

Career Pathways Training Program Frequently Asked Questions

1. What is the FLPPS WIO and what does it have to do with the Career Pathways Training (CPT) Program?

As a New York State-designated Workforce Investment Organization (WIO), Finger Lakes Performing Provider System (FLPPS) is focused on strengthening the healthcare workforce through programs and services. The FLPPS WIO was chosen by New York State (NYS) Department of Health (DOH) to administer the Career Pathways Training Program for Region 3, which includes the Western New York and Finger Lakes regions, and a portion of the Southern Tier region.

2. What are the participant eligibility requirements for the CPT Program?

Participants must meet the following requirements to be eligible for the CPT Program:

- United States Citizen or eligible noncitizen¹.
- Meet all educational or training program requirements based on the selected CPT Program title and course of study. This may include:
 - Prior completion of educational programs, licensure, and/or certification;
 - Successful completion of academic or training pre-requisites, or entrance exams; or
 - Fulfillment of any required training, volunteer, or experiential hours.
- Must be a NYS resident or resident of a bordering state.²
 - *Note: Out-of-state participants must be employed by a NYS provider to qualify for the CPT Program.*
- Agree to complete three (3) years of full-time employment at a NYS Medicaid-enrolled provider that serves at least 30 percent Medicaid members and/or uninsured individuals. These providers may include those that fall into the categories of health, behavioral health, and/or organizations that are part of established Social Care Networks.

3. What are the steps to participate in the CPT Program?

A. Apply to CPT Program

- Apply for and accept admittance to an academic or training program that will allow you to attain employment in one of the 13 approved titles.
 - The training or academic program must be completed by the end of the spring semester 2027.
- Apply for the Free Application for Federal Student Aid (FAFSA) and New York State's Tuition Assistance Program (TAP) and accept all free financial aid, where applicable (not all programs accept FAFSA and TAP).
- Register for the CPT Program online at healthcareersnow.org/cpt/

B. Upon completion of Academic or Training Program

- After academic or training program completion, successfully pass any required exams to get the appropriate license or certification within one (1) year after participant completes training.

¹ The State will follow the definition of "eligible noncitizens" as defined by the U.S. Department of Education. [Eligibility for Non-U.S. Citizens | Federal Student Aid](#)

² New Jersey, Connecticut, Pennsylvania, Massachusetts, and Vermont

- Commit to three (3) years of full-time service at a NYS Medicaid-enrolled provider that serves at least 30 percent Medicaid members and/or uninsured individuals. These providers may include those that fall into the categories of health, behavioral health, and/or organizations that are part of established Social Care Networks.

4. What if I live in one WIO region, but want to go to school in another WIO region – where do I apply for the CPT Program?

Your CPT Program application is based on your permanent residency. The WIO that serves the county of your permanent residence is where you would apply.

[Region 3 – FLPPS](#) serves Allegany, Cattaraugus, Cayuga, Chautauqua, Chemung, Erie, Genesee, Livingston, Monroe, Niagara, Ontario, Orleans, Schuylar, Seneca, Steuben, Wayne, Wyoming, and Yates counties.

[Region 2 – Caring Gene](#) serves Albany, Broome, Chenango, Clinton, Columbia, Cortland, Delaware, Essex, Franklin, Fulton, Greene, Hamilton, Herkimer, Jefferson, Lewis, Madison, Montgomery, Oneida, Onondaga, Oswego, Otsego, Rensselaer, Saratoga, Schenectady, Schoharie, St. Lawrence, Tioga, Tompkins, Warren, and Washington counties.

[Region 1 – 1199 TEF](#) serves Bronx, Dutchess, Kings, Nassau, New York, Orange, Putnam, Queens, Richmond, Rockland, Suffolk, Sullivan, Ulster, and Westchester counties.

5. What costs are covered by the CPT Program?

Tuition, required program fees, exams, textbooks, scrubs, and supplies* as required by the educational or training program curriculum. These costs will be paid directly to the educational or training institution.

Please note:

**Please note that supplies include standard supplies required for program participation but do not include technology such as laptops or tablets.*

6. What costs are not covered by the CPT program?

Costs not covered by the CPT Program include but are not limited to room and board, living expenses, meals, other incidental expenses, technology such as laptops or tablets, background checks, vaccines, N95 Fit Testing, CPR certification, drug testing, parking, transportation, pre-requisites, co-requisites, and/or any other standalone processes that are not part of tuition but may be required for programs and/or clinical placements.

7. Why does a participant have to annually complete applications for FAFSA and TAP?

This fulfills the objective for “last dollar” tuition payments. Participants must apply for and accept free financial aid or support (scholarships and grants) that will be applied towards the institution’s tuition. Participants should not accept any student loans for tuition expenses.

8. Does a participant have to be enrolled full-time, or can they also be part-time?

Participants can be enrolled full-time or part-time, as long as they successfully complete their educational or training program, and all invoices for eligible training expenses must be paid in full, prior to the completion of the CPT Program on March 31, 2027.

9. Can participants be taking both online and in-person classes?

Participants may take classes in person, online, or a hybrid model as long as it is a NYS-accredited program that, upon successful completion (including certification or licensure, if applicable), allows the participant to attain employment in one of the 13 approved titles.

10. Can a participant receive funding assistance even if they have already enrolled in an academic or training program and have the CPT Program pay from that point to completion?

No, the FLPPS WIO will only approve payment for participants that are *new* to a NYS-accredited educational or training program, which will lead to employment in one of the 13 approved titles, are eligible for the CPT Program.

An exception is available for individuals that are enrolled part-time or are enrolled in pre-requisite classes but not already enrolled in one of the authorized title programs are eligible to transition to full-time under the CPT Program. The participant must provide documentation to the WIO demonstrating evidence that they would not have otherwise been able to enroll full-time absent the CPT Program.

11. Can the funding be applied retroactively?

No, funding cannot be used retroactively.

12. Can funding be used even if the educational or training program extends beyond March 2027?

The participant must be on track to successfully complete their educational or training program during the spring semester 2027 (January-May/June). FLPPS WIO intends to cover the final semester's tuition payment prior to the completion of the CPT Program on March 31, 2027.

13. What happens if a student fails a course? Will CPT cover the cost of repeating the course?

Yes, FLPPS will cover the cost of repeating a course. In addition, the student will receive increased educational case management and tutor support.

14. Does a participant have to make any payments upfront?

There is no cost to register for, or participate in, the CPT Program. The FLPPS WIO will pay directly for all eligible expenses, including tuition, textbooks and fees.

The FLPPS WIO is not able to reimburse participants for payments or expenses already paid.

The FLPPS WIO will not pay for application fees; however, SUNY schools and many private educational institutions in the region, have waived application fees for a limited time. Check their websites directly for details. Additionally, some applicants may qualify for a waiver of SUNY application fees.

- SUNY: <https://www.suny.edu/attend/apply-to-suny/fee-waiver/>
- NACAC: <https://www.nacacnet.org/student/fee-waivers/>
- Coalition for College: <https://www.coalitionforcollegeaccess.org/fee-waiver>
- Common App: Student Solutions Center:
<https://appsupport.commonapp.org/applicantsupport/s/article/What-do-I-need-to-know-about-the-Common-App-fee-waiver>

15. When will participant funds be released from the institution?

- Only the participant's school will know if they have invoiced us for payment or not.
- If the school received the payment, they will know where things are in terms of applying that payment to the participant's account.
- If the school has not received payment after invoicing us it is likely because we are processing their invoice. The CPT Program has sixty (60) days or two (2) months to pay the invoice so it is quite likely that the participant can be finished with coursework for the term and not have a payment applied to their account.
- If the participant receives late notices from the school or if there are concerns, the participant should discuss those with their school.
- ***Please note the CPT Team and educational case managers will not have the above information.***

16. What if a participant does not successfully complete or must withdraw from the program?

The FLPPS WIO will assign each participant an Educational Case Manager that will prepare a customized plan to support the participant throughout their training to ensure successful completion of their educational or training program. If a participant does not successfully complete the educational or training program, withdraws, and/or fails to complete the three-year service agreement, any funds expended will have to be recouped from the participant by the State of New York.

17. What is the CPT Program's service requirement?

Upon successful completion of an educational or training program, participants are required to complete three (3) years of full-time employment at a New York State Medicaid-enrolled provider that serves at least 30 percent Medicaid members and/or uninsured individuals. These providers may include those that fall into the categories of health, behavioral health, and/or organizations that are part of established Social Care Networks. A list of qualified service commitment sites can be found at <https://healthcareersnow.org/cpt> and is updated regularly.

18. Are there any income limits for participants?

There are no individual or household income limits for participants in the CPT Program.

19. Is there a maximum amount of funding a participant can receive?

As of the “Updated Date” of this document, there are no funding amount restrictions for qualifying payments to educational institutions for CPT Program titles. FLPPS WIO is contracting with the educational institutions for direct payment on participants’ behalf, after participants accept any free financial aid and scholarships.

20. Can a participant still participate in the program if they move to another location in NYS?

Yes, participants can relocate within the state and must reside within NYS for the duration of the CPT Program.

21. Is a participant guaranteed employment upon completion of the education training/program?

No, however it is the intent of the CPT Program that participants complete the training/program to become actively employed in the career pathways title. Assistance will be provided for employment placement services. Qualified employment providers will collaborate with schools, programs, and case management agencies to fill job vacancies within their respective locations.

22. What if a participant can’t find a job in their new title with a qualified NYS provider?

The titles were selected based upon the industry’s need and vacancy rates in the area. Each participant will receive case management services to obtain employment within the new titles with a qualified NYS provider. Additionally, qualified employment providers will collaborate with schools, programs, and case management agencies to fill job vacancies within their respective locations.

23. Can a participant attend any school or college in NYS for the CPT Program?

The CPT Program can fund tuition for programs at NYS accredited schools, colleges and universities *that have contracted to participate in the CPT Program*. A list of contracted, participating educational and training institutions in FLPPS WIO Region 3 (Western NY, Finger Lakes, part of the Southern Tier) is available at www.healthcareersnow.org/cpt and will be updated regularly.

24. Are participants required to remain with the same employer for the three-year service commitment?

No, participants may change employers within the three-year commitment period as long as the employer is located in NYS and 30 percent of their patient population receives Medicaid and/or is uninsured/underinsured. Participants should inform FLPPS WIO when their employment status changes.

25. Does the three-year service commitment have to be full-time?

Yes, the three-year service commitment does need to be a full-time employment commitment.

26. For Licensed Mental Health Counselor (LMHC) programs, NYS does not allow students to take their licensure exam until after they have graduated. Are participants expected to complete and pass their LMHC licensure exam by Spring 2027?

CPT Program participants in LMCH programs must complete and pass their licensure exam within one (1) year from the date of graduation.

27. Licensed Mental Health Counselor (LMHC) students are required to complete 3,000 hours of supervised clinical work, which takes at least two (2) years and can take upwards of five (5) years. Are LMHC students expected to obtain full licensure within one (1) year of graduating?

LMHC students need to be employed under their limited permit while they are gaining their clinical hours—this time counts toward the three-year service commitment. We expect most LMHC graduates to spend two (2) years employed under their limited permit and one (1) year licensed.

28. What happens if the participant fails to receive licensure or certification?

CPT Program participants must pass required professional state licensing or certification examinations and obtain requisite licensure or certification, if applicable, no later than one (1) year after completing their education or training program. Depending upon the program licensure or certification, the participant may be eligible to retake the exam. If a participant fails to receive licensure or certification, the participant will be responsible for repayment of program funds to NYS.

29. Is there a list of qualified employers for the three-year service commitment?

Yes, the list of qualified service commitment sites can be found at <https://healthcareersnow.org/cpt> - this list is updated regularly. In addition, our Jobspeaker platform is available for participants to search and apply for open positions, create or upload resumes, and watch job search tutorials. Jobspeaker geotags and locates the jobs within the health systems that we are partnered with to make sure participants find a job with a trusted partner of our program.

30. After the program training is complete, if there are not local jobs in the field of training, will the participant have to relocate?

Our goal is to make sure we have local jobs for all CPT Program job titles. We currently have approximately 90 contracts with local systems. We are in the process of obtaining contracts from the larger health systems in the area. We will continue to evaluate the areas participants are from and work to connect with the systems in the surrounding areas.

31. In addition to FAFSA and TAP (if applicable), do participants need to apply for student loans as well?

It is at the discretion of the participant to apply for loans (student, personal, etc.) to cover expenses not covered by the CPT Program. Costs not covered by the CPT Program include but are not limited to room and board, living expenses, meals, other incidental expenses, technology such as laptops or tablets, background checks, vaccines, N95 Fit Testing, CPR certification, drug testing, parking, transportation, and/or any other standalone processes that are not part of tuition but may be required for programs and/or clinical placements.