

Health Career Pathways & Pipelines Workgroup Minutes

July 27, 2022 | RI Executive Office of Health & Human Services – Virks Building

Co-facilitators: Alyssa Alvarado, Governor’s Workforce Board & Howard Dulude, Hospital Association of RI

Recap of first rounds of workgroup meetings:

At our first workgroup meetings, all three workgroups discussed what is working and what is not. Key takeaways:

Some things that are working

- Many good publicly-funded job training and higher education programs (e.g., Real Jobs, Back to Work, RI Reconnect)
- FY23 state budget includes increases in rates and wages across health & human services
- State budget also funds OHIC to conduct review of social & human services rates paid by state agencies, which will consider the impact of rates on wages and workforce.
- EOHHS Ecosystem & DataSpark both provide robust data analytics
- Focus on DEI has increased in healthcare, education, and workforce development
- Career & Tech Education programs are growing in RI
- *Added: Wavemaker Fellowship expansion (for health professional loan repayment)*

Some things that need improvement

- Low rates and wages; workforce burnout/trauma/shortages
- Decline in higher ed enrollment
- Lack of career ladders and advancement opportunities for entry-level, low wage jobs
- Promotion of healthcare careers to K-12 students
- Need better workforce data to project future demand
- Need comprehensive inventory of training and education programs
- Need to expand health professional loan repayment programs
- Need better communication and collaboration between healthcare providers and higher education
- *Added: Educational enrollment academic completion*

Discussion of BLS/DLT Healthcare Occupational Clusters document [and Governor’s Workforce Board (GWB) updated document]:

Note: Workgroup(s) reviewed 2018-2028 BLS projections. 2020-2030 projections should be available from the BLS in the near future, at which point they will be recirculated to workgroup participants.

GWB additional reference document included data re:

- Occupations accessible via (short-term) workforce training (rather than post-secondary degree)

- Health-related training programs on the ETPL – (Eligible Training Provider List)
- Healthcare workforce efforts in Real Jobs RI
- RIDE CTE healthcare program enrollment
- Nursing facility training grants

Notes:

- Representative from the RI Department of Labor & Training – Labor Market Information division to come and speak with workgroup in future meeting
- Community Health Workers now have their own SOC
- Peer Recovery specialists do not have their own SOC – included under “MH and substance abuse social workers”
- ETPL – Federal; Workforce Innovation & Opportunity Act (WIOA). Under authority of GWB. Participation in ETPL program has declined in recent years because of reporting requirements on behalf of providers.
- Unemployed individuals can visit one-stop centers and DLT pays up to \$7500 of total program costs for WIOA participants
- “One-stop centers” – Career centers operated by the Division of Workforce Development @ DLT
 - [Career Centers | RI Department of Labor & Training](#)
- Real Jobs RI – 100% free to participants with wraparound supports
 - Working on making these programs available to folks coming into one-stop centers
- Healthcare related program analysis presented during April 2022 Summit - DLT can update on projected outputs (CNAs, etc.) through training programs
- RIDOH should track where licensed individuals are going – are they in home care, hospitals, nursing homes, retail? Need an accurate sense of what employers are competing with.
 - Share data records between RIDOH and DLT, etc. Capacity to do so through DataSpark/EcoSystem - each have wage records, which could be cross-referenced with SSNs. [Identified in other workgroups & is being addressed by data workgroup initiative; is a priority of Secretary Novais]
- Nursing facility training grants – \$30,000 for each employer ID #. Program launched several months ago. Only one facility has utilized it yet. Only licensed nursing facilities subject to compliance with minimum staffing bill qualify.
- Opportunity to have more CTE pathways built – DLT working closely with OPC and RIDE – want programming to be helpful for kids succeeding in RN programs, etc.
- 700 folks on home care waitlist. Sustaining a failing system. Rates need to be increased.
- Tides lost two clinicians in two weeks.

Workforce data discussions:

Helpful data elements to collect (which will inform Data workgroup’s implementation efforts):

- Local data on positions that are not captured with specific SOCs, such as case managers, DSPs, etc. If a survey is developed, would need to ensure everyone is on the same page with occupational role definitions.
- Should look at Medicaid-funded providers data sets – Self-Directed, Independent Provider program, Personal Choice program - local information on case management providers

- Locations where other RJ \$ is invested where career pathways are part of that investment? adult ed @ RIDE has been doing some of this research [Initiative → central inventory of employment & training resources]
- Licensure data on who is aging out [Initiative → data workgroup licensee system initiative]
- Realtime vacancy data [initiative → data workgroup]

Discussion of proposed short-term initiatives (see workgroup handout):

1. Organize a multi-agency “Career Development Day” for job seekers and career changers where all healthcare training programs can showcase their opportunities

Subgroup lead: Ara Millette, Lifespan

Other participants: Sandra Victorino, CNE; Dr. Sue Pearlmutter, RIC; Cody Fino, CCRI; Dr. Debra Cherubini, Salve; Director Kasim Yarn, RI VETS; Sadie Decourcy, RIDOH; Emily Garthee, RIPIN; Susan Kershaw-Sczuroski, Tides Family Services; Sophie Asah, EOHHS; Denise Watson, RIC.

Extend invite to higher ed workgroup

- Lifespan/CCRI in brainstorm phase and discussing with employers – opportunities to connect with job seekers or individuals looking to shift careers. Could be outside.
 - Would be a kick-off event that leads to other (likely regional) events.
 - Proper marketing would be vital.
 - We should also invite participants from the Higher ed. workgroup to this subgroup
 - Define scope – need to know if we need to pool resources for marketing, state funds, utilizing existing framework such as Skills RI
 - Have one-stops career centers there
 - Partner with agencies who work with ELL population
 - Should also assist people in applying for employment and navigating system
2. Develop outreach and marketing strategies to promote Healthcare workforce careers and trainings
- To be addressed within ‘Career Development Day’ initiative. Will hopefully dovetail with, and be supported by, EOHHS’s in-development marketing & outreach campaign focused on health careers/continuing education & training opportunities*

3. Apprenticeship Pathways

Updated career pathways map (draft) to be provided and subgroup to be developed during next workgroup.

- Build out career pathways map for healthcare sector and share with workforce development employer representatives, talent acquisition/HR departments, one-stop centers, workers themselves, etc.
 - Will require commitment of a few dedicated employers
- Director Kasim Yarn volunteered to participate once subgroup is established.
- Individuals should think of ideas re: how to move forward. Subgroup to be developed during next workgroup meeting.
- ✚ Alyssa will work on a draft updated career pathways map document, from one that DLT has from 10 years ago, and will bring to next workgroup to be built off of

4. CNA Licensure Testing Solutions

Addressed by HHS Partnerships w. Higher Education workgroup initiative

Public-private Health Workforce Planning Team meeting with key stakeholders scheduled 8.3.22 to address concerns & immediate next steps; will report back on progress @ next workgroup

- Testing issues include high school students - instructors not showing up.
- ✚ Added component to be addressed: Need to preserve workaround of temporary letter extension process/licensing, if we lost executive order (which is one month at a time). Folks with temp license – completed didactic but not hands on. Letter process continues to allow them to practice.

Next Steps:

- ✚ Next Health Career Pathways & Pipelines Workgroup meeting: *Tuesday, August 30, 2022 2:00PM – 3:30PM, EOHHS Virks Building First Floor Conference Room*
- ✚ Invitation to participate in ‘Career Development Day’ subgroup to be extended to HHS Partnerships with Higher Ed. workgroup participants. Invite for virtual planning meeting with subgroup volunteers is forthcoming.
- ✚ Alyssa Alvarado, GWB to develop updated career pathways map (draft) for next workgroup meeting
- ✚ Updates re: CNA licensure testing solutions initiative progress to be shared @ next workgroup meeting

Workgroup Attendees:

1. Co-facilitator: Alyssa Alvarado, Governor's Workforce Board (GWB)
2. Co-facilitator: Howard Dulude, Hospital Association of RI (HARI)
3. Rick Brooks, Executive Office of Health & Human Services (EOHHS)
4. Aryana Huskey, EOHHS
5. Sophie Asah, EOHHS
6. Director Kasim Yarn, RI VETS
7. Bonnie Rayta, RI Office of the Postsecondary Commissioner
8. James Day, RI Department of Health (RIDOH)
9. Sadie Decourcy, RIDOH
10. Sophie Tan, RI Department of Education (RIDE)
11. Kimberly Kane, RI Department of Corrections (RIDOC)
12. Emily Garthee, RI Parent Information Network (RIPIN)
13. Claudia Cornejo, RI Foundation
14. Linda Katz, Economic Policy Institute
15. Susan Dettling, Care Transformation Collaborative (CTC-RI)
16. Lynn Blais, United Nurses & Allied Professionals (UNAP)
17. Ara Millette, Lifespan
18. Alexis Devine, Lifespan
19. Heather Gaydos, Center for Health & Justice Transformation
20. Sandra Victorino, Care New England (CNE)
21. David Reiss, The Fogarty Center
22. Susan Kershaw-Sczuroski, Tides Family Services
23. Kim Einloth, Perspectives
24. Chris Gadbois, Carelink RI
25. Vinnie Ward, Home Care Services of RI
26. Rick Boschwitz, Bayada
27. Adrianna Meyer, PACE
28. Debra Cherubini, Salve Regina University
29. Elizabeth Bloom, Salve
30. Judith Drew, Salve
31. Denise Watson, Rhode Island College (RIC)
32. Sue Pearlmutter, RIC
33. Cody Fino, Community College of RI (CCRI)
34. Elizabeth Roberts, University of RI (URI)
35. Phanida Phivilay, United Healthcare
36. Maureen Maignet