gene initiative, FDRHPO provides ongoing guidance and non-academic support to individuals pursuing education in high-need healthcare fields. This support includes tuition assistance, workforce and educational case management services, and support identifying and securing employment once their training is complete.

SINCE 2008, OUR REGIONAL RECRUITMENT PROGRAM HAS:

... supported over **73** individuals through the HCPP program.

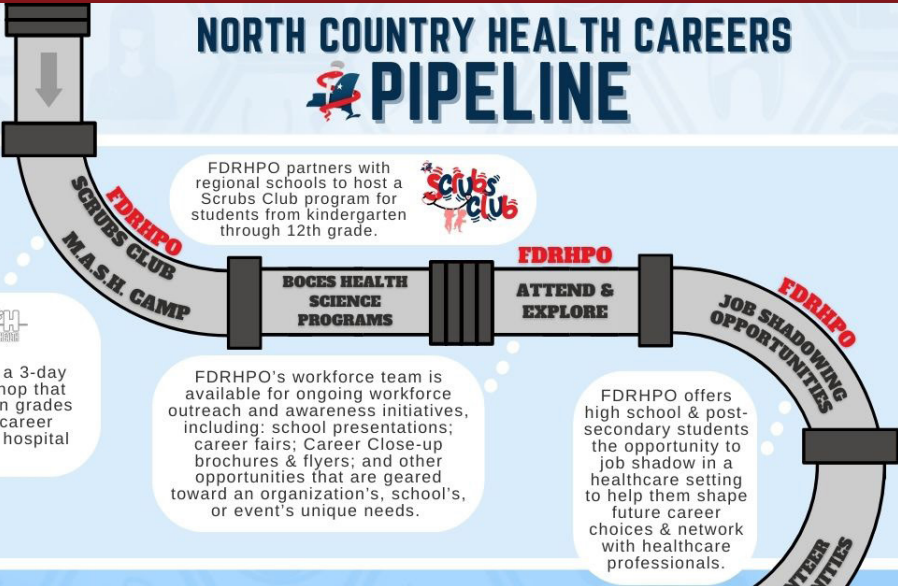
... supported over **149** individuals through the Caring Gene Program.

... exposed **1044** students with MASH Camp career exploration.

... provided more than **380** students with job shadow opportunities.

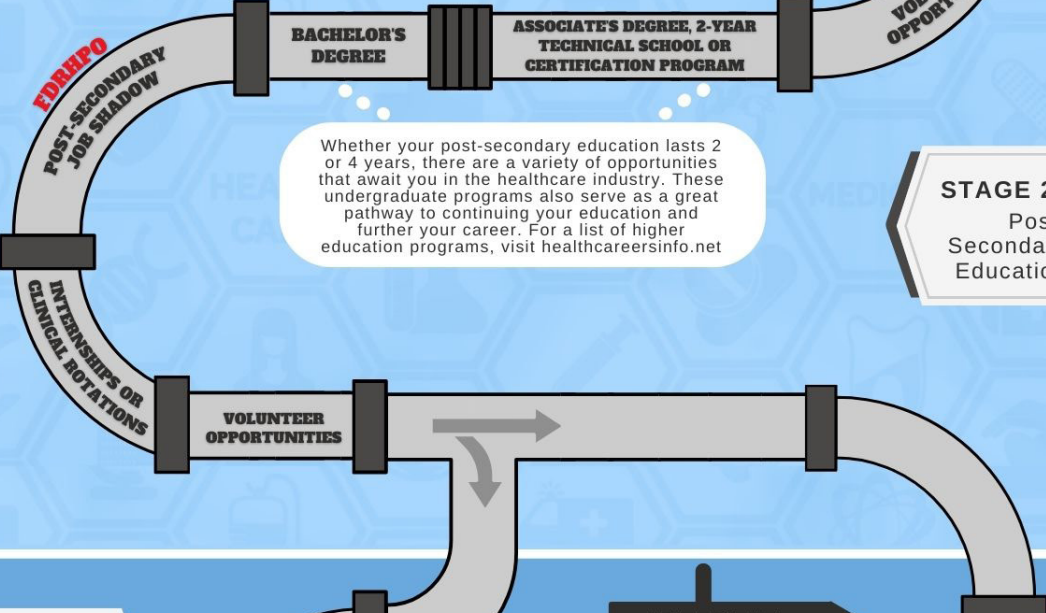
NORTH COUNTRY HEALTH CAREERS PIPELINE

STAGE 1:
Elementary,
Middle &
High School

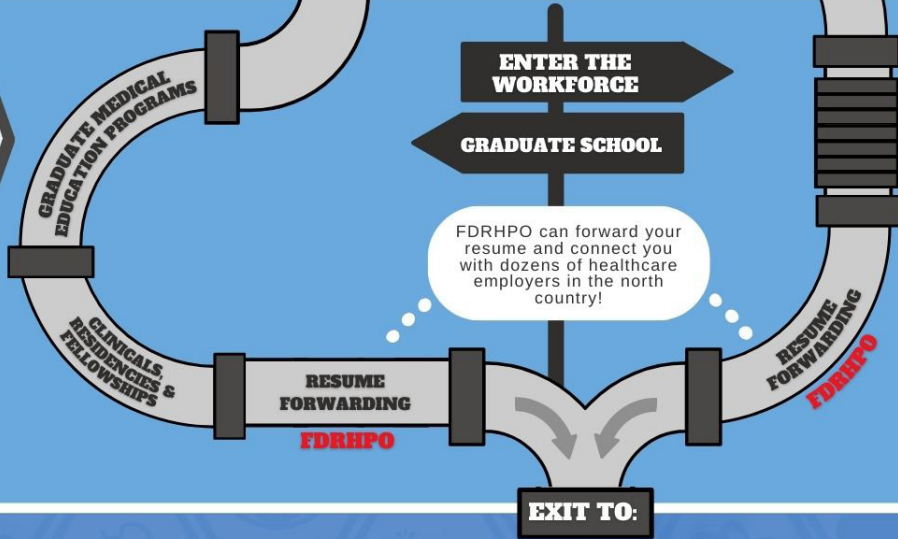


Whether your post-secondary education lasts 2 or 4 years, there are a variety of opportunities that await you in the healthcare industry. These undergraduate programs also serve as a great pathway to continuing your education and further your career. For a list of higher education programs, visit healthcareersinfo.net

STAGE 2:
Post-Secondary Education



STAGE 3:
Graduate School/Enter the Workforce



HEALTH CAREER CLOSE-UPS

To make it easier for students and other job-seekers to learn more about the wide variety of healthcare careers available today, FDRHPO has created a series of brochures, flyers, and social media posts. **Health Career Close-ups** provide detailed information about in-demand jobs, including descriptions of each, educational requirements, salary ranges, licensure/certification requirements, work environments, and more. They include:

- Certified Nursing Assistant
- Community Health Worker
- Dental Assistant
- EMT/Paramedic
- Healthcare Administration
- Home Health Aide
- Lab Technologist
- Licensed Practical Nurse
- Medical Assistant
- Occupational Therapist
- Pharmacy Technologist
- Physical Therapist
- Registered Nurse
- Social Worker
- Surgical Technologist
- ... and many MORE!



These materials are available at no cost, and can be branded, to our healthcare partners to assist in their recruitment efforts.

A HEALTHCARE CAREER IN THE NORTH COUNTRY!