

Strategy	State Activity	For More Information Contact
Pipeline: K-12		
Science or math enrichment Awareness of healthcare careers	Participate in Workforce Development Partners' October 2007 Health Careers Awareness Month by supporting WDP initiatives and visiting local schools	BiState Primary Care Association 603) 228-2830
Active exposure to healthcare careers		
Pipeline: Higher Education and Training Programs		
Higher ed, training program and employer partnerships		
Technology based educational initiatives (such as for distance learning)	Facilitated introductions between Lutheran Medical Center's AEGD dental residencies and training sites in NH. Convener for project.	BiState Primary Care Association 603) 228-2830
Revision of traditional education/training to meet the needs of nontraditional students		
Increasing capacity (faculty, regional distribution of programs etc)		
Reciprocal training programs		
Bridge programs		
Scholarships, loan forgiveness or tuition remission		
Placement of health professions students in rural settings.		
Recruitment		
Marketing	Conduct ongoing national marketing campaign for physicians, PAs, NPs, and dentists. Activities include active membership in the Rural Recruitment and Retention Network, a national clearinghouse for healthcare providers; exhibiting at physician recruitment fairs throughout the Northeast; presentations to NP and PA training programs; direct mailings to practicing	BiState Primary Care Association 603) 228-2830

Loan repayment	physicians.	
Regional recruitment centers	<p>Bi-State has a regional recruitment center, the NHVT Recruitment Center that tracks vacancies in New Hampshire and Vermont; screens, matches and refers candidates to facilities in both states; conducts site visits with community practices with clinical vacancies; and provides targeted technical assistance to communities and health care entities in both states. The NHVT Recruitment Center conducts a national recruiting campaign as described above.</p> <p>Presentation to dental students and residents. It was developed with input from dental programs and residency programs, what do the dental students not get in the training. How to set up business, setting up safetynet, setting up public health. How to fit into career.</p>	BiState Primary Care Association 603) 228-2830
Business collaboration with colleges and universities	<p>Presentation to dental students and residents. It was developed with input from dental programs and residency programs, what do the dental students not get in the training. How to set up business, setting up safetynet, setting up public health. How to fit into career.</p>	BiState Primary Care Association 603) 228-2830
Working with employers in declining industries		
Community based approaches such as “the recruitable communities approach”		
Retention		
Career ladder		
Cross training		
Career lattice – promoting excellence in a profession; specializing in specific areas	Rural nurses conf, rural primary care provider conf, added a new group – social worker human service worker	Southern NH AHEC 603-895-1514
Transitioning/retraining older workers to remain in the healthcare setting		
Management and supervision practices		
Workplace culture change		
Compensation structures (wages,		

insurance, bonuses)		
Facilitating re-entry into healthcare workforce		
Additional Strategies		
Forecasting workforce needs	Monitor healthcare needs for CHCs and safety-net providers.	BiState Primary Care Association 603) 228-2830
Changing the image of health careers		
Advocacy for policy and system changes.	Advocating for increased loan repayment funding for providers in underserved areas. Advocating for continued funding and expansion of NHSC. Advocate for appropriate reimbursement rates for health professions in rural and underserved areas.	BiState Primary Care Association 603) 228-2830
Advocacy for new programs or workforce legislation	Advocating for continued funding and expansion of NHSC Programs (at the Federal level.) Advocate for appropriate payer reimbursement rates for health professions providing primary health care (including dental and behavioral health care) to patients in rural and underserved areas. Advocating for increased state and federal funding for loan repayment programs targeted to health professionals working in underserved areas or serving underserved populations.	BiState Primary Care Association 603) 228-2830
Streamlining state credentialing or licensing requirements	Participate in planning and assessment cmtes at statewide level	Southern NH AHEC 603-895-1514