



Health Workforce

Due to our region's rural location in the far northern corner of New York State, recruiting and retaining an adequate supply of healthcare professionals has always been a challenge for our local providers. However, for years, FDRHPO has been committed to assisting with this process through the work of its long-term Regional Recruitment Program.

Whether it's in local middle or high schools, at career fairs, or through partnerships with colleges, vocational schools, and adult education programs, FDRHPO is working across the community to ensure our region's healthcare workforce is strong now and into the future. We also are committed to helping to reduce barriers with regard to accessible and convenient course work, licensure/certification requirements, and more!

Initiatives like Health Career Army Pathways Program (HCAPP) for military spouses and dependents (over 18), Reservists, and transitioning Soldiers leaving active duty; Medical Academy of Science and Health (MASH) Camp for students in grades 8-12; career exploration opportunities, such as job shadowing; and other regional efforts help foster a robust pipeline of medical professionals to our area.

... supported over **50** individuals through the HCAPP program.

... placed over **800** students in MASH Camp experiences since the program's inception in 2013.

... helped **250+** students through our job shadow programs.

... continually participate in numerous school presentations and community outreach initiatives, such as career fairs, to educate about various healthcare career opportunities.

Continued on back...



We "grow our own" workforce by building interest and engaging students as early as middle and high school!

If you're looking for a healthcare career and are unsure where to go...

...look North and find home!

NORTH COUNTRY HEALTH CAREERS PIPELINE

STAGE 1:
Middle & High School

M.A.S.H. CAMP
M.A.S.H. Camp is a 3-day interactive workshop that exposes students in grades 8-12 to various career opportunities in a hospital setting.

BOCES HEALTH SCIENCE PROGRAMS

FDRHPO's workforce team is available for ongoing workforce outreach and awareness initiatives, including: school presentations; career fairs; Career Close-up brochures & flyers; and other opportunities that are geared toward an organization's, school's, or event's unique needs.

ATTEND & EXPLORE

FDRHPO offers high school & post-secondary students the opportunity to job shadow in a healthcare setting to help them shape future career choices & network with healthcare professionals.

JOB SHADOWING OPPORTUNITIES

VOLUNTEER OPPORTUNITIES

BACHELOR'S DEGREE

ASSOCIATE'S DEGREE, 2-YEAR TECHNICAL SCHOOL OR CERTIFICATION PROGRAM

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

POST-SECONDARY JOB SHADOW

INTERNSHIPS OR CLINICAL ROTATIONS

VOLUNTEER OPPORTUNITIES

STAGE 3:
Graduate School/Enter the Workforce

GRADUATE MEDICAL EDUCATION PROGRAMS

ENTER THE WORKFORCE

GRADUATE SCHOOL

FDRHPO can forward your resume and connect you with dozens of healthcare employers in the north country!

CLINICALS, RESIDENCIES & FELLOWSHIPS

RESUME FORWARDING

RESUME FORWARDING

EXIT TO:

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
- Home Health Aide
- Licensed Practical Nurse
- Medical Assistant
- Occupational Therapist
- 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!