

Health-Care Workforce Pipelines, Apprenticeships, and Community Health Worker Models

May 20, 2021

Rural Community Action Assemblies



PennState

College of Agricultural Sciences

Center for

RURAL
Pennsylvania

A LEGISLATIVE AGENCY OF THE PENNSYLVANIA GENERAL ASSEMBLY

- **Opening remarks:** Steven Johnson, President, UPMC Susquehanna
10:05 a.m.
- **Rural Health Workforce Recruitment, Apprenticeships, and
Community Health Models**
10:15 a.m.
- Alyssa Burgess, Workforce Development Coordinator, Washington
Association for Community Health
- Lisa Davis, Director, Pennsylvania Office of Rural Health
- Sarice Greenstein, Assistant Director for Training and Development, Penn
Center for Community Health Workers
- Micah Gursky, Rural Health Clinic Administrator and Director of Business
Development & Physician Relations, St. Luke's Miners Rural Health Clinics

- **Break**
11:25 a.m.
- **Small group breakout discussion**
11:30 a.m.
 - Attendees will discuss the panel presentations, including opportunities and challenges for local implementation, in groups of roughly eight.
- **Full assembly report back**
12:00 p.m.
 - One attendee from each breakout group will report back on their conversation to the full assembly with group discussion to follow.
- **Networking lunch (optional)**
12:30 p.m.
 - Attendees are encouraged to bring lunch and network with other attendees after the event concludes.

Guidelines

- The information, analyses, and conclusions set forth are those of the presenters and do not necessarily reflect the views of the Federal Reserve Bank of Philadelphia or the Federal Reserve System.
- **Log in with the email address you used to register and enter your name and organization** so that we can assign to you the appropriate breakout group. We may ask you to identify which breakout group you prefer to participate in. Please share your video and your full name and organization.
- Please, if possible, **log in with your video enabled and be prepared to ask questions to the panelists and discuss your feedback with other attendees.** Use the chat box to ask questions and offer comments and we will call on you to elaborate and add context.

Guidelines

- Be sure to **mute yourself when you are not speaking**. If there is background noise while you are not speaking, the host may mute you.
- **Today's assembly will be recorded**, except for the breakout groups. The recording of today's presentations will be shared with slides after the assembly.
- A survey evaluation will be available after the assembly. **Your input and feedback is important for informing programming such as the assemblies.**

Steven Johnson,
President,
UPMC Susquehanna

Rural Health Workforce Recruitment, Apprenticeships, and Community Health Models

- Alyssa Burgess, Workforce Development Coordinator, Washington Association for Community Health
- Sarice Greenstein, Assistant Director for Training and Development, Penn Center for Community Health Workers
- Micah Gursky, Rural Health Clinic Administrator and Director of Business Development & Physician Relations, St. Luke's Miners Rural Health Clinics
- *Moderator:* Lisa Davis, Director, Pennsylvania Office of Rural Health



Pennsylvania Office of Rural Health

Mission

To enhance the health status of rural Pennsylvanians and ensure that rural residents have access to high-quality, affordable health care

Vision

To be recognized as the premier rural health leadership and information organization in Pennsylvania and to be one of the most effective state offices of rural health in the nation





Lisa Davis, MHA
Director and Outreach Associate Professor
of Health Policy and Administration

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University Park, PA 16802
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Email: lad3@psu.edu
www.porh.psu

About PORH

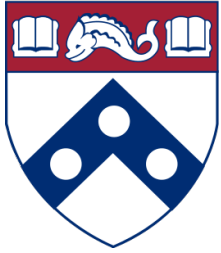
- Established in 1991
- One of 50 State Offices of Rural Health in the nation
- Funded through the Federal Office of Rural Health Policy (HHS), the Pennsylvania Department of Health, Penn State, and other state, federal, and foundation sources
- State and national source for technical assistance, coordination, and partnership development
- Located at the Penn State University Park campus in the Department of Health Policy and Administration in the College of Health and Human Development
- Led by a seven-member team with diverse, yet complementary, positions to enhance the health status of rural Pennsylvanians





IMPACT: Evidence-Based Community Health Worker Model

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Penn Center for Community Health Workers

A national center of
excellence for CHW
research, implementation
and dissemination

Developed IMPaCT,
an evidence-based
CHW model of care



RESEARCH

1,500
patient interviews

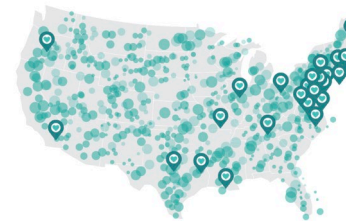
3 RCTs
improved primary
care access, quality,
mental health,
reduced hospitalization)



SCALE

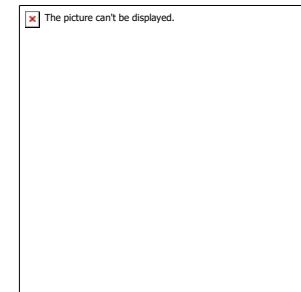
50 member
organizations in 20
states

Policy and financing
guidance



PATIENT CARE

15,000+
patients served
in Philadelphia



Community Health Workers

Who is a CHW and what do they do?

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- Share a **common background** (life experience, socioeconomic status) with the patients they serve
- CHWs are hired for their intrinsic **trust-building qualities** — listening, empathy, etc. These qualities make the work more powerful
- The most **effective programs take a holistic approach** that allows CHWs to perform several functions: *care coordination, social support, navigation, coaching, and advocacy.*

Community Health Workers

Who is a CHW and what do they do?

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Breanna Burke

Community Health Worker
Ballad Health

because it's something that
really is a dream job for me.

Hear Brea's story: <https://www.youtube.com/watch?v=AMQG9hVB0y8>

COMMON PITFALLS

of CHW programs

- Staff turnover
- Lack of infrastructure
- Disease-centric, clinically focused
- Imbalanced community/clinic time
- Low-quality evidence, poor outcomes measurement

SOLUTIONS

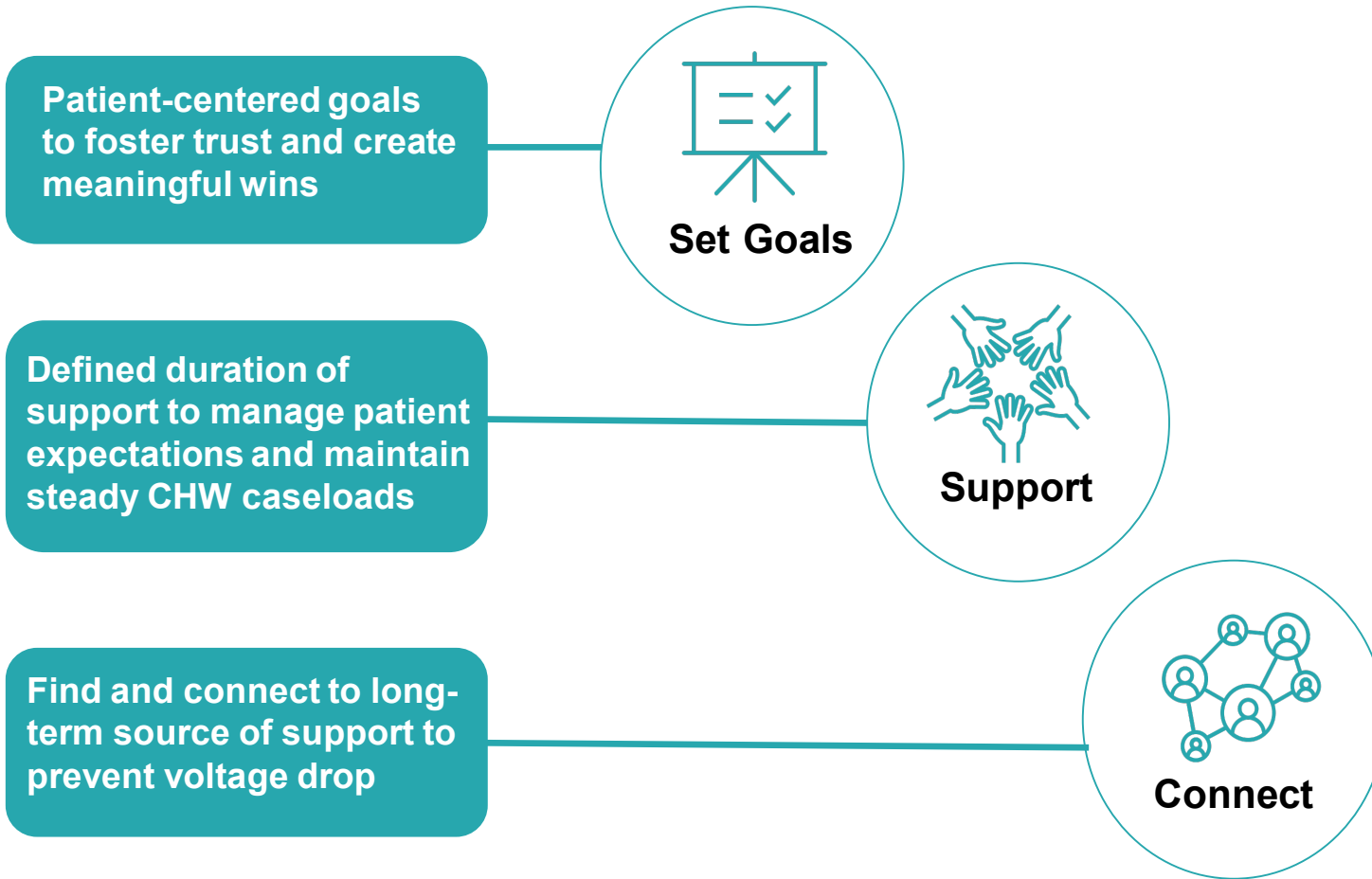
embedded in IMPaCT

- Hiring strategies
- Manualized work practices
- Patient-centered, focus on social root causes
- Maximized community-based work while integrating with care teams
- High-quality scientific evidence

Program Structure

How CHWs work with patients

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IMPACT RESEARCH

3 clinical trials show consistent effectiveness



IMPROVEMENTS
IN CHRONIC DISEASE
CONTROL



IMPROVEMENTS
IN MENTAL
HEALTH



INCREASED PRIMARY
CARE ACCESS

12%



REDUCTIONS IN
HOSPITALIZATIONS OF

65%

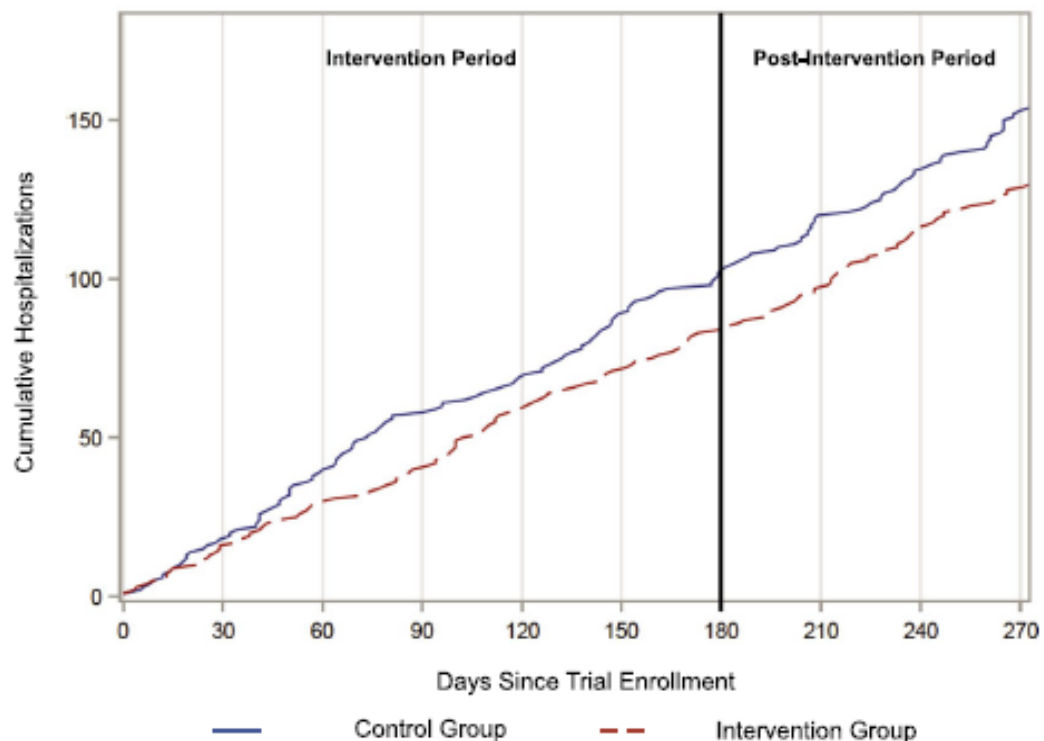


IMPROVED
QUALITY

13%

\$2.47 return on investment

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CULTURE OF HEALTH

By Shreya Kangovi, Nandita Mitra, David Grande, Judith A. Long, and David A. Asch

Evidence-Based Community Health Worker Program Addresses Unmet Social Needs And Generates Positive Return On Investment

DOI: 10.1377/hlthaff.2019.00981
HEALTH AFFAIRS 39,
NO. 2 (2020): 207–213
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Attribution (CC BY 4.0) license.

ABSTRACT Interventions that address socioeconomic determinants of health are receiving considerable attention from policy makers and health care executives. The interest is fueled in part by expected returns on investment. However, many current estimates of returns on investment are likely overestimated, because they are based on pre-post study designs that are susceptible to regression to the mean. We present a return-on-investment analysis that is based on a randomized controlled trial of Individualized Management for Patient-Centered Targets (IMPACT), a standardized community health worker intervention that addresses unmet social needs for disadvantaged people. We found that every dollar invested in the intervention would return \$2.47 to an average Medicaid payer within the fiscal year.

Shreya Kangovi (shreya.kangovi@penmedicine.upenn.edu) is an associate professor in the Division of General Internal Medicine, Perelman School of Medicine, University of Pennsylvania, in Philadelphia.

Nandita Mitra is a professor in the Department of Epidemiology and Biostatistics, Perelman School of Medicine, University of Pennsylvania.

David Grande is an associate professor in the Division of General Internal Medicine, Perelman School of Medicine, University of Pennsylvania.

Judith A. Long is a professor in the Division of General Internal Medicine, Perelman School of Medicine, University of Pennsylvania.

David A. Asch is a professor in the Division of General Internal Medicine, Perelman School of Medicine, University of Pennsylvania.

Each year the United States spends roughly \$550 billion on care for the nearly sixty-three million Americans covered by Medicaid¹—which accounts for one-sixth of national health care spending.² Some of this spending may be inefficient because it is used to treat ill-

disease control,^{7,8} mental health,⁹ quality of care,¹⁰ and hospital use.^{8,10–12}

The growing interest in community health worker programs is fueled in part by expected cost savings.¹³ However, with few exceptions,^{12,14,15} these programs have not been subjected to rigorous economic analysis. Two sys-

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A Snapshot of the CHW Workforce

Today:

There are **86,000 CHWs**
in the United States

The U.S. Bureau of Labor Statistics predicts:

The number of CHWs to
increase 15%
by 2029

More dramatic growth possible:

Policymakers and
health care leaders
have called for the
rapid scale up and
integration of CHWs to
strengthen COVID-19
response plans and
address longstanding
inequalities

The White House proposed adding
100,000 CHWs
as part of the American Rescue Plan

Partners in Health estimated
640,000 CHWs
are needed to stop the pandemic and bolster
resilience and recovery

The American Rescue Plan allocated
\$7.66 billion
to support the public health workforce, including CHWs

Infographic source:

<https://nihcm.org/publications/community-health-workers-infographic>

Workforce development

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Stable healthcare jobs without
credentialing or licensure

A workforce that represents the
communities you serve

Opportunities to inform organizational policies
related to racial and social justice

Structured career ladder

Issue Brief
March 2021



Developing Sustainable Community Health Worker Career Paths

By Olenga Anabui, Tamala Carter, Matthew Phillippi, Dominique G. Ruggieri, and Shreya Kangovi

<https://www.milbank.org/publications/developing-sustainable-community-health-worker-career-paths/>

Policy Directions

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National program standards

Sustainable financing

CARES Act funding from the CDC

Other public health roles...?

CDC Plans to Provide \$332 Million to Support Community Health Workers for COVID-19 Prevention and Control

Press Release

For Immediate Release: Thursday, March 25, 2021

Contact: [Media Relations](#)

(404) 639-3286

The Centers for Disease Control and Prevention (CDC) plans to provide \$300 million to jurisdictions for community health worker (CHW) services to support Coronavirus Disease 2019 (COVID-19) prevention and control, and an additional \$32 million for training, technical assistance, and evaluation. CHWs are frontline public health workers who have a trusted relationship with the community and are able to facilitate access to a variety of services and resources for community members.

<https://www.cdc.gov/media/releases/2021/p0325-community-healthworkers-support.html>

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**Washington
Association for
Community Health**
Community Health Centers
Advancing Quality Care for All

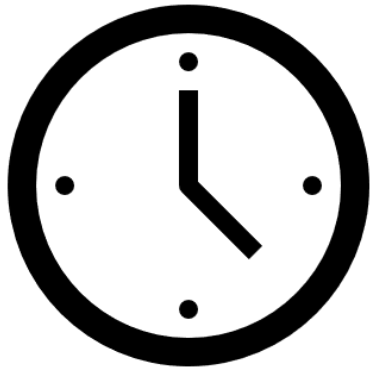


IN-REACH
Institute for Rethinking
Education & Careers in Healthcare

Medical Assistant Apprenticeship Program

Sponsored by Washington Association for Community Health

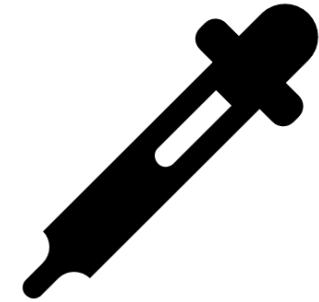
Program Overview



2,000 On The
Job Training
Hours



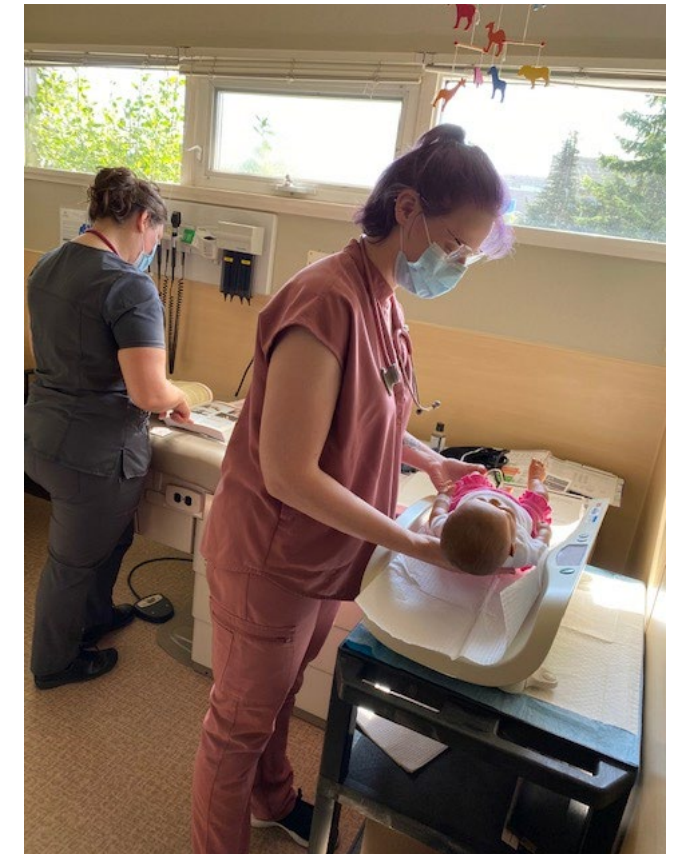
240 Related
Supplemental
Instruction
Hours



3 Skills Lab
Days

Program Overview

- \$3,750 Tuition
- Work at Top of License
- CCMA Exam
- 12–15 Months



Employer Requirements



- Apprentice Wage(s)
 - Journey Level Wage \$14.09
 - 92% \$12.96
 - 96% \$13.53
- 1:1 Coach
- Skill Practice
- General Support
- Contact Person

Apprenticeship Stats

- 245 Current Apprentices
 - 430 Complete Apprentices
 - 86% Overall Retention Rate
 - 78% of CHC's Participate
-
- | | |
|--|--|
| <ul style="list-style-type: none">• Gender:<ul style="list-style-type: none">• 88% Female & 12% Male• Age Groups:<ul style="list-style-type: none">• 18–24: 35%• 25–40: 50%• 41–54: 14%• 55+: 1%• Prior Education:<ul style="list-style-type: none">• College: 42.75%• High School: 44.31%• GED: 9.02%• Other: 3.92% | <ul style="list-style-type: none">• Race/Ethnicity:<ul style="list-style-type: none">• American Indian/Alaska Native: 2.68%• Asian: 9.49%• Black/African American: 6.93%• Hispanic: 27.62%• Native Hawaiian Pacific Islander: 1.34%• White: 51.22%• Other: 0.73% |
|--|--|



Benefits

Employer

- Grow Your Own
 - Incumbent Staff & Community
- Clinic Flow & Retraining
- MA-C Cost
- 10 Week Trial Period
- Flexible Position

Apprentice

- Local
- No Debt
- FTE
- Hands On
- Valued Care Team Member

Any Questions?



**Washington
Association for
Community Health**
Community Health Centers
Advancing Quality Care for All



IN-REACH
Institute for Rethinking
Education & Careers in Healthcare

Alyssa Burgess

Workforce Development Coordinator

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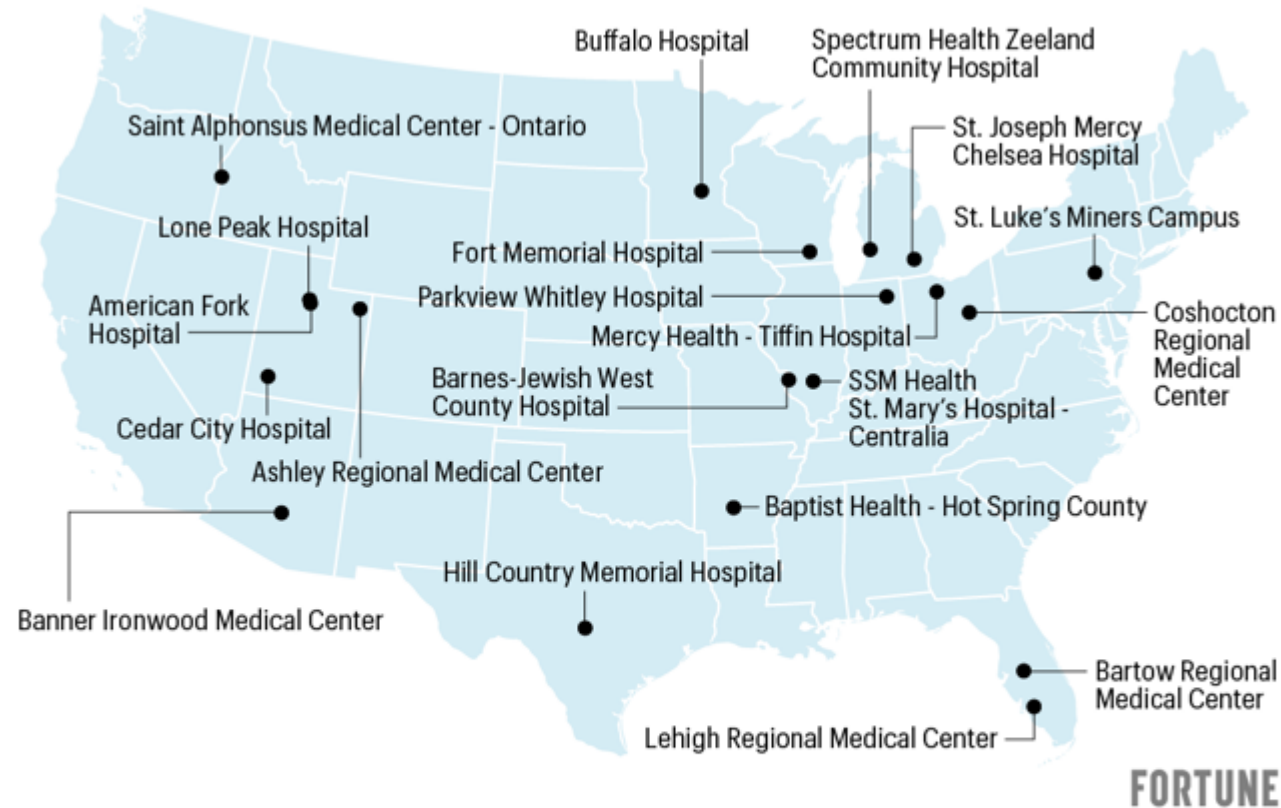


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SMALL COMMUNITY HOSPITAL



Fortune/IBM Watson Health 100 Top Hospitals

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St Lukes



**15 TOP
HEALTH
SYSTEMS**

**100 TOP
HOSPITALS**

AGAIN!

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300 Locations in 11 counties & 2 states



Legend

- Hospitals – 11
- Outpatient Sites – 70
- Owned Practices – 300
- Rehabilitation Centers – 50
- Rural Health Centers – 5
- Urgent Care Centers – 18
- Land – 1,100 Acres

15,300+ Employees
1,700+ Providers
1,600+ Volunteers
300+ Service Locations

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2021 Turnover Rate:

13%

National Hospital
Turnover *

19%

St. Luke's Miners Campus Employee Engagement

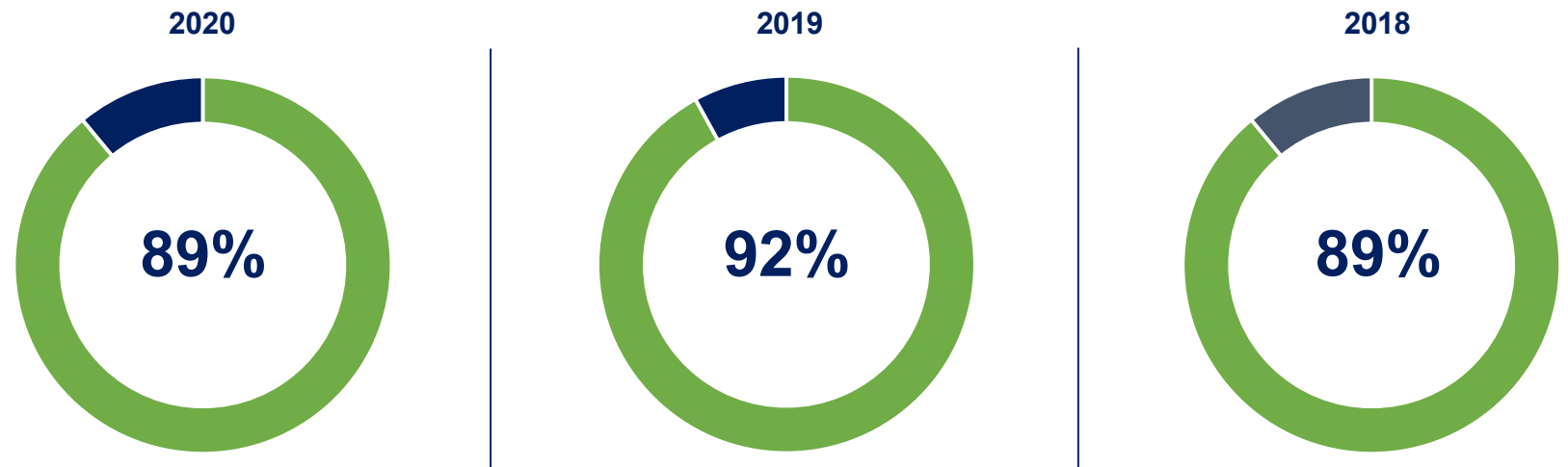
The Engagement Index is the single best indicator of engagement for Miners.

5 Points

Is statistically significant when comparing
years at Miners

Engagement Index

Monitor Engagement Index over time as the best indication of engagement trending



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Interviewing Skills



Career Fairs

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*"I wanna
study hard ...*



*"... so I can
move out of
this area!"*



Tired of jumping from job to job?



St Luke's
Where careers are made.

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GROW YOUR

CAREER

WITH US

ST. LUKE'S UNIVERSITY HEALTH NETWORK OUTPATIENT PRIMARY CARE OPPORTUNITIES

Geisinger St. Luke's has multiple unique and exciting opportunities for our primary care residents! We are seeking board eligible Family Medicine and Internal Medicine physicians to help build and shape our Primary Care services in the Schuylkill County region!

We are interested in providers who are excited by growth and new opportunities. Join our team and help us build a new practice located in an ideal place to live and work.

Established in 2019, Geisinger and St. Luke's formed partnership to co-build and co-own the first hospital in Schuylkill County in over 90 years! Geisinger St. Luke's is the first joint venture of its kind in Pennsylvania history. Geisinger St. Luke's is a 3 story fully licensed hospital that includes imaging services, ancillary services, and outpatient services. Physicians from both organizations help to support and provide coverage at the Geisinger St. Luke's hospital.

Geisinger St. Luke's Accreditations

- Joint Commission Accredited Primary Stroke Center
- Press Ganey Guardian of Excellence Award



About Schuylkill County – We're closer than you think!

Schuylkill County is a popular destination which offers dining, shopping, and outdoor focused activities for those looking to get out and enjoy and explore! This community features – Three State Parks, Seven Campgrounds, the Appalachian Trail, the Little Schuylkill River, Sweet Arrow Lake County Park and Hawk Mountain Sanctuary. The hospital is within a 30-minute drive of most areas in Schuylkill County in Northeastern Pennsylvania. There are plenty of opportunities to enjoy arts and entertainment in Schuylkill County including local breweries and wineries that are open for tours and tastings.

The region is just a short drive away from major mid-Atlantic cities including New York City, Philadelphia, Baltimore, and Washington D.C. Outstanding education systems are available where you'll find award winning public and private schools, and prestigious private colleges, state universities and community colleges. Choose from a variety of charming houses as you make this welcoming and warm community your new home.

This unique opportunity offers:

- Enhanced compensation package
- \$50,000 starting bonus and \$30,000 sign on bonus
- Residency stipend
- A rich benefits package, including malpractice insurance, health and dental insurance, and CME allowance

**For more information
please contact:**

Jillian Fiorino
Physician Recruiter
Jillian.Fiorino@sluhn.org
www.slhn.org



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NHSC PROGRAM FUNDING

The NHSC can provide funding to primary care clinicians interested in serving communities in need.



THE SCHOLARSHIP PROGRAM AWARDS **SCHOLARSHIPS**

for tuition and fees to students pursuing eligible primary care health professions training.



THE LOAN REPAYMENT PROGRAM (LRP) PROVIDES **UP TO \$50,000**

to repay qualified student loans of primary care—medical, dental, or mental/behavioral health professionals.



THE SUBSTANCE USE DISORDER (SUD) WORKFORCE LRP PROVIDES **UP TO \$75,000**

to qualified health professionals working in underserved areas to expand access to SUD treatment and prevent overdose deaths.



THE RURAL COMMUNITY LRP PROVIDES **UP TO \$100,000**

to qualified health professionals working to combat the opioid epidemic in the nation's rural communities.



THE STUDENTS TO SERVICE (S2S) LRP PROVIDES **UP TO \$120,000**

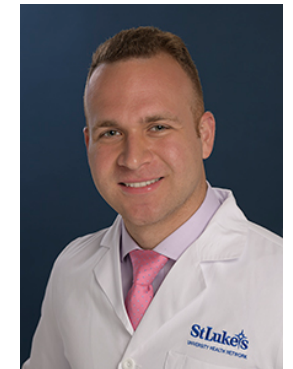
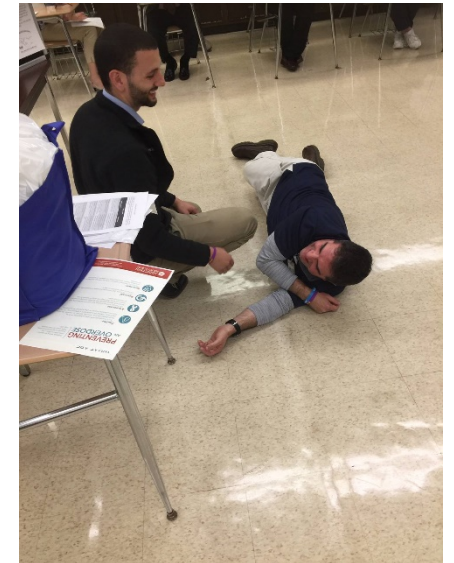
to students pursuing degrees in primary care who are in their final year of medical, dental, or nursing school.



nhsc.hrsa.gov

Family Medicine Rural Track Residency Program

- First Family Medicine Rural Residency Track Program in Pennsylvania (started July 1, 2018)
- Expanding July 2021 from 6 to 12 Residents



St. Luke's Nursing Residency Program

- Seeks to educate, inform and empower newly hired RNs, provide them with the skills, confidence and resources to excel in their careers
- 23 SLM nurses enrolled
- 217 Network nurses graduated since inception in 2017
- Monthly seminars focus on patient outcomes, professional development and leadership



St. Luke's School of Nursing

- Program ranked 5th in the state (of 76 programs)
- LCCC/SLM dedicated nurse preceptor
- Full tuition benefit for SLUHN nurses

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38 ACCREDITED
PROGRAMS

387 RESIDENTS
& FELLOWS

GREATER THAN **95%**
BOARD PASS RATE

100 TOP
HOSPITALS
★★★★★

St Luke's
Graduate Medical Education



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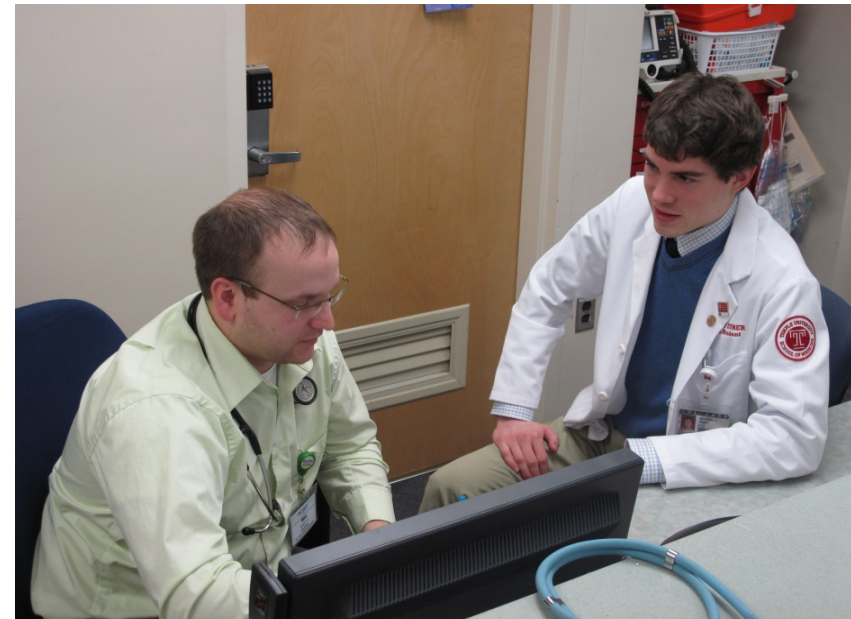




School of Medicine
TEMPLE UNIVERSITY®



John E. Morgan Endowed Scholarship Students from St. Luke's Miners Region



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Kenneth D. Sherry, PA-C, CPAAPA

AAPA/PAEA Preceptor of the Year Award

The Preceptor of the Year Award is selected by both AAPA and the Physician Assistant Education Association (PAEA). It is presented to a PA who demonstrates a commitment to excellence in the clinical education of PA students as a mentor, role model, and instructor.

Sherry has worked with more than 250 PA students during his 32-year career. His program has helped fill provider gaps in an underserved community and provided invaluable experience for his students. [More](#)

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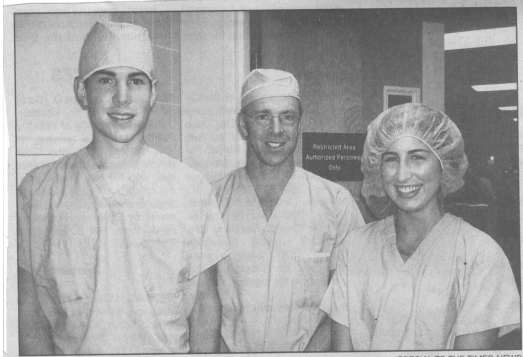


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Future Physicians Dinner



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SPECIAL TO THE TIMES NEWS

Thomas D. Meade, MD (center) is joined by Matthew Zuber and Alexa Griffiths after a successful day in the operating room at St. Luke's Miners Memorial Hospital. Dr. Meade welcomed Matthew and Alexa, who are both studying Pre-Medicine, to observe him perform surgeries recently.

Pre-med students observe St. Luke's surgeon at work

Thomas D. Meade, MD, President and Senior Managing Partner of OAA Orthopaedic Specialists and Orthopaedic Surgeon, recently devoted his time to youth in the Coaldale region who are interested in pursuing careers in the medical field.

On Wednesday, June 25, Dr. Meade was joined in the Operating Room of St. Luke's Miners Memorial Hospital by two local high school graduates who observed him perform two knee surgeries. Tamaqua High School graduates Alexa Griffiths, who is currently a Pre-Medicine major at Bucknell, and Matthew Zuber, a Pre-Medicine student at Ursinus, are pursuing professions

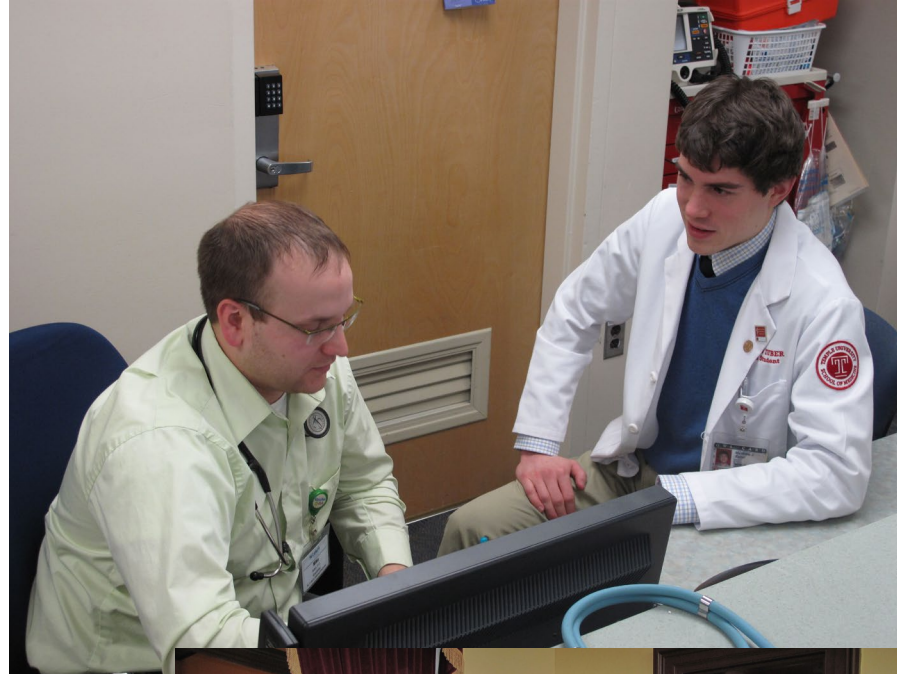
in the medical field.

"I am glad that I was able to afford two young individuals interested in the medical field with the opportunity to see first hand what a day in the OR may be like for them when they enter the profession," said Thomas D. Meade, MD.

He added, "It is encouraging to see the youth of the area take pride in the educational and professional path they chose and pursue the opportunity to gain this experience in the OR today. A career in the medical field is a life long commitment, and I'm certain Matthew and Alexa will bring the passion necessary to sustain that commitment." Dr. Meade has been consistently performing orthopaedic

procedures at St. Luke's Miners Memorial Hospital since January 2005. He has completed more than 450 surgeries in the hospital's Operating Room to date.

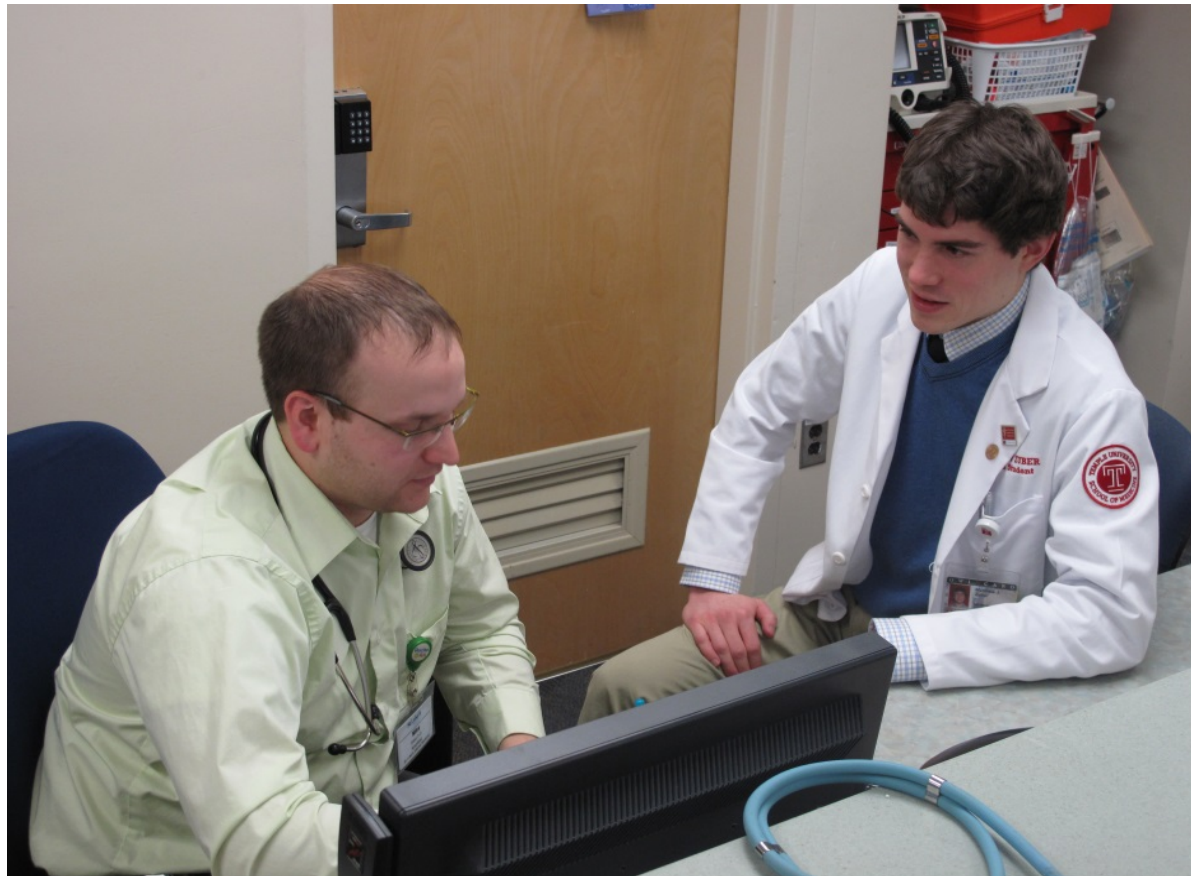
Dr. Meade typically limits his practice to knee surgery, both sports injuries and joint replacements. His unique experience in treating knee injuries from ages 12 to 99, affords him the insight and experience to treat the entire spectrum of knee disorders, from small meniscal tears and ACL & PCL injuries to advanced arthritis. He is recognized as one of the top three knee surgeons nationally performing Custom Fit Knee Replacements.



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School of Medicine
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6 - TIMES NEWS

LOCAL

TUESDAY, APRIL 3, 2018



Adam Colombo D.O., medical director of emergency medicine at St. Luke's Miners Campus in Coaldale, provides insight into the career of emergency medicine with Panther Valley students Alyssa Schultz and Christina Dacey during the 2018 Future Physicians Dinner. CONTRIBUTED PHOTO

Area students learn about the medical profession at 'Dinner with a Doc'

BY KATHY KUNKEL
KKUNKEL@TNONLINE.COM

For the past 10 years, local students have had the opportunity to learn about the medical profession through the Future Physicians Dinner hosted by St. Luke's Miners Campus in Coaldale. This year's event was held March 14 at Macaluso's in Nesquehoning.

There are a lot of different career paths in the medical profession, and the decision as to which of those paths to follow can be somewhat confusing. The dinner provides students with the opportunity to learn more about each path, get details on the requirements needed to pursue an education in the medical field and dis-

cover the ins and outs of actually practicing medicine, especially in a rural community. It never hurts to establish a professional connection with someone who is already following your dream.

Open to high school and pre-med students, the "Dinner with a Doc" program was initially brought to St. Luke's Miners by Thad Zuber, a 2007 graduate of Tamaqua Area High School. Since its inception, more than 174 students have been invited to dinner to ask questions and discuss concerns.

This year's event drew students from Tamaqua, Panther Valley, Jim Thorpe, Lehighton and Blue Mountain High Schools.

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Thorpe grad returns for rural medicine training

Two newly licensed doctors with local ties will be joining the rural training track of St. Luke's Family Medicine Residency Program.

Daniel Plavin, who once was part of St. Luke's Future Physicians Program at Jim Thorpe High Area School, and Alexandra Reback of Danville, were selected from hundreds of applicants from throughout the world.

Out of the 93 rurally located family medicine residency programs in the United States, St. Luke's Miners Campus' is one of just 34 nationwide — and the only one in Pennsylvania — that are accredited as integrated rural training tracks. The program, launched last year, was recently notified of its re-accreditation by the Accreditation Council for Graduate Medical Education.

"Residents with local ties are more likely to settle where they train," said Program Director Thomas McGinley, MD. "The goal is to develop a new generation of physicians to serve Coal Country and other rural areas facing doctor shortages."



Daniel Plavin

The doctors

Plavin first became familiar with St. Luke's while a senior at Jim Thorpe High Area School when he was part of St. Luke's Future Physicians Program. The experience led him to American University of the Caribbean School of Medicine, Sint Maarten after graduating from Binghamton University State University of New York

with a Bachelor of Science in chemistry. St. Luke's Family Medicine Rural Training Track was his first choice for a residency.

"Really, St. Luke's — the whole Network — feels like another family to me," Plavin said.

The 25-year-old lives in Lake Harmony and is an EMT and firefighter for the Penn Forest Volunteer Fire Co. No. 2. He said the residency program will allow him to be close to his family and stay involved in the community, which he said is key to understanding and helping patients.

Reback, 23, said she became interested in medicine after she shadowed doctors while earning a Bachelor of Science in biology from Susquehanna University in Selinsgrove. She will graduate in May from Philadelphia College of Osteopathic Medicine.

Having grown up in Danville, she said she knows how hard it is for rural patients to access care. "I feel indebted to the community I grew up in, and I just want to give back," she said.

The three-year Family Medicine Rural Training Track has two residents in each year, having welcomed its first class in July. The residents spend three months in the first year at St. Luke's Hometown Rural Health Center in Tamaqua, and nine months there in both the second and third years.

St. Luke's Hometown Rural Health Center is a national model — honored by the National Rural Health Association with its 2018 Outstanding Rural Health Organization award. The award, which recognizes St. Luke's commitment to expanding and improving access to health care in Carbon and Schuylkill counties' Coal Country, was presented in May at the NRHA's Annual Rural Health Conference and Rural Hospital Innovation Summit in New Orleans, Louisiana.

St. Luke's Hometown Rural Health Center is one of St. Luke's several federally designated rural health centers in Coal Country. Others are located in Nesquehoning and Ringtown. (A fourth clinic that recently opened in Lansford is awaiting federal designation.)

These special clinics accept private insurances, medical assistance, Medicare and patients who are self-pay.

The rural health clinics handle thousands of patient visits annually, delivering high-quality primary care and community outreach programs to underserved populations.

Among the innovative programs implemented by the Rural Health Clinics has been the Plinders Chronic Condition Management Program, an initiative that has focused on improving the health of patients with diabetes and decreasing emergency department utilization among patients who had previously demonstrated unusually high rates of emergency department usage.

St. Luke's Miners Campus, once a struggling hospital before joining St. Luke's, has added dozens of specialty physicians over the past decade and now earns the highest ratings from the annual quality and safety hospital review conducted by the Centers for Medicare and Medicaid.



St. Luke's Nursing Residency Program

- Seeks to educate, inform and empower newly hired RNs, provide them with the skills, confidence and resources to excel in their careers
- 23 SLM nurses enrolled
- 217 Network nurses graduated since inception in 2017
- Monthly seminars focus on patient outcomes, professional development and leadership



St. Luke's School of Nursing

- Program ranked 5th in the state (of 76 programs)
- LCCC/SLM dedicated nurse preceptor
- Full tuition benefit for SLUHN nurses

Rural Community Action Assemblies



Rural Community Action Assemblies

SATURDAY, MAY 18, 2013

LOCAL

TIMES NEWS A7.

St. Luke's awards academic scholarships

By ANDREW LEIBENGUTH
aleibenguth@tronline.com

Bill Moyer, President; James Bohri, MD, President of the Medical Staff and Chairman of the Board of Trustees; and Maureen Donovan, Secretary of the Board of Trustees, St. Luke's Miners Hospital, presented academic scholarships to students from seven area high schools Tuesday evening at the Scheller Student Center, LCCC - Tamaqua Campus.

The two-year \$1,000 scholarships are offered by both the St. Luke's Miners Hospital Board of Trustees and the St. Luke's Miners Hospital Medical Staff to graduating students of Tamaqua, Panther Valley, Marian Catholic, Mahanoy City Area, Jim Thorpe, Weatherly and Lehigh area high schools who have met the criteria of the award. The criteria required each recipient to be in the top 25 percent of his/her class and be enrolled as a full time student in an accredited four year college or university in the health care or science field.

Moyer also talked about St. Luke's University Health Network and its new connection with Temple University in Bethlehem.

"The Temple University School of Medicine/St. Luke's University Health Network (Temple/St. Luke's) is a regional campus of the Temple University School of Medicine," said Moyer. "Temple/St. Luke's is an exciting collaboration between two leaders in health care education and patient care."

Receiving the Board of Trustee scholarship awards were Kimberly Ferko, Jim Thorpe High School, who plans to major in nutrition and dietetics at West Chester University; Paige Freeman, Lehigh High School, who plans to major in biology at the University

of Scranton; Natalie Snyder, Tamaqua High School, who plans to major in nursing at Cedarville University; Molly Balliet, Marian Catholic High School, who plans to major in chemistry at Mansfield University; Melody Dillie, Panther Valley High School, who plans to major in biology/physician assistant at DeSales University; Ann Swokel, Mahanoy Area High School, who plans to major in physical therapy at Lebanon Valley College; and Devon Bizarre, Weatherly High School, who plans to major in physician assistant at King's College.

Receiving the Medical Staff scholarship awards were Lauren Zurn, Jim Thorpe High School, who plans to major in health and science at Pennsylvania State University; Holly Niehoff, Lehigh High School, who plans to major in optometry at Cedar Crest College; Derrian Gulden, Tamaqua High School, who plans to major in physical therapy at Slipper Rock University; Mia Casale, Marian Catholic High School, who plans to major in sciences at Pennsylvania State University; Kristyn Gates, Panther Valley High School, who plans to major in psychology/bio-research at Millersville University; Holly A. Sofka, Mahanoy City High School, who plans to major in bio-chemistry at Elizabethtown College and Heather Cichowic, Weatherly High School, who plans to major in neuroscience at Temple University.

"To be able to provide these scholarships to these students is an honor for us at St. Luke's," said Moyer. "We hope that the young men and women receiving the awards will return to our area after completing their training to provide health care services to the community in which they were raised."



Pictured during the Board of Trustees scholarship presentations were, from front left, recipients Kimberly Ferko, Molly Balliet, Natalie Snyder, Ann Swokel, Melody Dillie and Devon Bizarre. From back left are Bill Moyer, President, St. Luke's - Miners Campus; Robert Stevenson, chairman, St. Luke's - Miners Campus; and J. David Bohri, MD, Chairman of the Board of Trustees and President of the Medical Staff, St. Luke's - Miners Campus. Recipients of pictured were Lauren Zurn, Mia Casale and Kristyn Gates.



ANDREW LEIBENGUTH/TIMES NEWS

Pictured during the medical staff scholarship presentations, from front left, are Kim Sargent, Vice President of Patient Care Service, St. Luke's, Coaldale; award recipients Derrian Gulden, Holly A. Sofka, Holly Niehoff and Heather Cichowic and Maureen Donovan, secretary, board of trustees, St. Luke's - Miners Campus. From back left are J. David Bohri, MD, Chairman of the Board of Trustees and President of the Medical Staff, St. Luke's - Miners Campus; Robert Stevenson, chairman, St. Luke's - Miners Campus, and Bill Moyer, President, St. Luke's - Miners Campus.

Rural Community Action Assemblies



Rural Community Action Assemblies



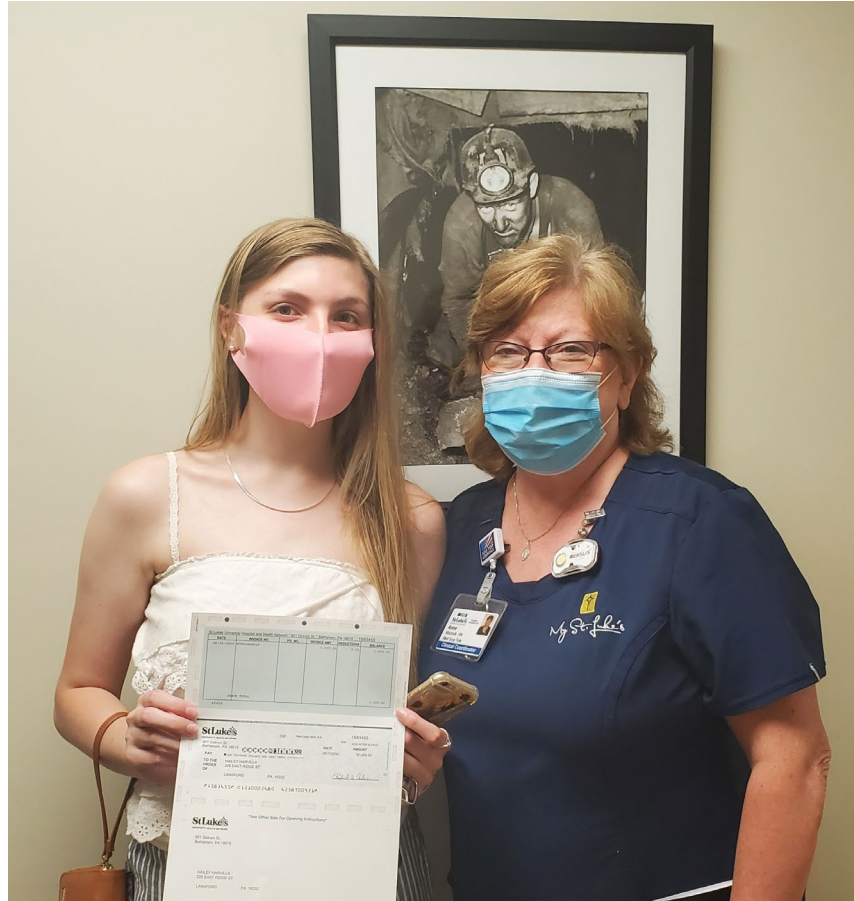
Rural Community Action Assemblies



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Long Term Relationships

Rural Community Action Assemblies

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LOCAL

SATURDAY, SEPTEMBER 30, 2017

Girl who started life in NICU pursues nursing career

BY CHRIS REBER
CREBER@TNNONLINE.COM

Hospitals can be intimidating, but not for 18-year-old Abigail Rakos.

In the first year of her life, it was a second home for the Jim Thorpe native, who overcame long odds when she was born premature and underweight.

"You put your life on the line with these guys, how can you not trust them, you have to," she said.

So it's not a surprise that when it came time to decide what she would do after graduation from Marian Catholic High School, Rakos chose nursing.

Specifically, she chose St. Luke's, the health system that she says made her the person she is today. They in turn chose Abigail to receive a full scholarship to the hospital's nursing school.

"They've taken care of me since I was born, and that's why I want to go to St. Luke's," she said.

Rakos loves to sing and perform, and writes in her spare time. Meeting her, you would never think that she had to fight for her life, or use a feeding tube until she was 4 years old.

"She was born at 1 pound, 5 ounces; 27 weeks, 2 days. She was very, very sick. At a week old, we almost lost her," her mother, Debra, recalled.

She faced a struggle even before she was born. During her pregnancy, Debra was with another hospital, where they discovered issues with her pregnancy.



Rakos

nancy. That hospital said they couldn't do anything heroic to save the baby.

But a doctor told her about the perinatologists at St. Luke's — who admitted her and immediately began treating her.

She was born when they said she was safer outside the womb than inside, but she still faced a long battle. Her lungs were underdeveloped. She needed a ventilator and steroids.

"Once she came through, the neonatologist said, I really shouldn't tell you this, but I don't think there's anything that'll keep this kid from coming home to you. She's a fighter," Debra recalled.

Since then, that fighting spirit has helped Abigail overcome her medical issues, excel in the classroom, and live a full life outside of school.

For 10 years, she performed with Pennsylvania Youth Theater in Bethlehem. Writing was her passion, and she hoped to become a writer.

But then she discovered she wanted to be a nurse, and decided to focus on getting into nursing school.

"As I took more time studying at school, I put writing on the back burner, and I found that I am more passionate about nursing, and I feel it's my calling," she said.

She decided to apply for a partial scholarship from St. Luke's. During the application process they learned about the story of her remarkable journey. St. Luke's was impressed. They gave her a full scholarship.

"During a discussion between us and her Marian Catholic High School guidance counselor, the story about her life, and lifesaving connection to St. Luke's, unfolded. I was

very moved by Abby's story and we wanted to do something to help her," St. Luke's Miners Campus President Bill Moyer said.

Abigail is currently attending LCCC, finishing prerequisites for the St. Luke's program. She'll spend the first two years after graduation working at Miners Campus, as per the scholarship. Eventually, she hopes to work in pediatrics or maternity, or return to the neonatal ICU that helped save her life.

"We have a long history of commitment to both education and the local community. Helping Abby on her path to becoming a nurse was a way for St. Luke's to continue our tradition. She's very caring, passionate, dedicated and can communicate well. Abby has all the qualities that will make her a great nurse," Moyer said.



REGIONAL

SATURDAY, JUNE 17, 2017

CLASS OF 2017

"How will you use your education to make the world a better place?"



Grace Shanton
Lehigh Valley Area High School
"The education I received here laid a foundation I'd like to build upon in the next four years. I'll learn how to use the information I learned here, apply it to real-life situations and hopefully impact other people's lives in doing so."



Ty Sharrow
Lehigh Valley Area High School
"I'd like to bring education to others to enact change in the world for the better."



Jenny Lin
Panther Valley High School
"I'm hoping that furthering my education will allow me to somehow benefit society and even though I am only one person, I still hope to make a change in this world."



Brendan Morgans
Panther Valley High School
"I plan to use my education to become a doctor and then when I become a doctor, help as many people as possible to make the world a better place."



Christina Caravella
Weatherly High School
"I'm going into the nursing field. I'm going to use my knowledge to help as many people in need feel better, hopefully I can help those people."



Zachary Peiser
Weatherly High School
"I'm going into the engineering field, so I would like to create new technology to help everyone and make life easier."



Abigail Rakos
Marian Catholic High School
"I am studying nursing. I plan on using my experience to help my patients live easier."



Ben Ferko
Marian Catholic High School
"I want to study chemical engineering, and develop new things to help revolutionize society."



Alexandra Wean
Pleasant Valley
"I will be going into the Navy and what I want to do is anything and everything to make the world a better place for everyone. After the Navy I would like to do something in the medical field and I believe in volunteering wherever I can."



Christopher Barker
Pleasant Valley
"I am going to push myself and others in my age group to be the best generation they can be. I will do volunteer work where ever I am needed, in a homeless shelter, building houses, where ever my help is needed."



Alex Crispo
Palmerston Area High School
"I'll be going to Kutztown University to study music education with what I learned here."



Dylan Rodriguez
Palmerston Area High School
"I'm going to take my education into the workforce."

6 - TIMES NEWS

LOCAL

SATURDAY, DECEMBER 5, 2020

St. Luke's Miners welcomes former NICU Patient to RN staff

Abigail Rakos' path to become a registered nurse at St. Luke's Miners Campus was determined even before she was born.

It all started when her pregnant mother was told that there was nothing more they could do to help her unborn child. Those discouraging words led her parents to consult with St. Luke's maternal fetal medicine specialists who helped bring her safely into the world.

Rakos, of Lehigh, was born on May 13, 1999 at St. Luke's University Hospital Bethlehem. She weighed 1 pound, 5 ounces, and spent the first four months of her life in the St. Luke's Neonatal Intensive Care Unit.

At one point, Rakos contracted sepsis, and it was not likely that she would ever leave the NICU with her parents. Even if she did, Rakos' parents were told that she may have limited brain capacity and only partial use of her limbs.

But she defied the odds and eventually, was strong enough to leave the hospital. By the time she was a teenager, she was strong, healthy and by all accounts, a miracle.

Fast forward to her graduation from Marian Catholic High School in Hometown and it became clear to Rakos that a career in nursing was what she wanted.

"Spending time in doctors' offices and hospitals

is how my life went," Rakos said. "I was inspired by all these people who helped me, so I wanted to help people too. And that hasn't changed to this day."

Thanks to a full scholarship from St. Luke's University Health Network, she attended Lehigh Carbon Community College and then St. Luke's School of Nursing.

During nursing school, she had the unique opportunity to speak with a few NICU nurses who took care of her all those years ago. "During my pediatric rotation in nursing school, I spent a few shifts in the NICU and two of the nurses who took care of me were present during my shift," Rakos said.

"It was a really emotional experience because they were so excited to see me. They remembered my nickname when I was in the NICU and were able to pinpoint where my Isolette had been for most of my NICU stay."

The NICU nurses introduced Rakos to parents with newborns in the NICU to offer hope and inspiration to those parents who desperately needed it.

This past summer, Rakos graduated from St. Luke's School of Nursing and in the fall, she started her full time, registered nurse position at St. Luke's Miners, working in the medical surgical unit.

Bill Moyer, former president of St. Luke's

Miners Campus and current president of St. Luke's Allentown Campus and West Region, wanted to do everything he could to support her education.

"It seems like yesterday when we offered Abigail the scholarship to support her dream of becoming a nurse," Moyer said. "Now she is officially a member of the team, working for our hospital and helping us continue our mission of providing excellent health care for the community. We look forward to her future success with St. Luke's."

"As our network expands to meet the ever-growing needs of our community, so does our need for dedicated, strong nurses. Abigail's local ties and personal connection to St. Luke's makes her a perfect fit," says Wendy Lazo, president of St. Luke's Miners Campus.

"It's an honor to have been a part of Abigail's journey and we are grateful that she has chosen to share her talents and passion for patient care with us."

Rakos plans to pursue her bachelor's degree and eventually become a nurse practitioner. "Obviously, the scholarship I received lessened the financial burden for my family, but having the opportunity to work for the same hospital network that saved my life is also incredibly special. It's like coming full circle," she said.



Abigail Rakos holds her St. Luke's School of Nursing certificate. CONTRIBUTED PHOTO

Rural Community Action Assemblies

St Lukes



**15 TOP
HEALTH
SYSTEMS**

**100 TOP
HOSPITALS**

AGAIN!

Q&A: submit questions in the chat or raise your hand, and share your name and organization

- Alyssa Burgess, Workforce Development Coordinator, Washington Association for Community Health
- Sarice Greenstein, Assistant Director for Training and Development, Penn Center for Community Health Workers
- Micah Gursky, Rural Health Clinic Administrator and Director of Business Development & Physician Relations, St. Luke's Miners Rural Health Clinics
- *Moderator:* Lisa Davis, Director, Pennsylvania Office of Rural Health

Small Group Breakout Discussion

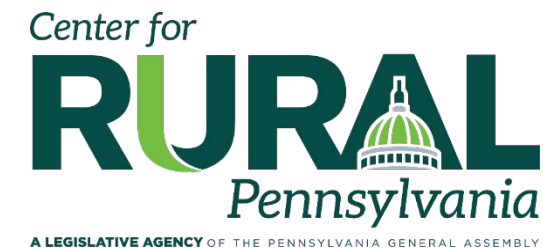
- After a five-minute break, participants will be assigned to separate groups based on registration information.
- If you did not register, we may ask you to identify which breakout group you prefer to participate in.
- Share your name and organization, and have your camera on.
- These discussions will not be recorded.
- We will reconvene at 12:00 p.m. and one volunteer from each group will report on a summary of their group's discussion to the full assembly.

Full Assembly Discussion

- One volunteer from each group will report a summary of their group's discussion to the full assembly.
- At 12:30 p.m., we will transition to an optional networking lunch. You are encouraged to bring lunch and network with other attendees after the event concludes.
- Don't forget to take the evaluation survey to share your feedback.
- Save the date for the next assemblies.
 - Capital for Community Foundations, CDFIs and Rural Revitalization is scheduled for June 30, 2021.
 - Entrepreneurial Ecosystems, Tourism, and Seasonality is scheduled for July 15, 2021.

Networking Lunch

- Would you prefer to have more time with your breakout group or randomly assigned to a new group?
- We will conclude the lunch at 1:00 p.m.
- Don't forget to take the evaluation survey to share your feedback.
- Save the date for the next assemblies.
 - Capital for Community Foundations, CDFIs and Rural Revitalization is scheduled for June 30, 2021.
 - Entrepreneurial Ecosystems, Tourism, and Seasonality is scheduled for July 15, 2021.



Biographies

Rural Community Action Assemblies

Alyssa Burgess
Workforce Development Coordinator
Washington Association for Community Health

Alyssa Burgess works closely with community health centers across the state to find creative ways to recruit and retain a highly skilled and representative workforce. She also helps to manage the Medical Assistant Apprenticeship Program by coordinating new cohorts and communicating with health-care employers across the state so more people have access to this unique health-care career pathway. Burgess has a bachelor's degree in public health from the University of South Carolina and has lived in Washington for over two years now.



Biographies

Rural Community Action Assemblies

Lisa Davis, MHA
Director and Outreach Associate Professor of Health Policy and Administration
Pennsylvania Office of Rural Health

Lisa Davis is the director of the Pennsylvania Office of Rural Health, where she is responsible for the overall direction and leadership of the state office of rural health, including ensuring that the office meets its mission of being a source of networking, coordination, and technical assistance to organizations focused on rural health-care delivery, developing and sustaining linkages with state and national partners, and seeking ways to expand the office's role in enhancing the health status of rural Pennsylvanians.

On the national, state, and university levels, Davis serves on a wide range of boards of directors, advisory committees, and task forces focused on rural health policy, rural health research, economic development, outreach and education, and vulnerable populations and specific health issues such as oral health and cancer. She has extensive experience in the field of rural health research.

Davis is the recipient of the Distinguished Service Award from the National Organization of State Offices of Rural Health, an Outstanding Leadership Award from the Pennsylvania Rural Health Association, and an Award for Individual Contributions to Public Health from the

Pennsylvania Public Health Association. The Pennsylvania Office of Rural Health received the Award of Merit and the Award of Excellence from the National Organization of State Offices of Rural Health.

She has a graduate degree in health administration from Penn State and an undergraduate degree from Clarion University of Pennsylvania in sociology/psychology, with minors in English and anthropology.



Biographies

Rural Community Action Assemblies

Sarice Greenstein

Assistant Director for Training and Development Penn Center for Community Health Workers

Sarice Greenstein is an assistant director for training and development at the Penn Center for Community Health Workers (PCCHW). She works with health-care and nonprofit leaders across the country, helping them to adapt and implement IMPaCT, an evidence-based community health worker model developed and tested at Penn Medicine. Greenstein has 10 years' experience in public health, working in program management, training, and translation of research to practice. Greenstein has an M.P.H. from the Mailman School at Columbia University and a B.A. in sociology from Wesleyan University.



Biographies

Rural Community Action Assemblies

Micah J. Gursky
Rural Health Clinic Administrator and Director of Business
Development & Physician Relations
St. Luke's Miners Campus

Micah Gursky works at St. Luke's Miners Campus, a 49-bed Medicare 4-star hospital in Coaldale, PA. The St. Luke's Rural Health Clinics were named Pennsylvania's 2016 Rural Health Program of the Year by the Pennsylvania Office of Rural Health and the 2018 Outstanding Rural Health Organization by the National Association of Rural Health. The clinics are the site of Pennsylvania's first Family Medicine Residency Rural Training Track and will begin a Rural Psychiatry Residency in near future.

He served as a member of Tamaqua Borough Council from 2000–2003 and from 2006–2017, including eight years as president, and was named Pennsylvania's Council Person of the Year in 2016 by the State Association of Boroughs.

Gursky works with the Tamaqua Area Community Partnership (TACP), a charitable, place-based, comprehensive community development organization in his hometown of Tamaqua, PA. Efforts include historic preservation, heritage and ecotourism, downtown revitalization, arts and culture, recreation, affordable housing, and neighborhood improvements. TACP operates the Tamaqua Community Arts Center

and "Hope & Coffee," a recovery-friendly coffee shop that hires people in recovery from addiction.

He serves on the Federal Home Loan Bank of Pittsburgh's Affordable Housing Advisory Council, Chairs the Sexual Assault Resource Counseling Center of Lebanon & Schuylkill Counties (SARCC), and represents his county on the Northeastern Pennsylvania Transportation Planning Organization. The nonprofit recently started a new planning effort, "Tamaqua Choose Happiness," an effort to make Tamaqua a place where peoples' happiness is a community goal.

Gursky graduated from Head Start in 1978, Tamaqua High in 1991, and cum laude from Princeton University in 1995.



Biographies

Rural Community Action Assemblies

Steven P. Johnson, FACHE
President
UPMC Susquehanna

Steven Johnson became regional President of UPMC in north-central PA in October 2016. Before that he served for 12 years as President & CEO of Susquehanna Health and has over 40 years of health-care management experience. In addition, he served 17 years as a Commissioned Officer in the Army National Guard.

Johnson has a master's in public administration from Marywood University, a B.A. from Lycoming College, and an honorary Doctor of Laws from Lycoming College. He is a fellow in the American College of Healthcare Executives and is a past board member of the American Hospital Association, where he chaired its New York, New Jersey, and Pennsylvania regional policy board and its investment committee. In addition, he is a past chairman of the Hospital & Health System Association of Pennsylvania and vice chairman of the Little League Baseball International Board, and he serves on the boards of Pennsylvania College of Technology, Lycoming College, Williamsport Lycoming Economic and Community Development Corporation, and the regional advisory board for M&T Bank.

Johnson and his wife Mary Ann have two adult children and four grandchildren.

