

Strategy	State Activity	For More Information Contact
Pipeline: K-12		
Science or math enrichment	Partnership with Statewide AHEC Programs on a statewide basis targeting high school aged urban students interested in allied health professions.	<p>Community Health Center Association of Connecticut (860)667-7820</p> <p>AHEC Program Office (860)679-7968</p> <p>NW CT AHEC (203)758-1110</p> <p>Eastern CT AHEC (860)376-1600</p>
Awareness of healthcare careers	Partnership with Statewide AHEC Programs on a statewide basis targeting high school aged urban students interested in allied health professions.	<p>Community Health Center Association of Connecticut (860)667-7820</p> <p>AHEC Program Office (860)679-7968</p> <p>NW CT AHEC (203)758-1110</p> <p>Eastern CT AHEC (860)376-1600</p> <p>CT Dept of Labor www.ct.gov/dol</p>
Active exposure to healthcare careers	Partnership with Statewide AHEC Programs on a statewide basis targeting high school aged urban students interested in allied health professions.	<p>Community Health Center Association of Connecticut (860)667-7820</p>

	<p>Youth health service corp, highschool students interested in health professions, particularly under represented backgrounds</p>	<p>AHEC Program Office (860)679-7968</p> <p>NW CT AHEC (203)758-1110</p> <p>Eastern CT AHEC (860)376-1600</p>
<p>Pipeline: Higher Education and Training Programs</p>		
<p>Higher ed, training program and employer partnerships</p>	<p>Partnership with Statewide AHEC Programs plus UCONN School of Medicine, Dentistry and Nursing on a statewide basis targeting new graduating professionals in nursing, dental and primary care (MD)</p>	<p>Community Health Center Association of Connecticut (860)667-7820</p> <p>AHEC Program Office (860)679-7968</p> <p>NW CT AHEC (203)758-1110</p> <p>Eastern CT AHEC (860)376-1600</p>
<p>Technology based educational initiatives (such as for distance learning)</p>		
<p>Revision of traditional education/training to meet the needs of nontraditional students</p>	<p>Partnership with UCONN on “Urban Service Track Program” for MDs, Dentists and Nurses, statewide</p>	<p>Community Health Center Association of Connecticut (860)667-7820</p>
<p>Increasing capacity (faculty, regional distribution of programs etc)</p>	<p>Linkage for existing CT health center staff to interact with Urban Service Track Program at UCONN, targeting nursing, dental and primary care (MD) statewide</p>	<p>Community Health Center Association of Connecticut (860)667-7820</p>
<p>Reciprocal training programs</p>	<p>Linkage for existing CT health center staff to interact with Urban Service Track Program at UCONN, targeting nursing,</p>	<p>Community Health Center Association of Connecticut</p>

	dental and primary care (MD) statewide	(860)667-7820
Bridge programs	Linkage for existing CT health center staff to interact with Urban Service Track Program at UCONN, targeting nursing, dental and primary care (MD) statewide	Community Health Center Association of Connecticut (860)667-7820
Scholarships, loan forgiveness or tuition remission	CT State Loan Repayment Program targeting newly graduated nursing, dental, mental health, primary care (MD) professionals statewide	Community Health Center Association of Connecticut (860)667-7820
Placement of health professions students in rural settings.	Partnership with CT State Office of Rural Health and Statewide AHEC on joint recruiting of new nursing, dental, mental health, primary care (MD) and clinical assistant graduates statewide.	Community Health Center Association of Connecticut (860)667-7820 AHEC Program Office (860)679-7968 NW CT AHEC (203)758-1110 Eastern CT AHEC (860)376-1600
Recruitment		
Marketing	FY 2008-09 HRSA Agency funding includes workforce development funding for CHCACT to assist health centers in marketing of professional opportunities and potential collaboration with private dental providers, mental health providers, nursing and primary care (MD) statewide.	Community Health Center Association of Connecticut (860)667-7820
Loan repayment	CT State Loan Repayment Program targeting newly graduated nursing, dental, mental health, primary care (MD) professionals statewide	Community Health Center Association of Connecticut (860)667-7820
Regional recruitment centers	N	
Business collaboration with colleges and universities	CHC collaboration with academic training programs through Statewide AHEC offices and Urban Service Track Program at UCONN targeting new graduates in nursing, dental, mental health and primary care (MD) statewide	Community Health Center Association of Connecticut (860)667-7820

		AHEC Program Office (860)679-7968 NW CT AHEC (203)758-1110 Eastern CT AHEC (860)376-1600
Working with employers in declining industries		
Community based approaches such as “the recruitable communities approach”		
Retention		
Career ladder	Offer some professional development and training for existing staff members in health centers to acquire new skills. For example, partnership with CT DPH on certification for HIV Counseling and Testing for non-clinicians	Community Health Center Association of Connecticut (860)667-7820
	Bridges to Healthcare Careers works with nurse aides to bring back into the college pipeline	CT Women’s Education and Legal Fund (860)247-6090
Cross training	Professional development and training for existing staff members in health centers to acquire new skills. For example, partnership with CT DPH on certification for HIV Counseling and Testing for non-clinicians, statewide	Community Health Center Association of Connecticut (860)667-7820
Career lattice – promoting excellence in a profession; specializing in specific areas	New England Clinicians Forum to identify excellence among existing clinical providers in region working within public health settings, all clinicians, New England wide	Community Health Center Association of Connecticut (860)667-7820
Transitioning/retraining older workers to remain in the healthcare setting		
Management and supervision	Monthly workgroup of clinical leaders at community health	Community Health Center

practices	centers entitled the Clinical Issues Committee and a monthly workgroup for clinical and administrative leaders to share best practices for accreditation from the Joint Commission targeting all CHC providers statewide	Association of Connecticut (860)667-7820
Workplace culture change	Monthly workgroup of clinical leaders at community health centers entitled the Clinical Issues Committee and a monthly workgroup for clinical and administrative leaders to share best practices for accreditation from the Joint Commission targeting all CHC providers statewide	Community Health Center Association of Connecticut (860)667-7820
Compensation structures (wages, insurance, bonuses)	Collection and distribution of information to participating health centers on a statewide compensation survey	Community Health Center Association of Connecticut (860)667-7820
Facilitating re-entry into healthcare workforce		
Additional Strategies		
Forecasting workforce needs	Projections for 800 different occupations, some of which are health related	CT Dept of Labor www.ct.gov/dol
Changing the image of health careers		
Advocacy for policy and system changes.	CT Oral Health Initiative and CT Health Foundation to monitor and advocate for a change to a single payor increased reimbursement system for Medicaid dental services in Connecticut. In 2008/09 attempting to develop a limited license dentistry proposal for consideration by the Connecticut General Assembly in the 2009 legislative session and to explore possibilities for public/private partnerships in the provision of dental care.	Community Health Center Association of Connecticut (860)667-7820
Advocacy for new programs or workforce legislation	CT Oral Health Initiative and CT Health Foundation to monitor and advocate for a change to a single payor increased reimbursement system for Medicaid dental services in	Community Health Center Association of Connecticut (860)667-7820

	<p>Connecticut.</p> <p>In 2008/09 attempting to develop a limited license dentistry proposal for consideration by the Connecticut General Assembly in the 2009 legislative session and to explore possibilities for public/private partnerships in the provision of dental care.</p> <p>Allied Health Workforce Policy Board</p>	<p>CT Women's Education and Legal Fund (860)247-6090</p>
<p>Streamlining state credentialing or licensing requirements</p>	<p>CT Oral Health Initiative and CT Health Foundation to monitor and advocate for a change to a single payor increased reimbursement system for Medicaid dental services in Connecticut.</p> <p>In 2008/09 attempting to develop a limited license dentistry proposal for consideration by the Connecticut General Assembly in the 2009 legislative session and to explore possibilities for public/private partnerships in the provision of dental care.</p>	<p>Community Health Center Association of Connecticut (860)667-7820</p>