

Transition Road Map

Purpose:

As one of the prescribed workforce milestones, Bassett PPS LLC, d.ba. Leatherstocking Collaborative Health Partners (LCHP) was required to prepare a Transition Road Map. The purpose of this exercise was to combine the information gathered in the preceding milestones (i.e. Future State, Gap Analysis, Compensation & Benefits Analysis, and Training Strategy) into one cohesive and comprehensive strategic plan for healthcare workforce development as it relates to DSRIP. Health WorkForce New York (HWNY), the contracted workforce vendor, worked to guide and advise LCHP through this process. LCHP worked closely with a number of groups to identify and prioritize workforce needs and to recommend solutions designed to address those needs as outlined in this document. These groups included: the Gap Analysis/Transition Road Map Subcommittee; the Workforce Core Teams; and the Workforce Steering Committee.

Needs Identified and Prioritized:

The Gap Analysis process allowed LCHP to identify a number of health occupations which have posed significant, long-standing recruitment challenges for LCHP and its partners. In examining these recruitment challenges, LCHP determined it would not be feasible to attempt resolution of all identified gaps at the present time. The following areas were selected as top priority for consideration in the Transition Road Map: 1) Primary Care, which included: MDs, NPs, and consideration of additional PA recruitment; 2) Nursing, which included: LPNs and staff Registered Nurses; 3) Care Coordination, which included: LPN and RN Care Coordinators, and MSWs; 4) Entry level workers, which included: Certified Nurse Aides; Certified Home Health Aides; Non-licensed Care/Patient Navigators; Medical Assistants; and 5) Behavioral Health, which included: Psychiatric Nurse Practitioners, LCSWs/Other Mental Health and Substance Abuse Titles requiring certification, and Psychiatrists. LCHP will work with its partners in the coming months to further evaluate the need for "Other Physician and NP Specialty" to determine what specific recruitment strategies might be effective in this area.

Recommended Strategies:

In consultation with staff, partners, and HWNY, LCHP determined solutions required action at the following levels: 1) Development of a health career pipeline to connect local youth with available jobs; 2) Improvements in/enhanced access to occupational training programs; 3)