Inspiring Healthier Lives & Stronger Communities
Everyone should have the same opportunity TO BE HEALTHY, regardless of where they live, where they come from, or their personal circumstances.
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From the Desk of Pete November

Each of us has a purpose. It’s the reason we get up in the morning and what matters most to us. My personal purpose starts with my family, and I feel a strong calling to make the Gulf South a better place for the next generation. I owe so many of my opportunities to the support I received, and I feel a great responsibility to give back right here at home in Louisiana.

At Ochsner, we have a clear purpose, a True North, that unites us all: to serve and heal others and to make our communities stronger and healthier. We all play a vital role in fulfilling this shared purpose. We know we are at our best when we are together and part of something bigger than ourselves. And we are lifting the next generation by investing in healthcare today, and our future tomorrow.

That’s why I am proud to share with you our 2023 Community Benefit Report: Inspiring Healthier Lives and Stronger Communities. This report reflects the great work underway across our organization, and our collaboration with our partners and community leaders to make a measurable impact.

To guide our mission-driven work, we look to our Community Health Needs Assessment. In inspiring healthier lives and stronger communities, Ochsner listens to the diverse voices around us, and uses that information to develop Community Health Improvement Plans. Ochsner has recently invested nearly $400 million to address community health needs through subsidized health services, financial assistance, research and community health initiatives.

To successfully build stronger communities, we must improve health equity. Our focus on diversity, equity and inclusion is supported by our Ochsner-Xavier Institute for Health Equity and Research. Together, we are addressing health disparities, developing innovative healthcare delivery models, and modeling equitable and respectful care.

Through collaboration with partners in government, education and other mission-driven organizations, we are working to:

**Improve Community Health** – Ochsner is the leading healthcare provider in our region, caring for more than 1.5 million people in 2023 with expert clinical care, exceptional quality and genuine connection. We are expanding access to care and reducing barriers with a focus on underserved communities.

**Strengthen Community Partnerships** – Ochsner is teaming up with businesses, faith-based groups, schools, community organizations, government officials and other healthcare providers to develop partnerships that are changing lives and giving hope.

**Educate the Next Generation** – Ochsner is creating access to quality education and building academic opportunity through investments, partnerships, and service programs. From kindergarten to medical school, Ochsner is supporting academic institutions, STEM learning and healthcare education.

**Create Economic Opportunity** – As the largest private employer in Louisiana, the Ochsner team is 38,000 strong. An economic engine in Louisiana and across the Gulf South, Ochsner’s local investments are a driver of opportunity and stability in the communities in which it serves.

I hope this report will serve as a resource that shows how Ochsner is working hand-in-hand with community leaders, and combining our expertise, experience and resources to drive targeted policy, action and investments. I am grateful for all the hard work and collaboration to achieve our shared vision of healthier lives and stronger communities, and I am optimistic about the future of Louisiana and the Gulf South.

Sincerely,

Pete November
Chief Executive Officer
Ochsner Health

“At Ochsner, we have a clear purpose, a True North, that unites us all: to serve and heal others and to make our communities stronger and healthier.”

Pete November received a blood pressure check from a student in the STAR Summer Scholars Program.
Listening to the Voices of Our Community

We rely on the Community Health Needs Assessment to guide the organization’s mission-driven work to inspire healthier lives and stronger communities. Community priorities, like expanding economic opportunity and educating the next generation, become part of Ochsner’s overall strategy through the practice of listening to the voices of our community, developing Community Health Improvement Plans informed by data, and ultimately seeking approval from our board of directors.

We believe everyone should have a fair and just opportunity to make choices that allow them and their families to live long and healthy lives, regardless of their income, education, gender, race or ethnicity. Prioritizing the high-risk social needs of the communities and patients that we serve—and using a collaborative, community-centered framework that is distributive, decentralized, data-driven, diverse and equity focused—we create equitable community partnerships that are mutually reinforcing and aligned with Ochsner’s strategic vision and initiatives that lead to sustainable outcomes.”

YVENS LABORDE, MD, CHIEF COMMUNITY MEDICAL OFFICER
Community Benefit Investments

Ochsner’s community benefit represented 6.18% of 2023 total expenses, strengthening our dedication to fostering healthier communities and advancing health equity across the Gulf South. These figures include reporting from Ochsner Clinic Foundation and Ochsner Lafayette General.

- **$5.9M**
  - **Cash and In-Kind Donations**
  - Cost of cash and in-kind donations to any charities that perform a community need related to furthering Ochsner’s mission and services.

- **$8.5M**
  - **Health Professions Education**
  - Cost associated with Ochsner’s academics and education division. It includes The University of Queensland – Ochsner Clinical School program, residency programs, allied health programs and continuing medical education.

- **$10.9M**
  - **Community Health Improvement Services**
  - Cost of community health improvement, outreach and donation efforts, community-building activities and other services and initiatives that strengthen health and equity for local communities.

- **$17.6M**
  - **Research**
  - Cost of groundbreaking medical research with local, national and worldwide reach.

- **$52.1M**
  - **Financial Assistance at Cost**
  - Cost of financial assistance to uninsured and underinsured patients.

- **$271.3M**
  - **Medicaid and Subsidized Health Services**
  - Costs of providing services to Medicaid patients, and the cost of operating clinics that met a designated community need and operate at a financial loss. This primarily includes community clinics in areas where access to care is a concern.

- **$366.2M**
  - **in community benefit**
Improving Community Health

Community health is a multisector and multidisciplinary collaborative enterprise. Using the principles of public health science, evidence-informed strategies, and other approaches to engage and work with communities in a culturally appropriate manner, we seek to optimize the health and quality of life for all people who live, work or are otherwise active in these communities.

Ochsner has Community Health Centers located in underserved areas across the state. Each clinic tailors its services to its patients, expanding access to primary and preventive care and behavioral health. At Community Health Centers, patients can receive annual wellness exams and complete physicals; immunizations and flu shots; treatment for acute conditions; coordinated care for chronic conditions like high blood pressure and diabetes; referrals for sports medicine, orthopedic care and physical therapy; treatment for depression and anxiety; and health risk assessments.

Healthcare is more than just your physical health. At Ochsner’s Community Health Centers, we also address the social, mental and spiritual aspects of a person. To keep our communities healthy, we encourage annual well visits. A lot of times, we don’t even know that we’re sick. And by going to your annual exam, the doctor can detect disease early.”

WANDA ROBINSON, MD, FAMILY MEDICINE SPECIALIST AT THE OCHSNER COMMUNITY HEALTH BREES FAMILY CENTER IN NEW ORLEANS EAST
**Healthy Schools**

The Ochsner Healthy Schools Program supports children’s physical and emotional well-being in a school-based setting, building confidence, responsibility and routine for kids as they grow. Through our school nursing program, community outreach and health education, we are committed to improving health outcomes and access for our communities' children and their families, detecting and addressing chronic physical and behavioral health conditions earlier, and providing pediatric wellness education to teachers, students and families.

29,417 school nurse visits provided for students through the Healthy Schools program.

“Through our unwavering commitment to always putting patients first, we promise access to nationally recognized, innovative and holistic care for even more of our region’s children and families in an environment that is designed for both our young patients and our exceptional pediatric specialists.”

WILLIAM LENNARZ, MD
PEDIATRICS SYSTEM CHAIR

**Digital Medicine and Telemedicine**

Our goal is a healthier Louisiana with greater access to healthcare for all residents. To that end, we are using research, technology and new methods to improve the health and wellness of all Louisiana residents.

**Ochsner Digital Medicine** empowers members to take control of chronic conditions with guidance, support and monitoring from home. Using digital devices, personalized care plans from licensed clinicians, and lifestyle support from professional health coaches, members can track their progress and stay motivated.

Louisiana received **$1.35 billion** in federal funds to increase access to high speed internet, which will help connect more people to digital medicine.

4 out of 5 members achieve blood pressure or A1C control within 6 months.

**Ochsner Connected Anywhere** offers 24/7 urgent care or by-appointment therapy virtual visits with on-demand access to a licensed healthcare provider, allowing patients to get a diagnosis and treatment without leaving their home or office.

**Ochsner Accountable Care Network**

Ochsner Accountable Care Network (OACN) is an Accountable Care Organization (ACO) made up of more than 2,250 providers in Louisiana and Mississippi. OACN was founded to improve health outcomes and support efforts to improve population health across Louisiana and the Gulf South.

$27M in Medicare savings for 52,000 Medicare beneficiaries through the Ochsner Accountable Care Network
Community Health Screenings & Education

To remove barriers and increase access to care, we provided 7,500 health screenings and reached 18,000 people with health education, cared for patients in underserved communities using mobile health units, and promoted healthy lifestyle choices among kids and adults. Here’s a glimpse of these efforts:

Ochsner volunteers provided health education and resources on lab services, radiology, mammography, primary care, women’s health, children’s inpatient care, respiratory care, tobacco cessation programs, stroke and trauma programs, and hospital administration at Monroe’s Community Health and Wellness Expo.

7,459 free community health screenings provided outside traditional clinical settings.

Ochsner Lafayette General is working to combat opioid addiction and abuse in rural communities with $1 million in federal grant funding from the Health Resources and Services Administration’s Rural Communities Opioid Response Program. Ochsner Lafayette General is the first entity to receive this grant in the state.

Ochsner St. Anne and Ochsner St. Mary offered free health screenings through Men’s Health and Women’s Health Expos in May and October. Ochsner St. Mary Community Outreach offered free monthly health screenings to seniors at the Council on Aging. In August, both campuses also hosted Growing Up seminars for boys and girls, and Ochsner St. Mary volunteers provided health education, hand sanitizers and sunscreen stations at the Louisiana Shrimp & Petroleum Festival in Morgan City over Labor Day weekend.

The Urban League of Louisiana’s Big Health Event, sponsored by Ochsner, included various health panel discussions, health screenings and education, a Career Café, Kids Zone, Movement Zone and Culinary Zone.
Through the **Eat Fit** initiative, Ochsner collaborates with local restaurants, markets and health fairs to spotlight nutritious and delicious meal options and empower the community with education, inspiration, and wellness and nutrition resources.

For 15 years, the **Fit as a Firefighter Summer Camp**—led by Ochsner, Slidell Memorial Hospital and St. Tammany Parish Fire District 1—has helped young children learn how to improve their daily nutrition and embrace a healthy, physically active lifestyle.

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Since 2022, Ochsner has partnered with the School of Nursing at Southern University to provide healthcare services to medically underserved communities within a 50-mile radius of the university’s Baton Rouge campus with the **Jag Mobile**. The state-of-the-art, 38-foot custom mobile health unit serves pediatric and adult patients, and is a clinical training site for Southern University nursing students.

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**Tobacco Cessation**

We seek to end smoking by changing behaviors, advancing policy and expanding access to free smoking cessation services through 36 clinics across Louisiana and Mississippi.

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**8,990** smoking cessation patients served in 2023, with a quit rate of 30.7%—2x the national average.

As of January 1, 2024, Louisiana law requires all health coverage plans to offer a **minimum six-month smoking cessation benefit**, including private health insurers and Medicaid. The benefits include individual and group behavioral counseling and cessation medication.

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Chevron and Ochsner continued their **Lung Cancer Awareness, Education and Prevention Program** for a third consecutive year. We created a televised public service announcement sharing the story of Caitlin Hunter, a Chevron employee and Northshore native who lost two family members to lung cancer.

“I am hopeful that sharing this unique story about my experiences with lung cancer will change the course of someone’s life and inspire both smokers and nonsmokers to get screened.”

**CAITLIN HUNTER**, CORPORATE AFFAIRS REPRESENTATIVE FOR CHEVRON’S GULF OF MEXICO BUSINESS UNIT

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**75** free health screenings—including blood pressure, glucose, cholesterol and prostate-specific antigen (PSA) tests—were provided to public and hospitality workers in partnership with New Orleans & Company, at the **Hospitality Health Fair**.

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Ochsner Healthy Schools and Ochsner Smoking Cessation partnered with St. Charles Parish Public Schools to educate students and their families about the dangers of vaping and smoking and to promote healthy choices for lifelong wellness.

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Community Partnerships

Because many of our communities’ needs and challenges require collaborative solutions, we team up with businesses, churches, schools, community groups, athletic organizations, state and local government partners, and other healthcare organizations to improve the physical, mental, emotional, educational and economic health of the people who live here.

260 + community organizations partnered with Ochsner in 2023.

+ **Sustainability Highlights**

Prioritizing environmental responsibility and organizational sustainability, Ochsner surpassed our systemwide goal of recycling 10% of waste—saving the equivalent of 24,500 trees and avoiding sending 312,704 pounds of plastic waste to landfills. Ochsner Lafayette General Medical Center achieved an average 29% waste diversion rate. We became a member of Practice Greenhealth, which empowers healthcare entities to increase efficiency and environmental responsibility while improving patient safety and care, and we began working with LifeCity to create a third-party impact assessment of our efforts. Additionally, through OchsnerServes, Ochsner employees volunteered 626 hours toward environmental organizations and causes.

+ **Creating a Center of Excellence for Maternal Health Equity**

In partnership with Tulane University and the nonprofit RH Impact, Ochsner is establishing a Center of Excellence for Maternal Health Equity focused on finding solutions to address Louisiana’s disproportionately high maternal mortality rate and inequities in postpartum health. The new center will be one of 10 Maternal Health Research Centers of Excellence nationwide funded by the National Institutes of Health.

+ **Partnering With the State to End Human Trafficking**

Ochsner LSU Health and Ochsner are working with the state to discuss the role hospitals and frontline healthcare workers play in helping to stop human trafficking and have implemented programs that help healthcare workers recognize red flags.

+ **Providing Healthcare for Unhoused and Newly Housed Community Members**

$15M was committed by Ochsner in 2023 to provide healthcare for people experiencing homelessness in New Orleans and Jefferson Parish, covering 750+ primary care visits over the course of three years, transportation and digital medicine enrollment, and two new employees to help newly housed people manage their care.

$30M became available in 2023, coordinated through UNITY of Greater New Orleans, to provide housing and healthcare for people in New Orleans and Jefferson lacking shelter, with half provided through a Department of Housing and Urban Development grant.

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A CLOSER LOOK

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**Enhancing Healthcare, Research and Resources for ALS Patients**

Ochsner and Team Gleason partnered to enhance healthcare, clinical research, technology and equipment solutions, and other resources to help improve independence and quality of life for people living with amyotrophic lateral sclerosis (ALS) and other neurological disorders. The Team Gleason Assistive Technology Lab will be built in the recently announced Debra H. and Robert J. Patrick Neuroscience Center, a destination care center for neurological diseases.

**Creating Opportunities for Youth Through Mentorship**

Since 2020, Ochsner has partnered with Son of a Saint, a nonprofit dedicated to transforming the lives of fatherless boys in New Orleans. Ochsner has provided $2 million and crucial program staff, with investments supporting healthcare educators, social workers and mental health providers to enhance services that boost members’ mental, physical and spiritual health.

Aimed to curb violent crime among at-risk youth, Ochsner Rush Health’s Project Inspire is a semester-long, hospital-based injury prevention program which combines trauma center exposure, mentorship and career development.

In partnership with the Lauderdale County School District, Meridian School District and Mississippi Department of Rehabilitation Services, Ochsner Rush is now in its second year as a Project SEARCH host site. The program provides real life work experiences and life skills training to young people with disabilities.

**Lending a Hand Through OchsnerServes**

Through the OchsnerServes Employee Volunteerism program, we empower full-time employees to get involved in their communities with easy-to-access volunteer events and opportunities by offering paid community service time.

<table>
<thead>
<tr>
<th>Partner Organizations</th>
<th>126</th>
</tr>
</thead>
<tbody>
<tr>
<td>Volunteer Hours</td>
<td>16K+</td>
</tr>
<tr>
<td>Volunteers</td>
<td>4,738</td>
</tr>
</tbody>
</table>

**On a Mission to Improve Mental Health**

Working with other healthcare providers, nonprofits, government agencies and businesses, Ochsner participates in the Mental Health Collaborative. The collaborative addresses the mental and behavioral health crisis experienced by children, youth and adults in New Orleans. Guided by the United Way of Southeast Louisiana, the MHC is working with the community to identify mental health needs and fill gaps with coordinated care.

**Celebrating Five Years of Improving Community Health and Wellness**

Ochsner LSU Health Shreveport marked five years of the public-private partnership between Ochsner Health and the academic and research center LSU Health Shreveport. Together we established Louisiana’s first Advanced Interventional Cardiology Suite and the Comprehensive Atrial Fibrillation Center of Excellence.
Healthy State
Creating Momentum for a Healthier Louisiana

In 2020, Ochsner unveiled Healthy State, a bold plan to partner with local and state leaders and organizations to realize a more equitable and healthier Louisiana. By engaging groups from every sector and corner of the state, we are working together to tackle the leading causes of poor health and to create profound impact for residents. Healthy State inspires healthier lives and stronger communities by bringing resources to underserved communities; raising awareness of the impact of health and social conditions; utilizing data, technology and innovation to improve outcomes; and investing in Louisiana’s economic growth and workforce.

**End Smoking**
by changing behavior, advancing policy and expanding access to comprehensive smoking cessation services.

**Reduce Obesity**
by increasing access to nutritious foods, providing education on healthy eating and expanding access to safe physical activity in underserved communities.

**Advance Careers**
into high wage, high demand jobs and improve high school graduation rates.

**Increase Access to Healthier Food**
options in underserved communities by strengthening existing initiatives and establishing new partnerships.

**Save Lives**
through access to lung, colorectal and breast cancer screenings; expand detection and treatment of chronic conditions.

**Increase Internet Access**
among households and increase utilization of digital and telehealth medicine programs.

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Ochsner-Xavier Institute for Health Equity and Research

Partnering to Improve Quality

Health inequities—whether due to race, ethnicity, gender or socioeconomic status—contribute to poor health in our communities. The Ochsner-Xavier Institute for Health Equity and Research (OXIHER) combines the resources of Ochsner, Xavier University of Louisiana and their network of partners to improve these inequities and the state’s overall health status through the following:

Health Careers and Equity Education

Three new degree programs are the Master of Science in Health Informatics, Master of Science in Genetic Counseling and Bachelor of Science in Healthcare Administration. Future historically Black medical school in Louisiana, Xavier Ochsner College of Medicine, will educate future physicians who represent our region’s diversity.

Outcomes Research

Six new CRCs graduated from the first Clinical Research Coordinator Apprenticeship program cohort. Supported by OXIHER, the program is designed to develop CRCs who can better relate to and serve our diverse community.

Population Health Management

3,000 Medicaid patients newly enrolled in Digital Medicine programs each year.

Community Engagement

Chief Community Medical Officer Yvens Laborde, MD (second from left), attends a symposium aimed at addressing cancer disparities in medically underserved populations hosted by OXIHER, Franklin Avenue Baptist Church and Genentech.

Outcomes Research

36% of newly enrolled patients in clinical trials represent racial/ethnic minority groups.

“We leverage the academic and research-based strengths to bring awareness to health disparities in our communities, educate providers to perpetuate a culture of equity and train more students to advanced careers in healthcare.”

EBONI PRICE-HAYWOOD, MD
SYSTEM MEDICAL DIRECTOR
HEALTHY STATE AND OXIHER

Health Advocacy and Policy

Through OXIHER’s advocacy, Medicaid is now covering smoking cessation, and—in partnership with the Cancer Advocacy Group of Louisiana—OXIHER got legislation passed to mandate a minimum six-month smoking cessation benefit coverage for anyone in Louisiana.
A CLOSER LOOK

Educating the Next Generation

Ochsner’s mission is to help students from kindergarten through medical school access the educational opportunities, hands-on experiences, tools and mentorship they need to persist in their education and pursue successful future careers in fields like healthcare and STEM (science, technology, engineering and math). By creating a more diverse healthcare workforce, we can reduce health disparities.

**IN 2023**

11,508 participants from 20 parishes took part in STEM education, early career exploration and community STEM programs through Education Outreach.

2,803 volunteer hours were devoted to Education Outreach by 517 Ochsner mentors and 24 community partners.

83% of the participating students of the 42 schools that participated were Black, Indigenous and people of color (BIPOC).

**SINCE ITS INCEPTION**

60,000 students have been reached, and more than 23,000 mentorship hours have been dedicated to Louisiana students.

**+ Discovery Schools**

Ochsner and Discovery Health Sciences Academy continued to grow their innovative partnership with the opening of a new charter school, Baton Rouge Ochsner Discovery. Building on the success of Dr. John Ochsner Discovery in Jefferson Parish, this school will prepare the next generation of Pre-K through eighth grade students for careers in the health sciences with a focus on academic excellence and a STEM-based curriculum. These public charter schools are tuition-free and admission is awarded based on an open enrollment lottery system. Ochsner has made significant capital investments toward the development of these facilities and also provides programming support. This marks one of the first collaborations between a public Pre-K through eighth grade school and a health system.
**K-12 Education Outreach**

**Ochsner STAR Scholars Summer Program**

This program provides qualified high school students with a tuition-free opportunity to explore the world of healthcare. Through a rigorous, hands-on summer course focusing on science, technology, academics and research, STAR aims to engage and inspire students.

94% of students report increased confidence in their ability to perform scientific research. 78% of all STAR alumni have successfully earned a degree in a STEM-related field.

“I would love to thank all of those at Ochsner Outreach as well as the Ochsner STAR program not only for nominating me for the Posse Scholarship but for also helping me realize my potential and passion for medicine, which I will happily continue to cultivate at Tulane University.”

**STEM Pathfinder**

Ochsner STEM Pathfinder is a one-week summer program for students entering ninth through 11th grade focused primarily on healthcare career exploration and interactive science education. Participants from St. Charles Parish, Baton Rouge, Shreveport and New Orleans East learn about various healthcare career tracks and receive mentoring from Ochsner professionals who encourage them to make intentional career decisions. In addition to career chats and virtual tours of the facility, the program incorporates hands-on learning opportunities.

90%+ of students reported increased confidence, interest and empowerment to pursue a healthcare career at the conclusion of the program.

“I believe that these five days have been the most fun and educational days of my summer.”

**Professional Development for Teachers**

78 K-12 educators from across Louisiana received STEM education training through Education Outreach.

100% of teachers reported they felt more confident in their ability to demonstrate STEM skills for their students and highlight healthcare careers to bring relevance to their curriculum.

97% of teachers reported that they planned to implement their grade-level career highlight lesson with their students before schools dismissed for winter break.

**Pre-Nursing Apprenticeship Program**

Ochsner’s Education Outreach and Workforce Development teams partnered for the third year to engage more than 400 students from 14 high schools in the Greater New Orleans 10-parish region for the Pre-Nursing Apprenticeship Program, which aims to increase the number of highly qualified nurses for our communities.
St. Tammany Health System and Ochsner Announce New Family Medicine Residency Program

Construction on an 18,000-square-foot clinic is underway, with completion expected in 2024. This first-in-the-region family medicine program will fulfill the growing demand for physicians and establish a strong healthcare workforce.

Ochsner Lafayette General Medical Center to Add Surgical Residency Program

The five-year, fully accredited Surgery Program at OLGMC is projected to welcome its first cohort of residents on July 1, 2024. Residents will develop a broad knowledge of general surgery, and graduates will meet a growing demand for surgical specialists.

150 universities, colleges and schools and 8,100 clinical education rotations have been supported through medical education to expand the healthcare provider workforce with a focus on clinical and academic excellence.

Ochsner and Delgado Partner to Meet Critical Workforce Demands

Thanks to a partnership with Ochsner, Delgado Charity School of Nursing and Division of Allied Health students now have more opportunities to prepare for meaningful careers in healthcare in the state-of-the-art Ochsner Center for Nursing and Allied Health on Delgado’s historic City Park campus. Together, Delgado and Ochsner will leverage the new nursing and allied health center to meet critical workforce demands, provide more opportunities for local graduates to attain high-wage careers, and proactively pursue career development for minority and disadvantaged students.

$20 M has been committed by Ochsner for the center, including $10M toward the new building and $10M to cover full-time tuition for Ochsner employees to pursue degrees and credentials.
Ochsner and LSU Health Shreveport Enhance Interdisciplinary Collaboration

Ochsner invested $15.5 million in a new Center for Medical Education with LSU Health Shreveport, which opened in December 2023. The $79 million structure is designed to enhance the educational experience and interdisciplinary collaboration for students and faculty.

UL Lafayette and Ochsner Address Critical Need for Nurses in Acadiana Region

The University of Louisiana at Lafayette and Ochsner Lafayette General created an accelerated Bachelor of Science in Nursing degree program. This program will enable students who hold a bachelor’s degree in any field to earn a bachelor’s degree in nursing in less time. That means more qualified, highly skilled nurses will be entering the healthcare workforce at a time when the state and nation are facing a critical and growing shortage.

$2.8M was invested by Ochsner Lafayette General for faculty and staff support, operational expenses and tuition for nursing students who commit to work for Ochsner Lafayette General for three years after graduation.

Transforming Nursing Students to Professionals

S.O. G.R.E.A.T. is a $2 million investment in the Southern University School of Nursing by Ochsner Health. This three-year commitment directly supports student success for Southern University at Baton Rouge nursing majors with pillars in growth, retention, education, access and training.

“Ochsner is proud to invest in the next generation of physicians, as we work collectively to make healthcare more accessible, compassionate and equitable for all the communities that we serve. From ‘growing our own’ with investments in STEM education, to nurturing key partnerships, to expanding our graduate medical education programs, we’re cultivating a new generation of providers trained ‘The Ochsner Way.’ Together, we will improve health outcomes and change patients’ lives.”

LEONARDO SEOANE, MD
CHIEF ACADEMIC OFFICER
Workforce Development

Ochsner’s workforce development team offers free regional and systemwide courses that lead directly to career opportunities within the organization. These programs are designed to bridge the gap between skills and employment, focusing on healthcare careers to meet the growing industry demand. These programs are a beacon of opportunity for individuals looking to enhance their skills, enter the healthcare sector or advance their existing careers.

PROGRAMS

- High School Nursing Pre-Apprenticeship
- Certified Nursing Assistant
- Community Health Worker Apprenticeship
- Medical Assistant
- Licensed Practical Nurse Apprenticeship
- Pharmacy Technician Apprenticeship
- Practical Nurse Apprenticeship
- Registered Nurse Apprenticeship
- Surgical Technician Apprenticeship

Ochsner Scholars

Ochsner Scholars is a program designed to address critical nursing shortages by empowering students who are passionate about pursuing a nursing or allied health degree. Ochsner Scholars is more than just financial assistance. Our commitment includes comprehensive support from Ochsner Health, including mentorship, career guidance, and much more. Upon successful program completion, community members embark on their nursing or allied health career at Ochsner Health, becoming a valued member of a healthcare team that has prioritized patient care for over 80 years.

346 Ochsner nurse scholars receiving tuition-free training, with 65% from diverse backgrounds.

High school students signed on for the New Orleans Career Center Nursing Pre-Apprenticeship.
Addressing a clinical need for more medical assistants (MAs), Ochsner Rush offered an MA training program for current team members that allowed them to balance their time between working and learning. The program graduated 19 new MAs in November 2023. The MA NOW Program—offered in collaboration with Ochsner LSU Health Shreveport, the Shreveport and Bossier American Job Centers, and Southern University Shreveport—saw its first nine graduates in spring 2023, seven of whom were hired by Ochsner.

“Ochsner and our community and education partners are committed to workforce development for our team and community members who want to work in the healthcare industry. Our high-caliber education and training programs, made possible through unique partnerships, provide life-changing opportunities to advance careers and serve Ochsner’s patients.”

TRACEY SCHIRO
EXECUTIVE VICE PRESIDENT, CHIEF PEOPLE AND CULTURE OFFICER

WORKFORCE SNAPSHOT

612 people enrolled in Ochsner workforce development programs

400 high school students participated in Nursing Pre-Apprenticeship program

$5M invested to operate more than 29 different workforce programs, serving over 1,200 individuals

19 team members were certified as Certified Clinical Medical Assistants and Certified Medical Administrative Assistants through Ochsner Rush’s first workforce development program

80+ new mentoring relationships

700+ team members coached, with 96.5% retention

22 seniors took the Kaplan entrance exam through the New Orleans Career Center
Economic Opportunity

At Ochsner, we are dedicated to fostering economic growth in our communities through initiatives such as supporting local businesses, promoting workforce development, and investing in innovative projects to generate positive economic impact. In 2023, $296 million was contributed in 77 transformational projects to improve healthcare in Louisiana and create jobs.

+ Investing in Our Neighborhoods

Making a significant positive economic impact for Jefferson Parish, Ochsner transformed the dormant Sears building into a $114 million center of medical innovation, creating 250 new, high-paying jobs in addition to the many that relocated to the new space. Ochsner Medical Complex – Clearview is expected to create momentum for the area’s revitalization.

+ Ochsner Ventures

Ochsner Ventures fosters new collaborations, invests in emerging companies and develops diversified businesses to support the mission of Ochsner and positively impact the communities we serve. We build on Ochsner’s legacy of innovation and collaboration to create new opportunities across the healthcare landscape that align with Ochsner’s strategy and needs.

$12M was invested in Louisiana-based startups, with 9 companies supported and 183 jobs created.

“AThrough its internal investment and business innovation group, Ochsner Ventures, Ochsner is committed to supporting entrepreneurship through direct investment in early-stage startups, innovation partnerships and broad support of the entrepreneurial ecosystem in the region.”

AIMEE QUIRK
CEO, OCHSNER VENTURES

Aimee Quirk, CEO of Ochsner Ventures (second from right), participated in the Women of Health Tech panel with local innovators at New Orleans Entrepreneur Week.
Ochsner’s local investments are a driver of opportunity and stability in Louisiana’s communities. We are dedicated to partnering with diverse local businesses to meet the needs of our organization and contribute to community prosperity.

“For over 60 years, Delta Personnel has been deeply rooted in the community, and our collaboration with Ochsner has further strengthened our ties. Ochsner’s platform has empowered us to extend our passion for community development by providing sustainable job opportunities and training.”

Kimberly S. Green, Head of Strategy and Business Development, Delta Personnel, Inc.

$36M was spent in transactions with diverse and minority-owned businesses, increasing collaboration with and support of Black, Hispanic and LGBTQ-owned businesses.

Recognized for Increasing Diversity and Creating Equal Opportunities

The New Orleans Ernest N. Morial Convention Center, the Ernest N. Morial New Orleans Exhibition Hall Authority and the Urban League of Louisiana awarded Ochsner the Morial Award for Corporation of the Year. The Morial Awards recognize a small business and a corporation that have demonstrated innovative growth and economic impact, as well as exceptional contributions to increasing diversity and creating equal opportunities for local communities and small businesses across the state of Louisiana.

“As we work collaboratively to build stronger communities and a healthy state, we know we cannot have excellence in healthcare without addressing health equity and health disparities. That’s why, as an institution, we are focused on supplier diversity, workforce development, education and community health initiatives.”

Deborah Grimes
Chief Diversity Officer, Ochsner Health

Working With Local Artists to Create Calm, Healing Spaces

Ochsner has contributed more than $3.2 million to support 100-plus local artists through Where Y’Art Works. By the end of 2023, 3,396 local artworks were featured at 89 Ochsner facilities across Louisiana and Mississippi.