

New York State Workforce Investment Organizations' Career Pathways Training Program Overview

As part of New York State's Health Equity Reform (NYHER) 1115 Waiver, the **Workforce Investment Organizations (WIOs)** initiative is dedicated to strengthening the healthcare workforce through education, training, and employment support services. This effort is vital to bridge the gap between healthcare providers and the communities they serve, promoting economic mobility and addressing statewide workforce shortages. Below you can find details about this initiative to support staff at your health center in building rewarding careers in healthcare. You can learn more about this initiative [here](#).

The following summary of the Career Pathways Program is designed to support community health centers in sharing valuable advancement opportunities with their workforce. The program provides resources that may help employees who are pursuing higher education or training to access tuition, tutoring, and case management for their educational goals.

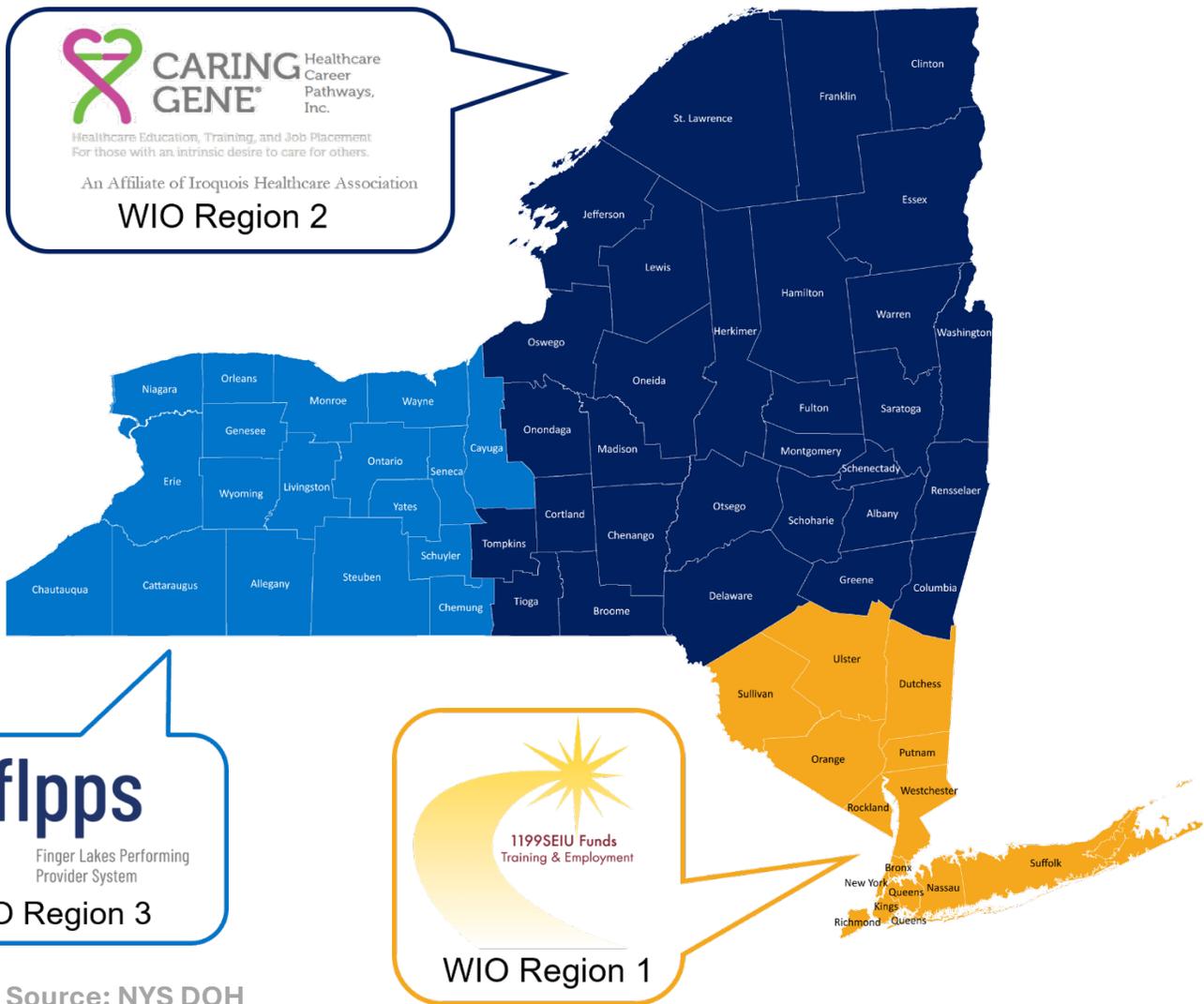
We encourage health center leaders to share this information with staff members who are interested in furthering their education or are currently in school. As a health center, you can learn more about becoming a Partner Provider on page 3.

Workforce Investment Organizations

- **1199SEIU Training and Employment Funds**
1199SEIU is a nonprofit organization established in 1969 by the 1199SEIU United Healthcare Workers East union in collaboration with healthcare employers. 1199SEIU has enrolled over 1.6 million healthcare workers in workforce development programs, providing foundational education, degree credentials, and skills enhancement.
- **Finger Lakes Performing Provider System (FLPPS)**
A not-for-profit network focused on transforming healthcare delivery by enhancing workforce pipelines and economic opportunity. Programs have significantly increased the number of Licensed Practical Nurses, Registered Nurses, Certified Nursing Assistants, and more across the Finger Lakes region.
- **Iroquois Healthcare Association (IHA) Workforce Investment Organization**
Developer of the Caring Gene® recruitment campaign and provider of statewide training programs. IHA has facilitated over 18,000 completed courses through their Long-Term Care Training Program.



CARING GENE Healthcare Career Pathways, Inc.
 Healthcare Education, Training, and Job Placement
 For those with an intrinsic desire to care for others.
 An Affiliate of Iroquois Healthcare Association
WIO Region 2




flpps
 Finger Lakes Performing Provider System
WIO Region 3

Source: NYS DOH

Career Pathways Training (CPT)

The Workforce Investment Organizations are the regional administrators of the statewide career pathways training program. The career pathways training program was designed to create a reliable workforce pipeline to address workforce shortages by funding education and training for health, behavioral health, and social care workers throughout New York State. **Participants must commit to a 3-year service term with healthcare providers serving Medicaid/uninsured populations.**

The CPT Program supports two primary pipelines:

- **Career Advancement Pipeline:** For current healthcare employees seeking professional growth.
- **New Careers in Healthcare Pipeline:** For unemployed or transitioning individuals entering healthcare careers.

Eligible Professions Include:

- Licensed Practical Nurse (LPN)
- Registered Nurse (RN)
- Physician Assistant (PA)
- Nurse Practitioner (NP)
- Mental Health Counselor
- Certified Medical Assistant
- Community Health Worker
- And [more!](#)

Program Benefits:

- Tuition assistance
- Application and enrollment support
- Mentoring and apprenticeship programs
- Tutoring and case management

How to Participate

Student Requirements:

- Must be a U.S. citizen or eligible non-citizen
- Reside in NY or border states (for some pathways)
- Enroll in eligible NYS-based education programs
- Meet all educational or training program requirements
- Finish academic program by Spring 2027

You can find further details about the CPT Program requirements [here](#).

Become a Partner Provider as a Community Health Center

Healthcare organizations can become approved as CPT Program providers by:

- Demonstrating a 30%+ Medicaid/uninsured client base
- Being a Social Care Network (SCN)
- Being a Community Based Organization who belongs to a SCN
- Being a contracted non-profit provider partner of a SCN
- Supporting job placement for CPT graduates
- Posting job opportunities to the Job Vacancy Dashboard

For more information, including application requirements and reimbursement details, visit the website of the WIO for your region using the links below.

Organization	Region	Primary Contact	Website
1199SEIU Training and Employment Funds	1: New York City, Long Island + Hudson Valley	Rebecca Hall, Director of Community Engagement: rebecca.hall@1199funds.org	www.tefcpt.org
Iroquois Healthcare Association (IHA) Workforce Investment Organization	2: North Country, Capital Region, Southern Tier, Central New York	Tosha Grimmer, Executive Director Caring Gene Healthcare Career Pathways: tgrimmer@iroquois.org	www.caringgene.org
Finger Lakes Performing Provider System (FLPPS)	3: Finger Lakes, Western New York	Melissa Pennise, Director, Career Pathways Training Program: Melissa_Pennise@flpps.org	www.healthcareersnow.org/cpt

Contact for Resource Inquiries

For questions or additional support, please contact: workforce@chcanys.org.