



**MEDICAL LABORATORY TECHNICIAN & TECHNOLOGIST  
INCENTIVE PROGRAM  
DY3 (April 1, 2017 – March 31, 2018)**

**REGIONAL SNAPSHOT:**

The North Country Initiative (NCI) is a partnership of hospitals, independent physicians and community providers working together to reform the healthcare system in the Tug Hill Seaway Region (Jefferson, Lewis and St. Lawrence Counties). This partnership carries out strategies to collaborate leadership, align incentives, create clinical programs and develop technical infrastructure.

The NCI Delivery System Incentive Payment Program (DSRIP) Regional Community Needs Assessment identified that the provider network for the NCI service area is operationally lean. There is a substantial need to increase and expand access to quality, preventive care. Additionally, care connections need to be established between community-based supportive services and primary care, between preventive services and primary care, and between inpatient and outpatient care. These challenges are exacerbated by a growing shortage of Medical Laboratory Technologists due to retirements of the baby boomer generation, relocation of staff due to military affiliation, limited students or future lab professionals in the pipeline, NYS licensure requirements and reciprocity challenges to name a few. Additionally, the pipeline is choked by a nationwide and regional shortage of faculty and preceptors. Not only are there not enough faculty or preceptors, but many existing teachers are nearing the end of their careers. Furthermore, providing competitive compensation and benefits in a rural community presents challenges for many employers who are seeking experienced, well trained laboratory staff. Too often, the compensation and benefits is not commensurate with the NYS education and training requirements.

To address these gaps and fulfill our project requirements, the NCI has developed an incentive plan to recruit and retain medical laboratory professionals in the region. NCI's ongoing effort to provide coordinated, patient centered care across the system is being addressed through the Performing Provider System's (PPS) plan which intends to grow laboratory capacity and support laboratory professionals in the provision of efficient care.

Recruiting and retaining professionals through strategic, effective methods such as human resource planning, incentive programs, education, training and career advancement, as well as workforce protections will improve the practice environment in the Tug Hill Seaway region.

**PROGRAM OVERVIEW**

The North Country Initiative Medical Laboratory Technician and Technologist Incentive Program is being enacted to assist with the recruitment and retention of laboratory professionals for the Tug Hill Seaway's population.



Applications are being solicited from eligible entities for medical laboratory technician or technologist recruitment and retention to ensure patients in our communities are receiving care in the right place, at the right time, and in a cost-effective way.

**THOSE WHO ARE ELIGIBLE TO APPLY INCLUDE:**

- Applicants must be a North Country Initiative partner in the Tug Hill Seaway Region (Jefferson, Lewis, St. Lawrence Counties):
- General hospitals or other health care facilities licensed by the New York State Department of Health located within the Tug Hill Seaway Region
- Applicants must commit to serve the Medicaid population
- Applicants must not be on the Medicaid exclusion list (<http://oig.hhs.gov/exclusions/index.asp>)
- The provider receiving funds must meet successful credentialing and privileging requirements (as designated by their employing agency).
- The applicant must be the hospital or other healthcare facility, not the provider themselves. The applicant can apply on behalf of a technician or technologist in training as well.
- Before payment is made, recruited professionals must sign commitment to service for at least 3 years. Professionals committing to a longer service period will be more favorably considered.
- Applications apply only to those who are seeking to recruit a professional not yet in the NCI PPS. In other words, one facility may not use these funds to recruit a professional from another PPS partner. Please contact [hleadingham@northcountryinitiative.org](mailto:hleadingham@northcountryinitiative.org) should you have any questions regarding existing NCI PPS Partners.
- The applicant must include any NCI approved funding commitments in their contract with the professional. The NCI will not require a copy of the contract, but rather an executed Memorandum for Record certifying the funding commitment in the contract.
- The applicant/entity will not receive funding from the North Country Initiative until the contract with the professional is executed.
- If the contract with the professional is broken, the applicant/entity that was funded will be required to pay back the North Country Initiative on prorated basis.
- Once awards have been allocated, partners will not be allowed to re-allocate the funds to a different provider type. For example, if an award has been made for the recruitment of a technologist, the partner entity cannot reallocate this award to a technician. Additionally, award agreements as it relates to full or part time, the location of the professional's services and the duration of service commitment must be consistent with the original award announcement.
- Partners receiving funds will be required to complete a PPS attestation form annually to verify that awarded professionals are still practicing in the region in accordance with program eligibility requirements including their commitment to 3 years of service in the Tug Hill Seaway region.



- No more than 5% of allocated dollars can be attributed to non-safety net providers (those serving less than 35% Medicaid)

To assist partners with the recruitment and retention of laboratory professionals, the NCI is proposing the following incentive options based on discipline as it correlates with the eligibility criteria of this program. Applicants can apply these funds as they find fit to meet the needs of the individual facility; however, the applicant must provide a description of a proposed sustainability plan based on requested support.

- Option 1: Recruit a Medical Laboratory Technician – up to \$10,000
- Option 2: Grow a Medical Laboratory Technologist – up to \$15,000
- Option 3: Recruit a Medical Laboratory Technologist – up to \$20,000

#### APPLICATION & REVIEW PROCESS

- **Applications will be accepted by the North Country Initiative (NCI) beginning on January 22, 2018, and must be submitted by February 16, 2018.**
- Upon successful completion of an application, the NCI Medical Laboratory Technician and Technologist Incentive Program selection committee will review submitted materials for accuracy and verification of defined eligibility criteria.
- **The selection committee will identify and notify awardees during the week of February 19<sup>th</sup>. To receive funds, entities will be required to have duly executed contracts with laboratory professionals and a signed agreement with NCI no later than March 16, 2018.**
- Applications will be accepted until funds are depleted. As such, it is encouraged that applications be submitted at your earliest convenience.
- Partners are asked to complete 1 application per professional and the completed content should be unique and specific to the particular professional you are seeking to recruit. Applicants that copy and paste content from one application to another will be considered less favorable.
- **Requests for funds related to provider recruitment between April 1, 2017 and March 16, 2017 will be considered retroactive.** Evidence of dollars expended to the recruited professional who meets the eligibility criteria must be provided.

#### IMPORTANT NOTE:

The NCI reserves the right to re-evaluate the application process as needs are filled and funding is depleted. The following matrix will be used to determine awards:

- a) Dollar Amount Requested
- b) Current Need for Proposed Professional Type for Recruitment (medical laboratory technician or technologist)
- c) Geographical Need for Proposed Professional Type
- d) Ability of Professional Practice to Serve the Medicaid Population (at least 35%)
- e) Documented Succession/Sustainability Plan for Retention post award



- f) Confirmation that the growth or recruitment of a new professional to the region is not from an existing PPS Partner
- g) Success of recruitment efforts from past funding awards/agreements with NCI
- h) Before Payment is made, recruited professionals must sign commitment to service for at least 3 years. Professionals committing to a longer service period will be more favorably considered.

**APPLICATIONS SHOULD BE SUBMITTED BY MAIL, FAX OR EMAIL TO:**

North Country Initiative  
120 Washington Street, Suite 230  
Watertown, NY 13601  
Attn: Med Lab Tech Incentive Program

**Fax:** (315) 755-2022

**E-mail:** [tleonard@fdrhpo.org](mailto:tleonard@fdrhpo.org)

**QUESTIONS?**

Please contact Tracy Leonard at [tleonard@fdrhpo.org](mailto:tleonard@fdrhpo.org) or call (315) 755-2020 ext. 13