

Subject: New submission ALBANY Workforce Development Application
Date: Friday, September 29, 2023 at 11:58:22 AM Eastern Daylight Time
From: jnytko@govsol.org
To: jnytko@govsol.org

General Information
Date of application
09/29/2023
Entity name
Whitney M. Young, Jr. Health Center
Entity TIN, EIN or Social Security Number
13-2922147
Entity physical address
920 Lark Drive Albany, NY 12207 United States Map It
Is the entity's mailing address different from the physical address?
No
Contact Information
Primary contact name
Katie Stair
Primary contact title
Director of Program Development and Community Impact
Primary contact phone
(518) 465-4771
Primary contact email
kstair@wmyhealth.org
What is the preferred method of contact?
Either
Website (if available)
https://www.wmyhealth.org/
Entity Info and Structure
Which legal structure best describes the entity?
Nonprofit
What was the date of the entity's establishment?
07/19/1971

If a business, what is the primary function (select best option)

Health, Medical Services

Have you or the entity ever received any form of COVID-19 relief funds?

Yes

If "Yes" above, please specify type and amount.

Throughout the Coronavirus pandemic, WYH assured access to critical care to our local community during unprecedented times. The organization was also at the forefront of the pandemic response to prevent, prepare for and respond to coronavirus. As such, WYH was eligible for funding to support health care-related expenses or lost revenues attributable coronavirus. Additionally, the organization was successful in securing program expansion funds to address the diverse health needs of our community and support COVID-19 vaccination and testing efforts.

Paycheck Protection Program (PPP): \$2,038,700

American Rescue Plan Act: \$3,461,750

American Rescue Plan Act Health Center Construction and Capital Improvements: \$726,424

CARES Act: \$879,845

CARES Act Provider Relief Fund: \$202,333.41

HRSA Coronavirus Response and Relief Supplemental Funding: \$66,251

Direct Relief: \$50,000

HRSA Expanding COVID-19 Vaccination (ECV): \$222,597

HRSA Expanding Capacity for Coronavirus Testing (ECT): \$407,089

CARES Act Ryan White HIV/AIDS Program: \$67,500

Project Information

Please provide a short summary of your proposed project including a project name, general description, total cost, reason(s) why you are pursuing the project and anticipated impact:

WYH is committed to the development of a comprehensive, high quality, and technologically competitive dental workforce training program to train and build a quality and adequate workforce to meet the dental care needs of our region's most vulnerable community members. The Whitney Young Health Center (WYH) Dental Health Clinical Training Program is a multi-faceted training program designed to support and grow the local dental workforce. The program will provide current and aspiring Dental Assistants and Dental Hygienists with the necessary clinical experiences to develop and advance their competencies and complement their didactic learning in preparation to achieve certification and licensure requirements in their chosen discipline.

The funding request of \$250,000 will support the program for a three-year period.

WYH is pursuing the creation of this training program to address staffing shortages in our dental clinic and support the development of dental staff regionally. The program is designed to complement and augment the WYH Advanced Education in General Dentistry (AEGD) program, which will serve as our region's only community-based, locally controlled dental residency program to meet the clinical training requirements for aspiring dentists.

In light of recent closures of dental training programs, WYH feels compelled to assure training opportunities exist locally for dental staff, and most specifically for those who will establish their careers in safety net clinics. The ultimate goal of this program is to ensure adequate staffing levels in the WYH clinic and other local clinics to meet the rising demand for Medicaid-participating dental services.

It is anticipated that at least 6 dental assistant students and 6 dental hygienist will receive clinical experiential training through this program. WYH expects that as many as 6 dental assistants and 6 dental hygienists will be hired on staff as a result of their participation in this program.

What amount of funding is being requested?

250,000.00

Does the project budget have any additional sources of funds?

No

I certify that if awarded, ARPA funding will not displace any other project funding

Yes, I certify

Project Description

Identify and describe whether funds will be used in any of the following areas. Check all that apply.

- 1. Establishment of a new training program

If "1. Establishment of a new training program" above, describe the purpose of the program in detail including approach, industry focus proposed use of funds, program need, target population

The WYH Dental Health Clinical Training Program is designed as a direct response to the dental provider shortages plaguing the Albany County and the Capital Region, specifically in Medicaid-participating practices. Our goal is to develop a comprehensive training program, in partnership with educational programs like Hudson Valley Community College and dental schools statewide, to create a pipeline of trained staff to fill open dental positions in Albany County, specifically in practices treating underserved communities.

The clinical training program will provide dental assistant and hygiene students with a comprehensive experience in a unique public health setting. With the opportunity to observe and support a diverse population, students will practice all facets of preventive care, support skills and professional behavior required for their future career under the supervision of an experienced preceptor.

The program will employ a Dental Training Coordinator to support the planning, organization, communication, and evaluation of activities related to the Dental Health Clinical Training Program. The Coordinator will support a variety of activities, including recruitment, placement, scheduling, documentation, student advisement and supervision, and reporting. The Coordinator will also be instrumental in the development of training protocols, training guides, and workflow documentation.

The dental assistant training program will provide students with the opportunity to observe and practice infection control, patient management, equipment operation, clinical assisting, practice management, and more as required for certification.

The dental hygienist training program will support the clinical enrichment requirements of local training programs to promote the application of theoretical learning in the clinical environment. Hygiene students will have the opportunity to perform comprehensive dental exams, basic dental cleanings, periodontal assessments, oral health counseling and more as required for their degree program.

Participants will be eligible for a participation stipend to offset transportation and other expenses associated with their clinical experience at WYH. Funds will also be used to support reimbursement of certification and licensure application and exam fees to support staff in achieving appropriate credentials for their chosen career, increasing their long-term employability in the field. Funds will also be used to recruit students and promote the WYH clinical experience program to prospective Dental Assistants, Dental Hygienists and Dentists.

Describe your organizations experience as a provider of workforce development/ training opportunities, including any experience in Albany County.

WYH is a Federally Qualified Health Center (FQHC) that has been providing healthcare services and community resources for those living in Albany and Rensselaer counties for over 50 years. The organization has a long history of developing and implementing clinical training programs, primarily for aspiring nurses, physician assistants, and nurse practitioners. Historically, WYH served as a satellite clinical training site for Lutheran Hospital's AEGD program until the hospital system merged with NYU Langone in 2016 and elected to downsize satellite clinical sites in New York's Capital Region.

Most recently, WYH has been granted funding through the federal Health Resources and Services Administration (HRSA) to create our own AEGD program. The AEGD program will serve as the region's only community-based, locally controlled dental residency program to meet the clinical training requirements for aspiring dentists, following the recent closure of the St. Peter's Health dental residency program in June 2023 and the closure of the Ellis Hospital dental residency program in 2021.

Together with the AEGD program, the proposed dental assistant and hygienist training program will offer unparalleled opportunities for students to obtain clinical experiences in a public health setting, promoting opportunities for career development in safety net clinics.

List any project partners, their role, and any funding they will receive (please note project partners may also be subject to compliance and reporting requirements).

WYH will partner with Hudson Mohawk Area Health Education Center (Hudson Mohawk AHEC) as our region's health workforce development organization to support the recruitment of eligible participants for the Dental Health Clinical Training Program. Hudson Mohawk AHEC will receive \$2,500 to support recruitment activities, as well as

provide placement stipends for dental hygiene and assistant students to choose WYH as their clinical experience site.

Hudson Valley Community College (HVCC) will be a critical partner for the program. As one of the area's only training programs for dental assistants and dental hygienists, WYH will work with HVCC to place Albany County residents in clinical experiences at the WYH clinic.

If an award is made, describe how Albany County residents will benefit. Use specific metrics where possible (e.g. number of individuals sectoral job training programs).

Funding will be used to support the recruitment and training of Albany county residents in dental assisting and dental hygiene. WYH anticipates that up to 12 students will benefit from the training program over the course of the 3-year program period.

More so, Albany County residents stand to gain a great deal from the expansion of a trained dental workforce. Such expansion will result in the direct expansion of access to dental health services, services which are critically low specifically for the Medicaid population served by WYH.

In order to be eligible for ARPA funding, programs must serve low-to-moderate income households/communities (classified as 350% of the Federal Poverty Level) or households that experienced unemployment during the COVID-19 pandemic. Please describe specifically how your proposal will benefit unemployed or underemployed individuals meet this requirement and how you will verify this to the County.

The WYH Dental Training Coordinator will work with educational partner HVCC to identify eligible students for placement at the WYH clinic. As a part of the intake process for incoming clinical training students, WYH will request disclosure of household income and COVID-19 related unemployment. Signed disclosure forms will be available to the County. WYH will also make available statistical metrics for the patients served for the duration of the program to demonstrate the impact of student participation on local low-to-moderate income households.

How Will You Track Performance Goals And Define Success? Include at least two Key Performance Indicators and expected annual outcomes/impact during the reporting period (September 2023 - December 2026).

Success will be defined by the expansion of a trained dental workforce. The Dental Training Coordinator will work to maintain contact with clinical training students for up to 6 months following their clinical experience to confirm their employment status. While the program is designed to augment the local dental workforce as a whole, WYH is particularly interested in growing the dental workforce in safety net clinic sites.

Performance indicators include:

- # dental assistant students placed in the WYH Dental Health Clinical Training Program
- # dental hygiene students placed in the WYH Dental Health Clinical Training Program
- # dental assistants employed in dental clinic locations in Albany County
- # dental assistants employed in safety net dental clinic locations in Albany County
- # dental hygienists employed in dental clinic locations in Albany County
- # dental hygienists employed in safety net dental clinic locations in Albany County

What is the proposed project start date?

January 1, 2024

What is the anticipated date of completion?

December 31, 2026

Please provide key project milestones inclusive of the anticipated timelines and descriptions

Milestone	Anticipated Date	Task Description
Hire Dental Training Coordinator	January 2024 – March 2024	Identify and select a dental training coordinator candidate
Finalize partner agreements	January 2024	Develop agreements with HVCC and Hudson Mohawk AHEC
Develop training protocols, training guides and workflows	February 2024 – May 2024	Develop tools required to assure clinical experience requirements are achieved for each rotational student

Recruit students for clinical placements	March 2024 – December 2026	Coordinate with partner organization Hudson Mohawk AHEC to place HVCC dental assistant and dental hygiene students in WYH for their clinical rotations
Secure student placements for clinical experiences	March 2024 – December 2026	Ongoing coordination with Hudson Valley to secure the placement of students in the program throughout the project period
Facilitate experiential learning opportunities	September 2024 - December 2026	Engage DA and DH students in experiential learning opportunities
Employment offers made to qualified participants	January 2025 – December 2026	Facilitate employment recruitment among participating students who are qualified and eligible for open positions
Staff pursue certification and licensure	January 2025 – December 2026	Support staff pursuit of certification and licensure to meet the requirements of their career path

Describe how the funding will support a sustainable workforce development initiative that will continue to serve Albany County residents after ARPA funds have been exhausted.

The Albany County ARPA funding will support the development of the dental training program. This includes the development of training protocols and training guides, the documentation of workflows and the solidification of partnerships. These elements will be impactful far beyond the project period and will serve as foundational elements of a sustainable training model to continue into the future.

The program is intended to primarily promote the expansion of the WYH dental staff, which in itself creates enhanced sustainability of the training program. As our staffing capacity returns to a level sufficient to meet the current demand for treatment, the clinic will have exponentially increased opportunities to support and sustain clinical experiential learning for dental students. Additionally, the program will seek to prepare highly competent dental staff that will also be available to other Albany County – based dental practices who are willing to care for the growing unserved safety net population.

Explain why arpa funds are needed to complete the project. Would the project be possible either without arpa assistance or assistance to a lesser degree?

ARPA funding will play a critical role in the development of the Dental Health Clinical Training Program. Funding secured through ARPA will allow WYH to develop a full-fledged training program to support the experiential needs of dental assistant and hygiene students, providing the proper infrastructure to assure a competitive learning experience for participating students. Without ARPA funding to support needed staffing and program expenses, WYH will have limited capacity to host students in experiential rotations. It is a demonstrated trend that students tend to accept employment opportunities in their experiential sites. As such, without funding from ARPA, WYH will have limited opportunities to grow a trained dental staff in Albany County. In the absence of ARPA funding, WYH will seek support from private funders to develop the program as proposed.

Are you a Workforce Development/Training Provider?

No

Are you a company?

Yes

If "Yes" above, describe the specific training you will be providing to employees and how the skills are transferrable to the broader industry sector.

Dental health care is an essential health service critical to the overall health, well-being and quality of life of our community's residents. Within the Capital Region, the options for accessing dental health care for Medicaid recipients are critically low. There are currently 4 Medicaid-participating dental clinics in the region, including the

WYH site, Emblem Health, the Center for Disabilities and Albany County Health Department. WYH is the only site in this list that does not limit their practice to specific populations. For example: Emblem Health provides dental services only to patients within their insurance network; The Center for Disabilities provides dental care to patients with special needs; and Albany County Health Department provides pediatric dental services with limited clinical hours. Expansion of the dental workforce within Medicaid-participating practices is not only necessary, but critical to meet the growing demand for dental services in Albany County.

At the top of this page is a downloadable project budget. Please download the budget form and upload it here.

- [WYH-ARPA-Budget-Final.pdf](#)

If you are funding a multi-year initiative, please provide a breakdown of funding level per year below:

2023	2024	2025	2026
	70,000.00	90,000.00	90,000.00

Is any upfront funding needed to successfully implement your proposed project?

No

Explain why ARPA Funds Are Needed to Complete the proposed program/project. Would the proposal be Possible Without ARPA Assistance? Describe how your proposal would be impacted if you are awarded a smaller grant than requested?

ARPA funding will play a critical role in the development of the Dental Health Clinical Training Program. Funding secured through ARPA will allow WYH to develop a full-fledged training program to support the experiential needs of dental assistant and hygiene students, providing the proper infrastructure to assure a competitive learning experience for participating students. Without ARPA funding to support needed staffing and program expenses, WYH will have limited capacity to host students in experiential rotations. It is a demonstrated trend that students tend to accept employment opportunities in their experiential sites. As such, without funding from ARPA, WYH will have limited opportunities to grow a trained dental staff in Albany County. In the absence of ARPA funding, WYH will seek support from private funders to develop the program as proposed.

Tax Information

Please upload Federal tax returns for 2019

- [2019-Final-Audit-Fin-Stmt-AFS-WMY-CohnReznick.pdf](#)

Please upload Federal tax returns for 2020

- [2020-Audited-Financial-Statements.pdf](#)

Please upload Federal tax returns for 2021

- [2021-Audited-Financial-Statements-WYH-FINAL.pdf](#)

If available, please provide your Unique Entity Identifier (UEI) from SAM.gov

VTFEJWLX9J87

Risk Assessment

Has the entity adopted and/or implemented policies relating to: records retention, conflict of interest, code of ethics, and/or nondiscrimination policies?

Yes

If "Yes" above, what policies have been adopted?

WYH has documents policies implemented for records retention, conflict of interest, code of ethics, and anti-discrimination policies.

Is the entity properly licensed or certified by a recognized source ?

Yes

If "Yes" above, please provide additional information.

WYH is recognized by the New York State Department of Health Office of Primary Care and Health Systems Management to operate as a diagnostic and treatment center under Article 28 of the Public Health Law.

Does the entity have a financial management system?

Yes

If "Yes" above, please describe the financial system, its capabilities and how it will help to track the proposed project.

WYH uses Sage Intacct accounting software. As a leading cloud-based accounting software, Sage Intacct provides advanced financial management capabilities to help organizations manage multiple funding streams. Sage Intacct allows each funding stream to be managed as a distinct subaccount, and will support all facets of financial management and reporting for the proposed project.

Has there been any change in the entity's key staffing positions in the last 2 years?

Yes

If "Yes" above, please provide additional information below.

The Chief Development Officer (CDO) was hired in May 2023, a position created as a result of the recent affiliation of WYH and Equinox.

The organization's Chief Operating Officer (COO) was hired in September 2022 to replace the outgoing Chief Administrative Officer (CAO). The position was strategically reclassified from CAO to COO to align with the organization's goals.

The organization's Chief Information Officer (CIO) was hired in March 2022 to replace the prior CIO.

Has the entity previously done work for or received funds from the Federal government (i.e. Is the entity experienced in managing Federal funds)?

Yes

If "Yes" above, please provide additional details below.

As a Federally-Qualified Health Center, WYH has extensive experience managing federal funds. For example, in 2021 WYH managed more than \$7.6 million through contracts with the Department of Health and Human Services.

The County is careful about identifying and avoiding conflicts of interest, especially with grants awarded through the County. A conflict of interest arises when a person's self-interest and professional interest or public interest intersect. In this situation, there is the potential for biased professional judgment and lack of objectivity which creates a serious conflict when one of the interests can benefit financially or personally from actions or decisions made in the official capacity. A conflict of interest exists whether or not decisions are affected by a personal interest; there only needs to be the possibility of bias for a conflict. If your organization knows of a possible conflict of interest with your application for funds please disclose that information here. Otherwise write "None."

None

Certifications

US Treasury Reporting & Compliance Acknowledgment 1

- I Have Been Provided a Copy and Understand the U.S. Treasury's Compliance and Reporting Guidance for State and Local Fiscal Recovery Funds (see link or PDF included at the top of page)

US Treasury Reporting & Compliance Acknowledgment 2

- Should the County Allocate ARPA Funds, I am Able to and Pledge to Adhere to ALL Compliance and Reporting Requirements of the U.S. Treasury as it relates to any State and Local Fiscal Recovery Funds

US Treasury Reporting & Compliance Acknowledgment 3

- I Understand the County Will Contact me if/when Additional Information is Needed and that Information will be Promptly Provided to the County to Support Reporting Requirements

US Treasury Reporting & Compliance Acknowledgment 4

- If for Any Reason I am Unable to Comply with the U.S. Treasury's Compliance and Reporting Requirements I will Immediately Notify the County in writing by email or letter

US Treasury Reporting & Compliance Acknowledgment 5

- All Information Submitted in this Application is True & Accurate

Electronic Signature Agreement

I agree

By checking the "I agree" box below, you agree and acknowledge that 1) your application will not be signed in the sense of a traditional paper document, 2) by signing in this alternate manner, you authorize your electronic signature to be valid and binding upon you to the same force and effect as a handwritten signature, and 3) you may still be required to provide a traditional signature at a later date.

Type Name Below

David Shippee