

Allegheny Health Network — AHN Canonsburg Hospital

Implementation Strategy Plan

2025 Report

Implementation Strategy Plan 2025

About Allegheny Health Network (AHN)

Allegheny Health Network (AHN) is a leading nonprofit health system based in Pittsburgh, Pennsylvania, dedicated to providing exceptional quality, comprehensive health care services to the communities it serves. AHN, part of the Highmark Health enterprise, operates 14 hospitals, employs over 22,000 people, and has more than 250 locations providing care. The facilities have nine surgical centers, six regional cancer centers, and six health and wellness pavilions. Its staff includes over 3,000 physicians, residents, and fellows; 6,000 nurses; and 22,000 employees.¹ AHN is an integrated health system dedicated to providing exceptional care to people in the local communities. Serving 12 Pennsylvania counties and two counties in New York, AHN brings together the services of AHN Allegheny General Hospital, AHN Allegheny Valley Hospital, AHN Canonsburg Hospital, AHN Forbes Hospital, AHN Grove City Hospital, AHN Jefferson Hospital, AHN Saint Vincent Hospital, AHN West Penn Hospital, AHN Westfield Memorial Hospital, AHN Wexford Hospital, and AHN Neighborhood Hospitals (AHN Brentwood Neighborhood Hospital, AHN Harmar Neighborhood Hospital, AHN Hempfield Neighborhood Hospital, and AHN McCandless Neighborhood Hospital).

AHN encompasses a wide range of health care services, including acute care, outpatient services, rehabilitation, emergency care, and specialty programs. AHN is also recognized for its cutting-edge technology and research initiatives, focusing on advancing medical science and enhancing patient care. AHN is a vital component of the health care landscape focused on delivering high-quality, patient-centered care. Through its extensive services, community engagement, and commitment to health equity, AHN strives to improve the health and well-being of the communities it serves. With a dedication to innovation and excellence, AHN continues to play a crucial role in shaping the future of health care in the region.

Mission

To create a remarkable health experience, freeing people to be their best.

Vision

A world where everyone embraces health.

¹ Allegheny Health Network

About Allegheny Health Network Canonsburg Hospital

AHN Canonsburg is a community hospital with 104 beds, 25 miles southwest of Pittsburgh in Strabane Township. Established in 1904, it primarily serves residents from Washington County. The hospital employs over 400 local community members and boasts a medical staff of 592 physicians.

With a steadfast commitment to delivering high-quality medical care, the physicians and staff at AHN Canonsburg prioritize the well-being of their patients and families. For over a century, AHN Canonsburg has earned the community's trust by consistently providing exceptional patient care.

As part of the Allegheny Health Network, AHN Canonsburg connects patients with top medical experts and the latest technology right in their neighborhood. The hospital is recognized as a leading provider of comprehensive medical services, offering exceptional health care in a friendly and intimate environment.

AHN Canonsburg caters to a wide array of health needs, from a specialized sleep lab to surgical care for heart conditions. It utilizes advanced diagnostic and treatment technologies to ensure patients achieve their best health. Residents can access diverse medical specialties at AHN Canonsburg, including critical care, emergency medicine, general surgery, neurology, rehabilitation, and more.

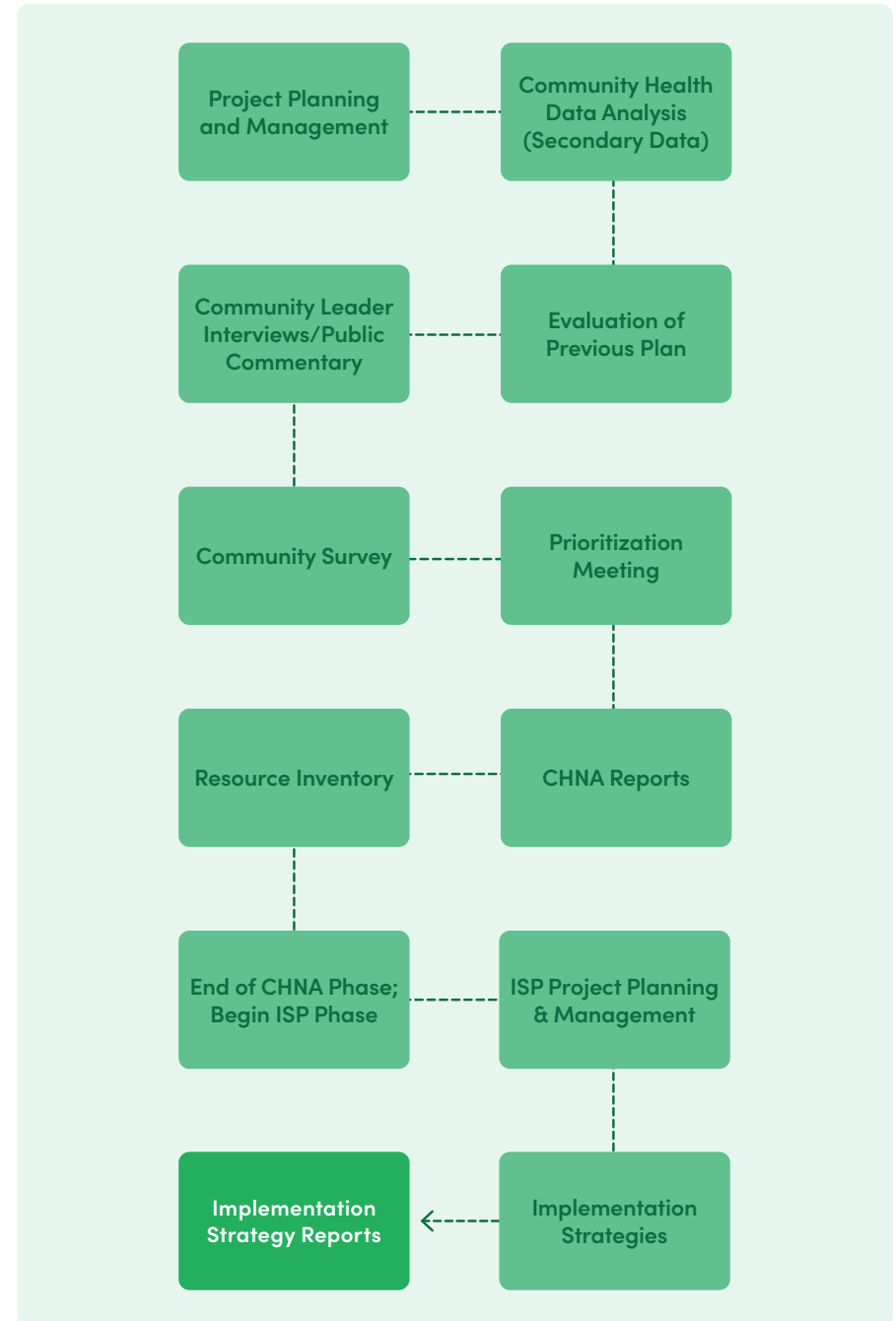
Community Health Needs Assessment and Implementation Strategy Plan Background

In 2024, Allegheny Health Network (AHN) partnered with Tripp Umbach to conduct a comprehensive community health needs assessment (CHNA) for AHN Canonsburg primarily serving Washington county. The CHNA process included input from persons who represent the broad interests of the community served by the hospital, including those with special knowledge of public health issues and representatives of social service agencies. As a continuation of the CHNA, AHN, with the assistance of Tripp Umbach, proceeded to the Implementation Strategy Plan (ISP). The ISP process delineates and describes the hospital's plan for addressing the community health needs identified in the CHNA. The overall CHNA and ISP involves multiple steps, as depicted in the flowchart on the next page.


Overall CHNA and ISP Process Flow Chart

Under the Patient Protection and Affordable Care Act (PPACA), all nonprofit hospitals are required to conduct a CHNA every three years. This process ensures hospitals remain responsive to the changing health needs of their communities. The CHNA must identify the hospital's service area, gather input from a wide range of stakeholders, including public health experts and community members, and evaluate the most critical health challenges in the region. After identifying these health needs, hospitals must prioritize them based on their importance and develop an implementation strategy to address them. The strategy should outline potential actions, partnerships, and resources to effectively address the identified needs, ensuring hospitals align their efforts with the health and well-being of their communities.

It is important to note that the ISP is not intended to provide a comprehensive list of how AHN Canonsburg addresses the community's needs. Instead, it focuses on key actions the hospital commits to taking and monitors its progress of the identified priorities. Although the strategy includes internal and external partners, many clinical departments and AHN institutes will collaborate on these initiatives. Their roles may involve participating in clinical programs and protocols or contributing to educational outreach by sharing expertise, individually or as a team, to address the community's health needs.



Overall Prioritized Needs of Allegheny Health Network Hospitals

2024 Prioritized Needs	Social Determinants of Health (SDOH)					Behavioral Health			Chronic Diseases and Aging					Health Equity
	Transportation	Workforce Development	Cost of Care	Access to Care*	Food Insecurity, Diet, & Nutrition	Substance Use Disorder	Mental Health Services	Postpartum Depression	Diabetes	Heart Disease	Cancer	Aging	Obesity	Social and Workforce Programs**
Allegheny General Hospital	X	X	X		X	X			X	X	X			X
Allegheny Valley Hospital	X				X	X	X		X	X				X
Canonsburg Hospital		X		X										X
Forbes Hospital		X		X	X	X	X				X			X
Grove City Medical Center					X	X	X		X	X	X		X	X
Jefferson Hospital		X			X		X				X			X
Saint Vincent Hospital		X	X		X		X				X			X
West Penn Hospital			X		X			X					X	X
Westfield Memorial Hospital				X	X	X	X	X	X	X	X			X
Wexford Hospital		X			X		X	X		X		X		X
Brentwood Neighborhood Hospital			X	X										X
Harmar Neighborhood Hospital			X	X										X
Hempfield Neighborhood Hospital			X	X										X
McCandless Neighborhood Hospital			X	X										X

* Access to care includes primary care, specialty care, EMS/trauma services, and access to general services.

**Social and Workforce Programs includes, for example, cultural competency and Culturally and Linguistically Appropriate Services (CLAS).

Workforce Development

Workforce development plays a crucial role in addressing social determinants of health by cultivating a skilled labor force, ensuring that health care systems and other industries have the workforce to deliver quality services. For instance, training programs for health care workers help address provider shortages and expand access to medical care. In both rural and urban areas, workforce training initiatives that strengthen local health care capacity can increase the number of professionals serving these regions, ultimately improving health care access and outcomes.

Beyond health care, workforce development contributes to broader societal improvements by tackling systemic inequities. Many encounter significant barriers to obtaining quality education and stable employment. Workforce programs that prioritize equity — such as vocational training, mentorship, and job placement services — can help break the cycle of poverty and reduce health disparities. When individuals access stable jobs and financial security, they are better equipped to afford necessities like housing, transportation, and other essential factors that influence health and well-being.

Social Determinants of Health (SDOH): Workforce Development				
Goal: Provide support and career opportunities to community members.				
Impact: Onboarding of trained nursing and allied health professionals from the community into positions within the hospital that are at family-sustaining wages.				
Target Population	Strategies	Action Steps	Measures	Partners and Resources
<ul style="list-style-type: none">High school students, external adults looking for a new career track, and internal entry level employees	<ul style="list-style-type: none">Further develop and strengthen the Talent Attraction Program (TAP).	<ul style="list-style-type: none">Promote TAP at local high schools, community organizations, and CH entry level departments.Support TAP students with mentors, gas cards, academic bonuses, access to food, etc., as needed throughout their training.	<ul style="list-style-type: none">Number of students enrolled by calendar year.Number of students graduating from TAP and onboarding into full-time careers.	<ul style="list-style-type: none">Community College of Allegheny County & other educational institutionsLocal school districtsCommunity organizations

Access to Care

Accessible health care is essential for achieving positive health outcomes and reducing health disparities. When individuals can obtain medical services with ease, they are more likely to receive preventive care, early diagnoses, and timely treatments — ultimately leading to better overall health and well-being. According to a 2022 study by the Kaiser Family Foundation, 27.5 million individuals in the U.S. were uninsured, with low-income individuals, racial and ethnic minorities, and rural residents facing the greatest challenges.²

A looming physician shortage further exacerbates access challenges. The Association of American Medical Colleges (AAMC) projects a national shortfall of 86,000 physicians by 2036, driven by an aging population and increasing physician retirements. Similarly, the Robert Graham Center estimates that Pennsylvania will require an additional 1,039 primary care physicians by 2030 — a necessary 11% increase over the current workforce. Addressing these workforce shortages is critical to maintaining access to quality care, particularly in underserved areas.³

Ensuring equitable access to health care is fundamental to community well-being and long-term health improvements. Expanding access to care fosters health equity, enhances quality of life, and strengthens community resilience. This is particularly crucial for low-income individuals and rural residents, who often encounter significant barriers to care. Addressing these challenges through targeted strategies and improved health care infrastructure will help build a healthier, more equitable society.

Social Determinants of Health (SDOH): Access to Care				
Goal: Provide behavioral health programming to local high schools.				
Impact: Strengthen and support our youth in regard to their behavioral health.				
Target Population	Strategies	Action Steps	Measures	Partners and Resources
<ul style="list-style-type: none">Local high school students	<ul style="list-style-type: none">Implement AHN Chill Project at local high school.	<ul style="list-style-type: none">Educate on and promote the use of preventive interventions to students.Promote school-based therapy options for students.	<ul style="list-style-type: none">Number of students served.Number of total encounters.Number of fundamental lessons.Number of students in active school-based therapy.	<ul style="list-style-type: none">School District: Canon-McMillan

² Kaiser Family Foundation
³ Association of American Medical Colleges

Social and Workforce Programs

Health equity is a crucial aspect of public health that aims to ensure that all individuals, regardless of socioeconomic status or geographic location, have equal access to health care resources and opportunities for optimal health. The importance of health equity lies in its potential to reduce health disparities, improve health outcomes, and enhance overall community well-being.

The World Health Organization (WHO) emphasizes that reducing inequities in health can lead to improved social and economic outcomes, as healthier individuals are more capable of contributing to their communities. Health equity is achieved when everyone can attain their full potential for health and well-being. Moreover, equitable access to health care develops a sense of trust and engagement among community members, encouraging them to seek necessary care and adhere to preventive measures. Health equity is essential for creating a fair and effective health care system that serves all individuals. Addressing the root causes of health disparities and promoting equitable access to care can improve health outcomes and advance a healthier, more resilient society.

Health Equity – Social and Workforce Programs

Goal: Continue to develop a workforce that reflects the Canonsburg community.

Impact: Patients will feel more relaxed, understood, and represented when they are cared for by employees who share common backgrounds.

Target Population	Strategies	Action Steps	Measures	Partners and Resources
<ul style="list-style-type: none"> High school students, external adult and internal entry level employees 	<ul style="list-style-type: none"> Promote the Talent Attraction Program. 	<ul style="list-style-type: none"> Promote TAP @ local high schools, community organizations, and CH entry level departments. Support TAP students with mentors, gas cards, academic bonuses, access to food, etc., as needed throughout their training. 	<ul style="list-style-type: none"> Number of students enrolled. Number of students graduating and onboarding into full-time careers at AHN. 	<ul style="list-style-type: none"> CCAC & other educational institutions Local school districts Community organizations

Goal: Improve cultural and linguistic services within our health care organization.

Impact: Advance health equity, decrease health care disparities, and improve our overall quality of care outcomes.

<ul style="list-style-type: none"> Team members and patients 	<ul style="list-style-type: none"> Increase utilization of interpretive services. 	<ul style="list-style-type: none"> Review quarterly reports of language utilization data from The Institute for Strategic Social and Workforce Programs. Ensure all employees are trained* and prepared to engage language services. Implement I-Speak card program and language binder. 	<ul style="list-style-type: none"> Number of employees trained. Increase in utilization of language services (vendor reports provided). Number of complaints related to language services. 	<ul style="list-style-type: none"> The Institute for Strategic Social and Workforce Programs CIH Integration Specialist Nurse Education
<ul style="list-style-type: none"> Team members and patients 	<ul style="list-style-type: none"> Improve accommodation experience. 	<ul style="list-style-type: none"> Conduct inventory based on The Institute for Strategic Social and Workforce Programs. Accommodation Check List. Identify and acquire (with The Institute for Strategic Social and Workforce Programs) needed assistive technologies, interpreters, equipment, etc. 	<ul style="list-style-type: none"> Increase in patient accommodations available. Number of complaints related to failure to accommodate. 	<ul style="list-style-type: none"> Facilities The Institute for Strategic Social and Workforce Programs Patient Access Patient Experience
<ul style="list-style-type: none"> Team members and patients 	<ul style="list-style-type: none"> Improve collection of REL/SOGI data. 	<ul style="list-style-type: none"> Integrate the data collection process smoothly into existing workflows. Collect REL and SOGI data based on workflow. 	<ul style="list-style-type: none"> Increase of REL/SOGI data collection by 10% each year. 	<ul style="list-style-type: none"> Epic Team Patient Access The Institute for Strategic Social and Workforce Programs

*All AHN employees receive annual mandatory CLAS Standard training in Health Care Environment Training.

Reclassifying Health Equity programs as Social and Workforce Programs better reflects the broader scope of addressing disparities and improving health care access, outcomes, and workforce representation for all populations. It ensures a more direct focus on addressing systemic barriers to care, social determinants of health, and workforce development initiatives. The change aligns with Allegheny Health Network's health care priorities, emphasizing measurable strategies to improve community health outcomes and strengthen the health care workforce. By reframing this category, AHN aims to highlight tangible efforts to improve social well-being and create sustainable workforce solutions that enhance access to quality health care for everyone.

CHNA Needs Reevaluated as Priorities are Met

The transition from the 2021 cycle to the 2024 cycle has led to a reevaluation of priorities in the CHNA, particularly in the areas of transportation, substance use disorder, diabetes, and heart disease for AHN Canonsburg. In terms of transportation, the Medi-Van program will continue; however, AHN Canonsburg will no longer report statistics. This program may have variability over the three-year construction time period which correlates to the CHNA cycle. After the new hospital is built, we may revisit this as a component of CHNA. The focus on substance use disorder has shifted due to the realization that previous metrics, such as emergency department statistics and Narcan usage, were not reflective of a cohesive community program. AHN Canonsburg's collaboration with the Washington Drug & Alcohol Center did not materialize, underscoring the need for more strategic partnerships that yield tangible community benefits. This highlights the importance of fostering collaborative efforts that address substance use in a more structured manner rather than relying on individual statistics that may not represent a comprehensive community approach. Diabetes and heart disease also face a shift in prioritization as AHN Canonsburg recognizes that previous reporting metrics, such as outpatient diabetes classes and education on heart disease, were focused primarily on patient encounters within clinical settings rather than community-wide initiatives. While these services are essential, they should not be presented as community programs when they are more accurately characterized as standard care practices for individuals seeking treatment. The shift in priorities reflects a commitment to developing more impactful, sustainable health programs that directly benefit the community. By reevaluating the metrics used to assess needs and focusing on initiatives that engage the broader population, AHN Canonsburg aims to align its resources more effectively with the health challenges facing the community today.

Conclusion

Workforce development is a critical component of improving health care access and addressing social determinants of health surrounding the AHN Canonsburg community. By creating career pathways and investing in talent development, AHN Canonsburg can strengthen their workforce, reduce provider shortages, and enhance the quality of care they provide. Programs that support recruitment, training, and retention help build a skilled and distinct workforce that reflects the communities they serve. These efforts ensure that patients receive culturally competent care, fostering trust and improving health outcomes.

Expanding access to care is essential in achieving health equity and improving overall community well-being. Many individuals face significant barriers to obtaining medical services, including financial constraints, geographic limitations, and provider shortages. Addressing these challenges requires strategic workforce planning, improved cultural and linguistic services, and a focus on increasing health literacy. Ensuring that AHN Canonsburg patients can easily access the care they need leads to better preventive care, early diagnoses, and timely treatments — key factors in reducing health disparities and improving long-term health outcomes.