

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.



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!

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.

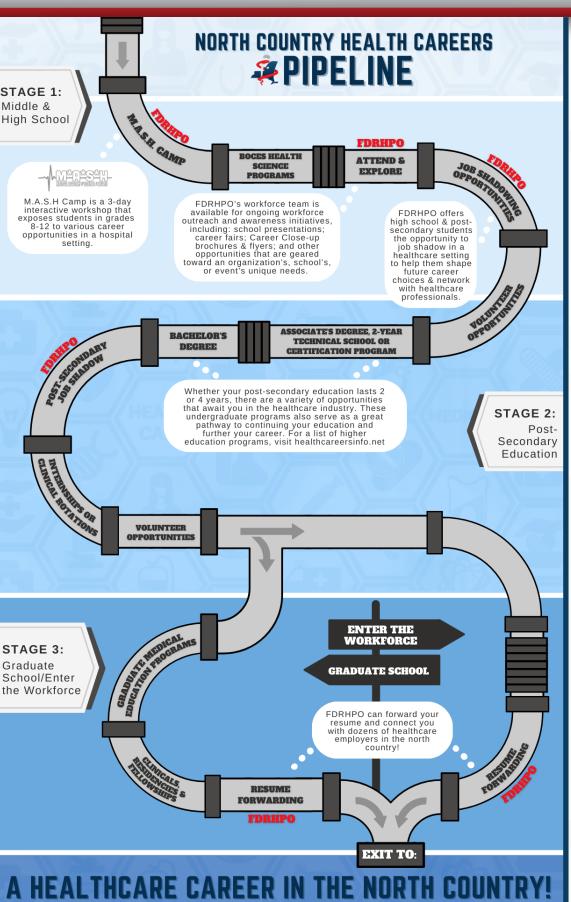
... supported over **50** individuals through the HCAPP program.

... 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.

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## **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.