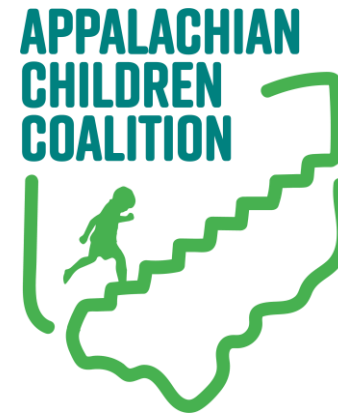


Integrating School Health and Workforce Development: A Pathway to Future Success



Objectives

1. Examine the largest investment in School Health in Ohio's history and its impact on workforce strategies.
2. Discuss hiring strategies for attracting and retaining talent and explore the unique opportunities School Health offers for future workforce development.
3. Understand how School Health providers can address the mental health workforce shortage.

How it began...



Governor DeWine announced a \$500M investment for Appalachia



NCH School Health consultation team selected as Procured Planners to guide applicants in the development of fundable applications



NCH facilitated needs-based assessments, guided partner identification, developed business plans, and embedded plans into the grant application



ACC collaborated on and submitted the grant. NCH contracted to provide technical assistance



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Appalachian Community Grant Program

APPALACHIAN CHILDREN'S HEALTH INITIATIVE

20



COUNTIES SERVED

16



HEALTHCARE PARTNERS

34



SCHOOL DISTRICTS

36



COMMUNITIES

OVER

61,000

STUDENTS SERVED



ESTIMATED TO REACH

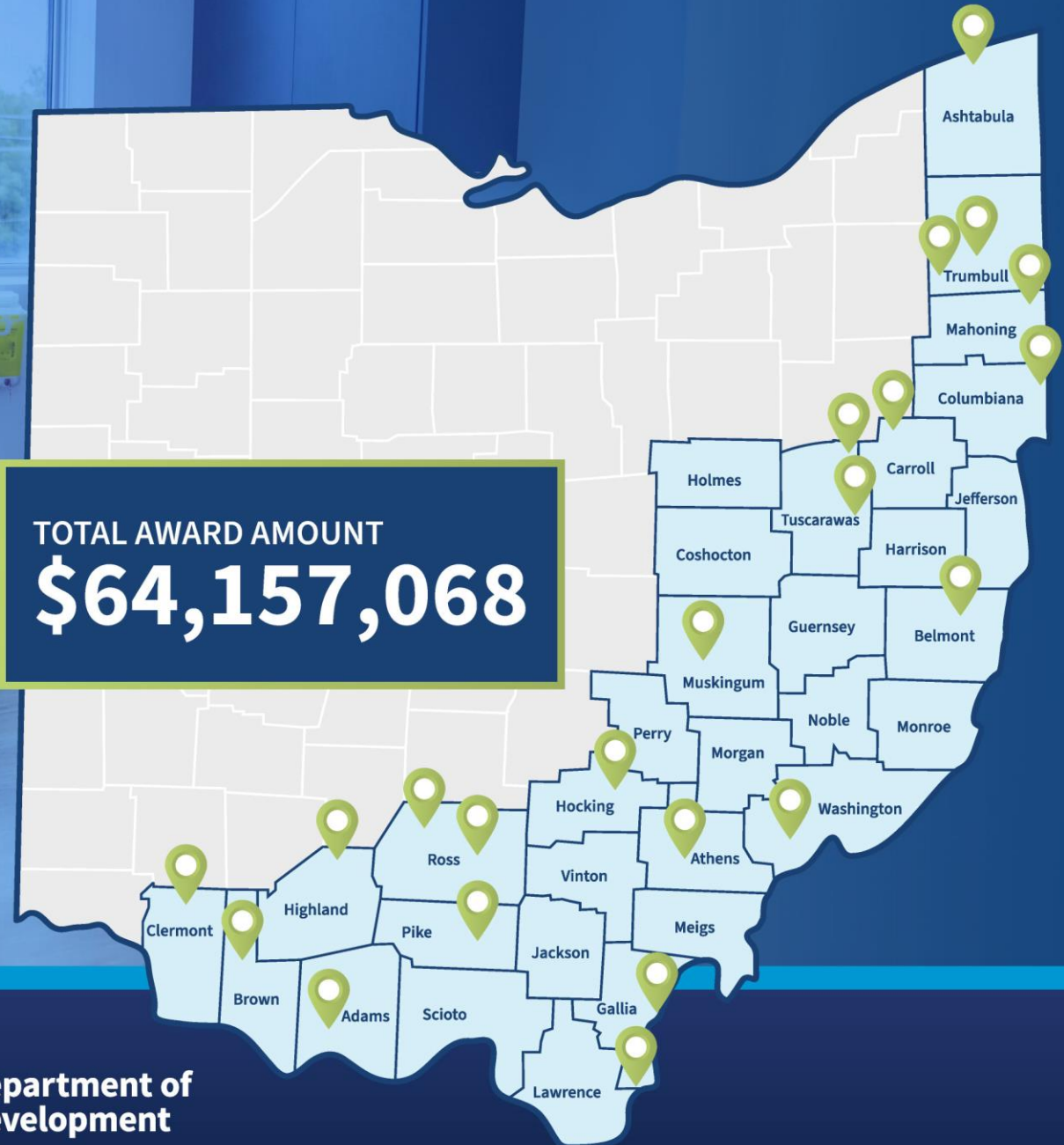
375,000

PEOPLE IN APPALACHIAN OHIO



TOTAL AWARD AMOUNT

\$64,157,068



MIKE DEWINE
GOVERNOR OF OHIO



JON HUSTED
LT. GOVERNOR OF OHIO



**Department of
Development**

Region 1

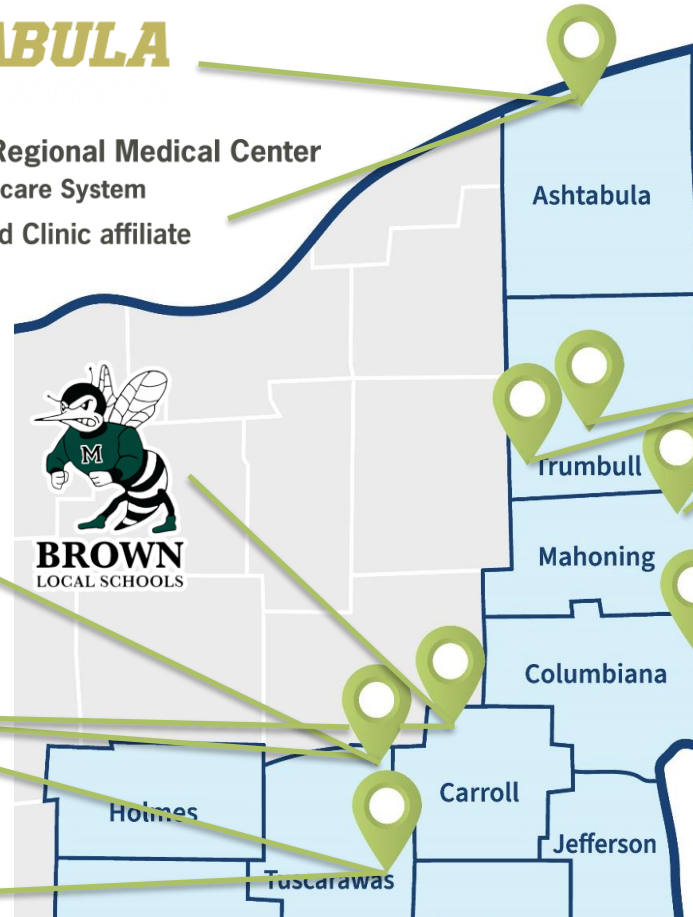


ASHTABULA

Ashtabula Regional Medical Center
ARMC Healthcare System
 Cleveland Clinic affiliate



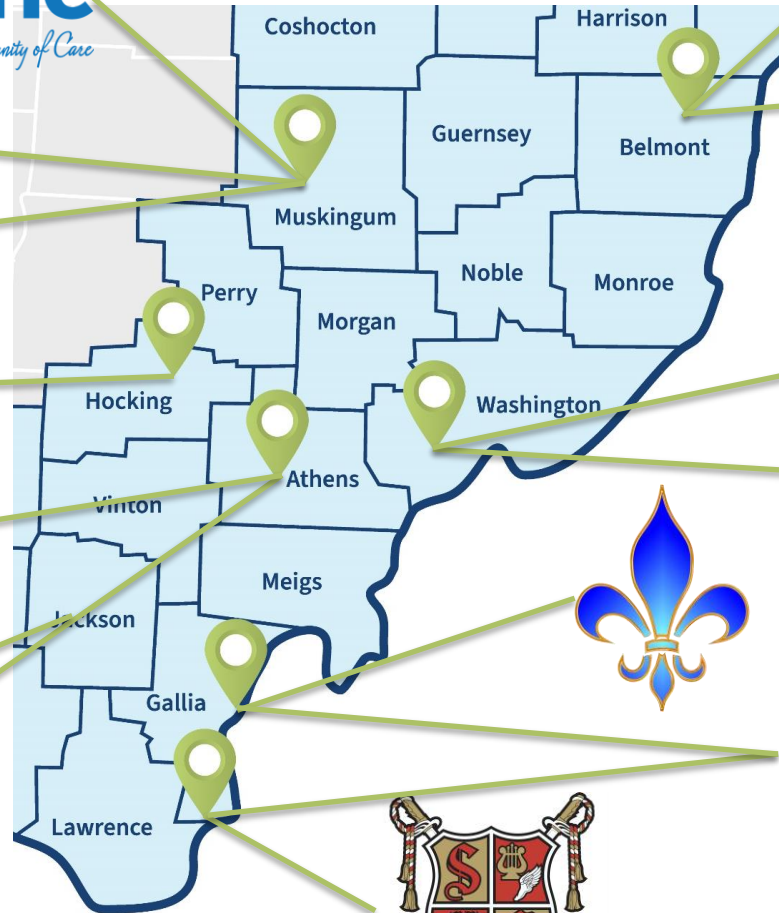
Akron Children's



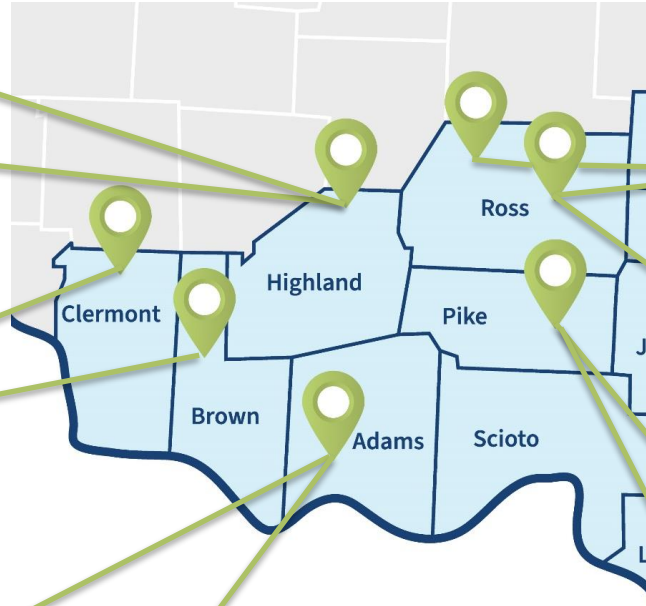
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Region 2



Region 3



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Buckets of Work in Grant



SBHCs



Mobile Unit



Vision



Dentist



Telehealth



Foster Hub



**Workforce
Development**

**Technical
Assistance**
provided by
Nationwide
Children's



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Workforce Deep Dive



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Hiring Strategies

- Who
- The interview
- The culture
- The schedule
- Sign-on bonus
- Tuition forgiveness



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Retention Strategies



- Retention bonus
- Productivity bonus
- Tuition forgiveness
- Level up training and tuition reimbursement
- Including staff in development of assessment strategies and sharing of results
- The schedule



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Developing Future Workforce

- Student interns & shadows
 - Any where other than at their own school
 - Outpatient clinics, labs, hospitals, medical offices
 - Swap with other nearby schools
- Consult on curriculum, support w/ guest lectures, provide mentors



Developing Future Workforce



- Develop relationships between district & healthcare training centers
- Funding to:
 - expand physical footprint of existing training locations & open new training facilities in regions with known work forces shortages
 - purchase training equipment & supplies
 - reimburse level-up training



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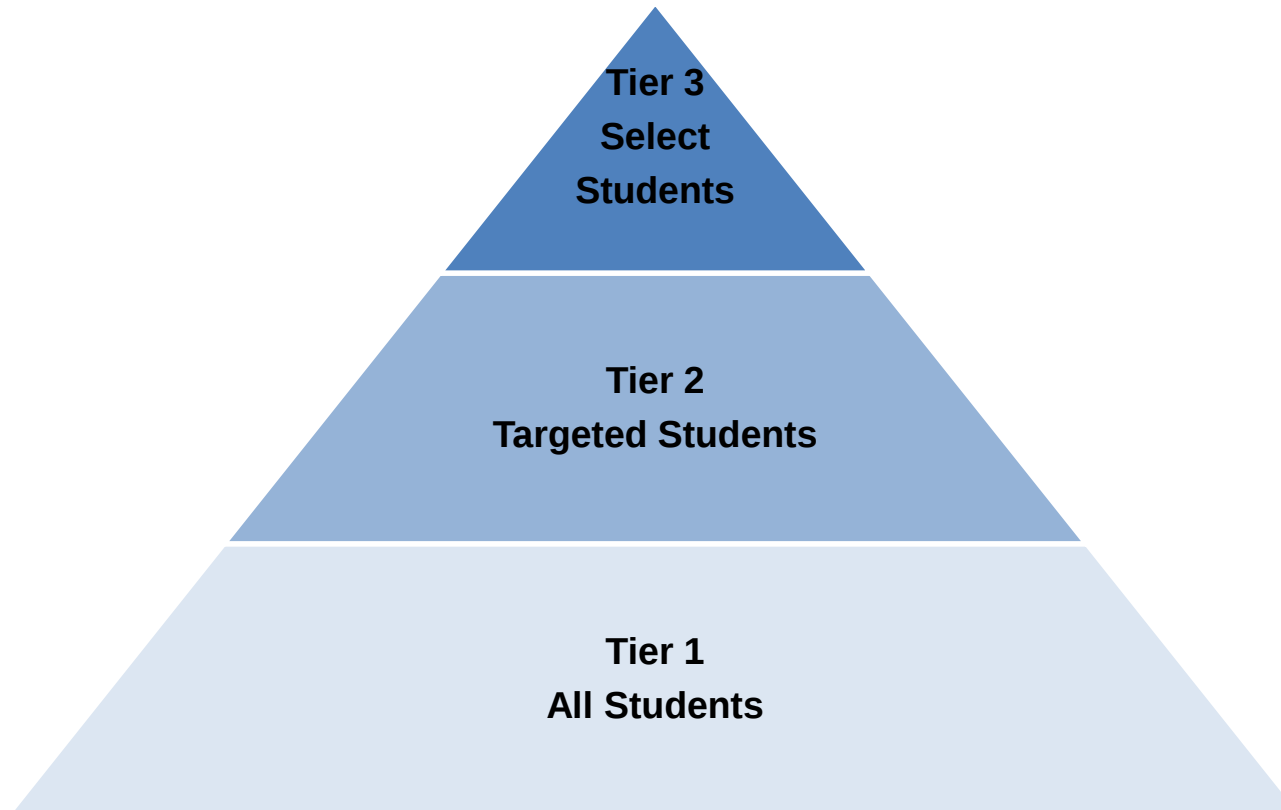


Assisting with Mental Healthcare Workforce Shortage

- Primary care mental healthcare offered in all SBHCs, telehealth and some mobile models
- Training to support providers working to the top of their license
- Integrate care with community behavioral health specialists

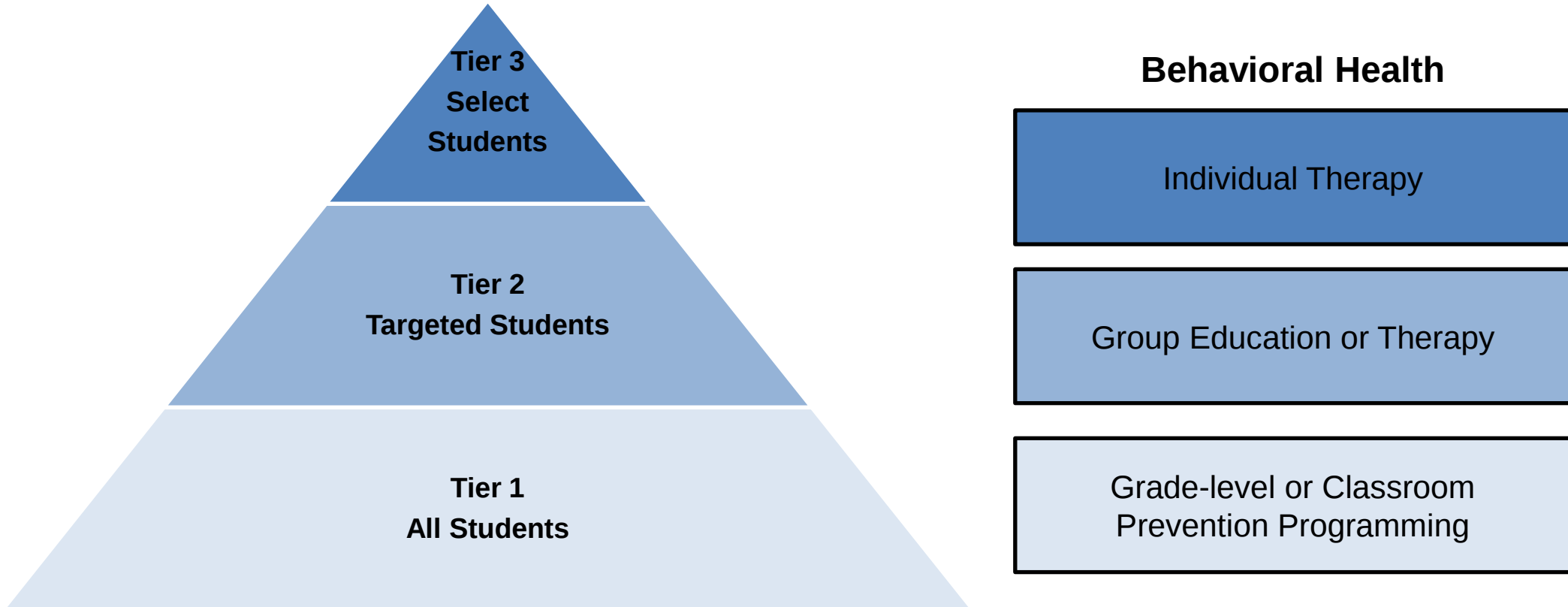


School-Based Integrated Care



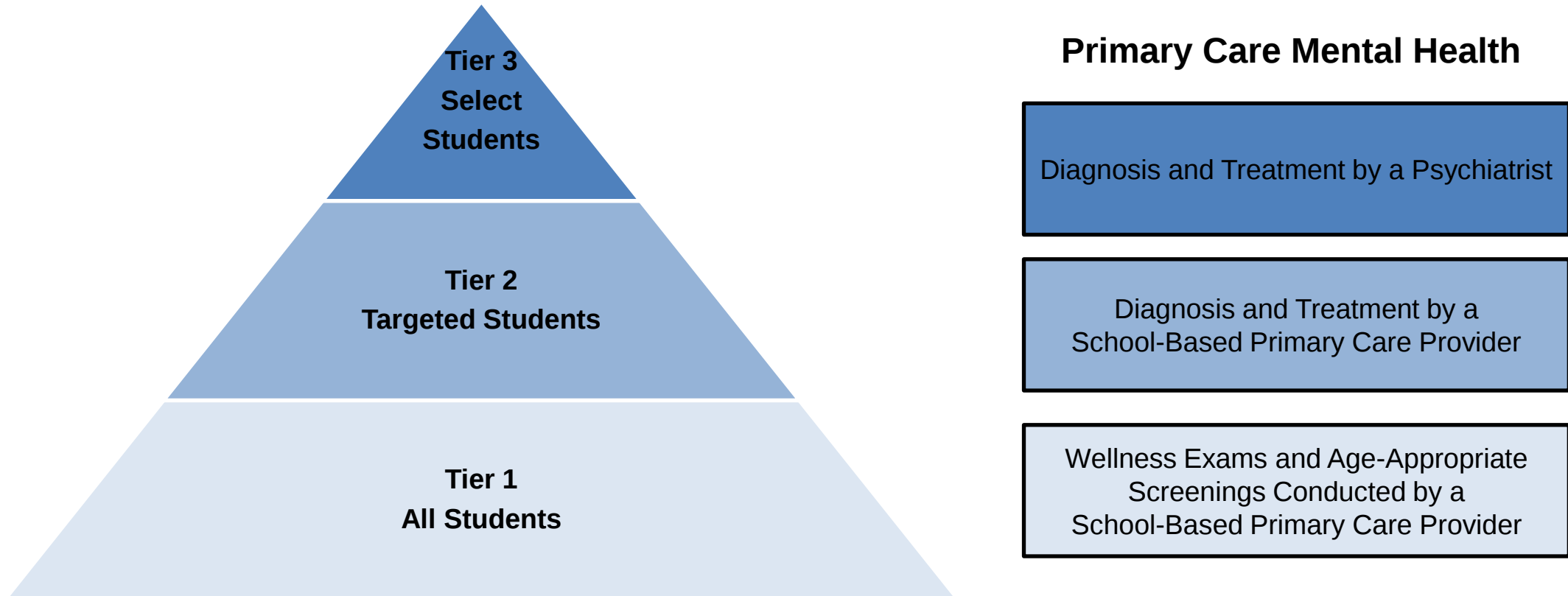
School-Based Integrated Care

Workforce Shortage Strategy



School-Based Integrated Care

Workforce Shortage Strategy



Support PC Providers Receive

Primary Care Provider Education

- Training on the diagnosis and treatment of common behavioral health conditions.

Provider to Provider Consultations

- School-based primary care providers consult with a psychiatrist regularly to ask questions and seek guidance on current cases.

Diagnostic Consult

- Psychiatrist joins school-based primary care provider and student to conduct diagnostic assessment.

Telepsychiatry

- Psychiatrist provides direct care to the student.

Recommendations



- Include workforce strategies and requests in school-based health funding proposals
- Identify mutually beneficial partnerships
 - Students engage in training and are incentivized to work locally in SBHCs post training completion
- Lean on those with experience to help formulate your workforce plan



Group Share

What do you know?

Do you have ideas or strategies not yet discussed?



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School Health Workforce Action Plan

Goal #1:					
"Easy" Strategy Description	What More We Need to Learn	Potential Barriers	Potential Solutions	Next Steps	Who Is Responsible
Goal #2:					
Challenging Strategy Description	What More We Need to Learn	Potential Barriers	Potential Solutions	Next Steps	Who Is Responsible