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RI HEALTH AND HUMAN SERVICES WORKFORCE 2nd ANNUAL SUMMIT

Tuesday, June 6, 2023



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Welcome:

**—
Governor Dan McKee**



Addressing Health and Human Service Workforce Challenges in Rhode Island

First Year Progress



Shannon W. Gilkey, Ed.D., Commissioner, RI Office of the Postsecondary Commissioner

Matt Weldon, Director, RI Department of Labor & Training

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First Year Progress

CNA Testing

Eliminated testing delays encountered by aspiring Nursing Assistants during the licensure process.

Recredentialing

Supported efforts to obtain DLT/Real Jobs funding for the Welcome Back Center to provide support for foreign-educated healthcare workers to secure licensure and/or certification and employment in Rhode Island. (First cohort starts July 2023)

Career Awareness/ Industry Promotion

Hosted a Health and Human Services Career Day in April 2023 to increase awareness among students and job seekers of job, education, and career opportunities within the health and human services sector and to promote the industry.

EOHHS has also launched a new website called Caring Careers RI, along with a digital marketing campaign, to promote healthcare training, education, and jobs.

Clinical Placements

Surveyed all health professional higher education programs in RI that require clinical placements to identify challenges & potential solutions associated with obtaining clinical placement sites and preceptors to supervise health professional students



First Year Progress (Cont'd)

Career Ladders Advisory Committees

Convened more than 150 employers, educators, advocates, policy-makers and others to identify and address systemic barriers to education, jobs, and career advancement in behavioral health and direct care/nursing.

- Created career pathways maps (*next slide*)
- Developed inventory of healthcare education and training programs in RI (*next slide*)
- Identified best practices in career ladder programs for working adults (RI and US)
- Convened conversations between Career & Technical Education programs, higher education, and employers. This has resulted in new Program Standards being adopted by the CTE Board of Trustees that better align high school CTE programs with current industry needs. The new Standards take effect in the coming school year.
- Initiated discussions about ways to increase workforce supply and diversity by removing barriers to professional licensure.
- Developed strategies to improve career ladders for students, job seekers, and incumbent workers (*as will be described in “The Rhode Ahead” plan*).



Online Career Pathways Resource: Career pathway maps for behavioral health and direct care/nursing

I have a.....		High School Diploma or Equivalent	Post High School Non-Degree Certificate or License	Associate Degree + License	Bachelor's Degree + License	Master's Degree	Master's Degree + Certification	Doctoral Degree
I want to work in.....	Rescue Services		Emergency Medical Technician	Paramedic				
	Home Health Care		Certified Nursing Assistant		Nurse Supervisor?			
	Personal Care Assistant Direct Support Provider							
	Residential Living		Certified Nursing Assistant Licensed Practical Nurse		Registered Nurse Nurse Supervisor			
	Nursing Care		Certified Nursing Assistant Licensed Practical Nurse		Registered Nurse Nurse Supervisor			
	Outpatient Care				Registered Nurse Practice Manager	Advanced Practice Nurse Family Nurse Practitioner Physician Assistant		
	Medical Assistant Licensed Practical Nurse Community Health Worker							
Hospital Care		Certified Nursing Assistant Community Health Worker		Registered Nurse	Advanced Practice Nurse Physician Assistant	Certified Nurse Specialist	Doctor of Nurse Anesthetist Psychiatric Nurse Practitioner Neonatal Nurse	
Community Programs		Community Health Worker		Family Visitor (R.N. required for Nurse Family Partnership and First Connections)				

Rhode Island
Direct Care
/Nursing

CAREER
PATHWAYS



Online Career Pathways Resource: Training and Education Inventory

Healthcare Training & Education Search

PLEASE NOTE: This resource is intended to provide the user with publicly-available information related to health & human services training and education programs in the state of RI. The state of RI is not liable for the accuracy of the information nor the availability of programming, and users should direct all inquiries to training/education provider entities.

Search

Credit / Non-Credit

Location

Institution

Occupation

* Please enter keyword and click search icon. To clear use erase option.

Program Name	Occupation	Institution	Category	Areas of Study ...	Certifica
Certified Nursing Assistant	Nursing Assistant	The Dawn Hill Home for Rehab and Healthcare	Non-Credit		Certificate
Certified Nursing Assistant	Nursing Assistant	Sunny View Nursing Home	Non-Credit		Certificate
Certified Nursing Assistant	Nursing Assistant	Healthcare Educational Resources	Non-Credit		Certificate
Certified Nursing Assistant	Nursing Assistant	Kent Regency - Genesis Healthcare	Non-Credit		Certificate
Certified Nursing Assistant	Nursing Assistant	Holiday Retirement Home, Inc.	Non-Credit		Certificate
Certified Nursing Assistant	Nursing Assistant	South County Hospital	Non-Credit		Certificate
Certified Nursing Assistant	Nursing Assistant	Home Instead Home Care	Non-Credit		Certificate

First Year Progress (Cont'd)

Health Professional Loan Repayment

Developed an online loan repayment search tool to help health professionals and employers navigate the complicated world of loan repayment programs.

Advised Commerce in the development of the new Wavemaker-Healthcare guidelines to help expand eligibility for loan repayment to additional occupations and settings.

Online Loan Repayment Search Tool

Please use the fields below to explore what loan repayment programs may be available to you.

Are you currently employed full-time (40 hours), part-time, or are you student?

Full-Time



What is your discipline or specialty?

Licensed Practical Nurse



What site best describes where you work or would you be interested in working?

Community Outpatient Facility



What is the length of loan repayment service that you are willing to commit to?

- Any -



Apply

Reset



First Year Progress (Cont'd)

Data Sharing

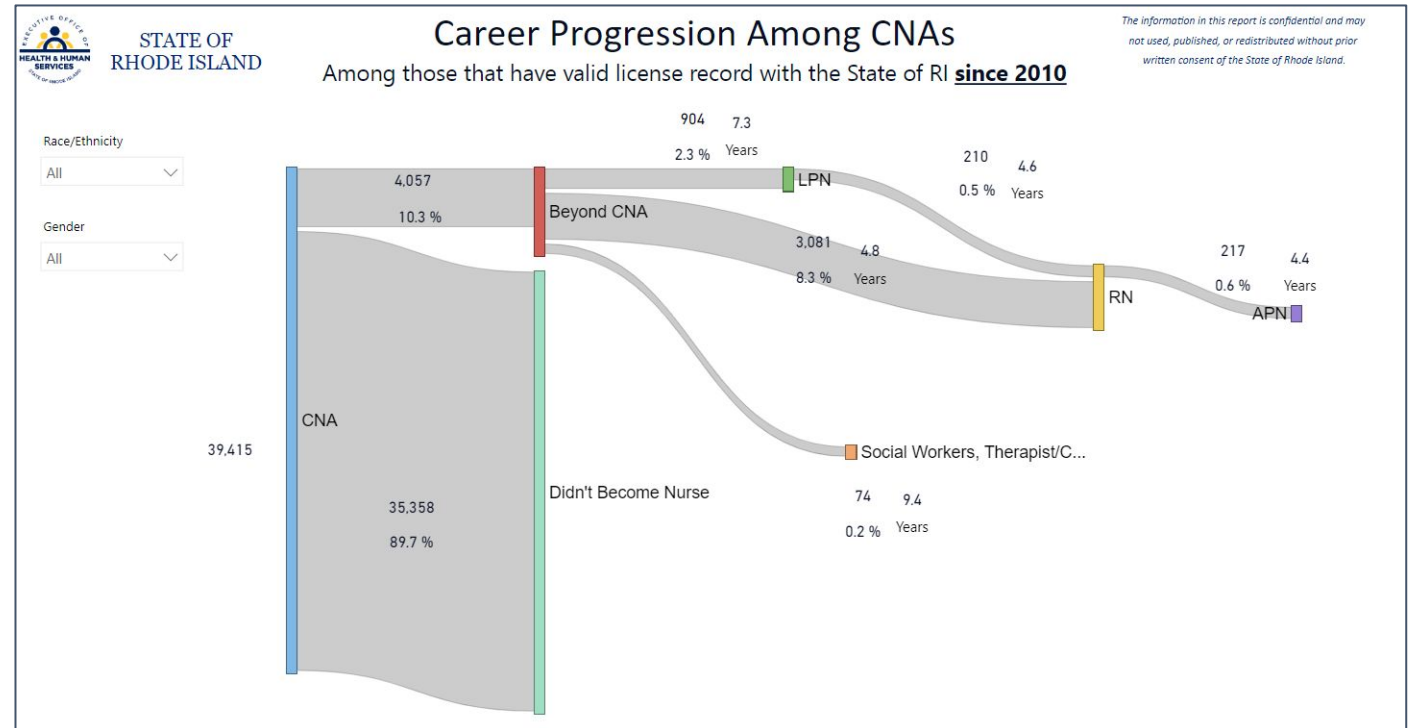
- Executed an agreement to share licensed health professional licensure data with the EOHHS Data Ecosystem.
- Imported licensing data into the Ecosystem.

Health Workforce Data Dashboard

Created an interactive health workforce data dashboard tool

Have begun to use licensing, workforce, and other state datasets to analyze workforce supply, income, education, and demographics and improve workforce planning.

A detailed, interactive look at the new health workforce data dashboard will be presented at 10:15 following the break.



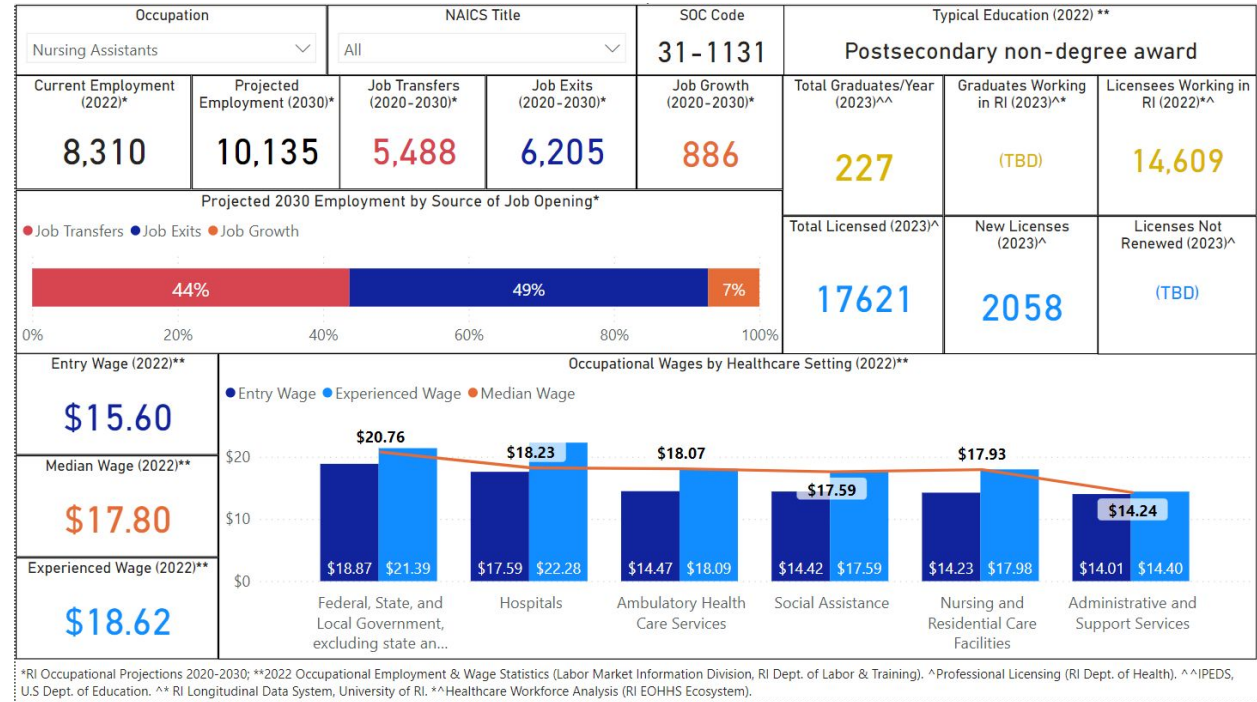


First Year Progress (Cont'd)

Occupational Data Dashboard

DLT has built an interactive dashboard showing key data points by healthcare occupation including:

- graduates produced in RI
- active and inactive licensees
- demographics
- current wages
- 2030 projected employment



Alignment with other Statewide Workforce Initiatives

The Health & Human Services Workforce Initiative works closely with other related workforce planning initiatives, including related to Intellectual/Developmental Disabilities, Oral Health, Primary Care, and Community Health Workers to avoid duplication of efforts and maximize opportunities for alignment and collaboration.



**Addressing Health and Human
Service Workforce Challenges in
Rhode Island**

The Rhode Ahead

**EOHHS Assistant
Secretary Ana Novais**

The Charge: Attract, Train, and Retain

Significant workforce shortages across health and human services and a lack of diversity among professionals are limiting access to quality care and services for all Rhode Islanders.

To address this challenge, Rhode Island must:



ATTRACT more workers to the field



TRAIN new workers



RETAIN and grow experienced workers

The Making of the Rhode Ahead

“The Rhode Ahead” Initiative reflects the input and work of over 400 partners from more than 160 public and private sector organizations.



Strategies to Attract, Train, and Retain Workers

- Increase awareness of career opportunities
- Improve compensation and working conditions
- Create structured career pathways
- Provide financial incentives and supports for career advancement
- Help working adults learn while earning
- Reduce financial barriers to obtaining education
- Increase paid internships
- Increase the number of culturally-competent and diverse supervisors and mentors
- Address systemic racism and implicit bias in the workplace and in educational programs
- Streamline and modernize the health professional licensure process and requirements

The Rhode Ahead

Strategies to create a diverse, skilled sustainable health and human service workforce



ATTRACT Career Awareness and Outreach Efforts

Goal	Description	Rationale
Attract students and job seekers to health and human service careers.	<p>Conduct public-private marketing campaigns and outreach efforts to promote health and human service careers.</p> <p>Builds on the Caring Careers Campaign, the recent Career Development Day and widespread interest among private sector partners to promote jobs and careers.</p>	<p>From mid-2016 to the end of 2019, job seeker interest in health and human service jobs relative to all jobs fell nearly 20%.*</p> <p>Higher education programs in RI report declining numbers of applicants.</p>



ATTRACT Tuition Assistance for Students To Obtain Health and Human Services Professional Degrees

Goal

Attract more students to obtain degrees leading to licensed health and human service occupations.

Description

Students receive upfront tuition assistance towards the educational costs of degree programs leading to licensed occupations in health and human services.

Builds on the **RI PROMISE Program**, which allows all Rhode Islanders coming right out of high school to pursue associate degrees at CCRI tuition-free.

Rationale

Reduces financial barriers to obtaining higher education.



TRAIN Pre-Employment Training

Goal

Grow the health and human service paraprofessional workforce with expanded pre-employment training.

Description

Expanded pre-employment training and wraparound supports to prepare people for paraprofessional roles in health and human services.

Expands **RI Real Jobs** investments in health and human services.

Rationale

Creates pipelines of talent into paraprofessional positions in high demand.



TRAIN Increase Faculty and Clinical Placements

Goal

Increase the number of faculty and expand the number of quality clinical placements.

Description

Develop strategies to address educational requirements, tuition costs, and salary differentials that discourage practicing health professionals from pursuing advanced degrees and faculty positions.

Identify and address organizational and financial barriers for community-based provider organizations to serve as clinical placement sites.

Rationale

Expands the capacity of higher education programs to prepare and graduate health and human service professionals.

Increases opportunities for students to gain clinical experience, particularly in community-based settings that have fewer resources to support students.



TRAIN AND RETAIN Tuition Assistance for Health and Human Services Paraprofessionals

Goal

Increase the diversity of RI's health and human service workforce by supporting paraprofessionals to become licensed health professionals.

Description

Paraprofessionals receive upfront tuition assistance towards educational costs and wrap around supports.

Builds on the **Health Professional Equity Initiative** and **RI Reconnect**

Rationale

Reduces financial barriers to obtaining education.

Increases the racial and ethnic diversity of health and human services professionals.



RETAIN Health Professional Loan Repayment

Goal

Retain nursing and behavioral health professionals in the state by providing loan repayment support after a period of service in Rhode Island.

Description

Expand the existing **Health Professional Loan Repayment Program** and the **Wavemaker Fellowship** by increasing the total number of loans and expanding eligibility to more occupations and work settings.

Rationale

Reduces the financial stress of loan debt on incumbent workers.

Supports incumbent worker retention in the health and human services field.



ATTRACT, TRAIN, RETAIN Career Ladder Pilots

Goal

Inspire and Fund Career Ladder Pilot Programs that Reimagine and Create Pathways to High-Demand Jobs and Careers.

Description

Pilots will be led by collaborations of employers, higher education, labor, CTE programs, and community partners and will prioritize:

- Attracting new workers
- Increasing access for underrepresented populations
- Incorporating anti-racist and culturally responsive practices.
- Creating strong linkages with CTE and higher education
- Removing barriers to education for working adults
- Using apprenticeship models
- Engaging multi-employer and/or multi-higher education partners



Other Continuing Projects

CTE Collaboration

Host regional Career & Technical Education showcase events to help employers engage with CTE programs.

Licensing Collaboration

Work with licensing boards to explore changes to regulations that could help ease workforce shortages and increase equity in the health and human services workforce e.g. support CNA skills testing in other languages.

Data Capacity and Analytics

Develop plan to modernize the RIDOH licensing process and ensure appropriate licensing staff capacity.

Increase data analytics capacity by collecting additional licensure data, analyzing Ecosystem data, and increasing public access to data dashboards.

State Health Planning

Integrate health and human service workforce planning into larger statewide health planning efforts.

Post Summit Working Structure

Rhode Ahead Initiative Teams composed of a mix of public/private partners with relevant expertise will be established this summer to develop detailed proposals and associated cost estimates to advance the Rhode Ahead agenda:

- Tuition Assistance/Loan Repayment
- Faculty Shortages/Clinical Placements
- Career Awareness and Outreach
- Career Ladders Pilot Design

Other teams include:

- Workforce Data and Analytics Workgroup (continuing)
- CTE project team (new)
- Licensing project team (new)

Regularly Scheduled Partner Input and Update Meetings: Throughout the year, initiative staff will host input and update meetings every other month where staff and partners working to advance key projects share progress, vet ideas, and take feedback from interested stakeholders from across the initiative.

Industry Perspective



John Fernandez, President & CEO, Lifespan

Rilwan Feyisitan, President & CEO, EBCAP

Michael Wagner, MD, President & CEO, Care New England

Beth Bixby, CEO, Tides Family Services

**RHODE
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Break

—
10:00 am to 10:15 am

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Interactive Health Workforce Data Session (Ecosystem)

Rik Ganguly, EOHHS data analyst

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Join at
slido.com
#3723 643



Centering Equity in RI's Health & Human Services Workforce Initiatives

Moderator: Dr. Larry Warner, United Way of RI

Join at
slido.com
#3723 643



Panelists:

- **Angela Bannerman Ankoma**, Vice President and Executive Director, Rhode Island Foundation & **Joana Yeboah**, Neighborhood Health Plan of RI
- **Carrie Bridges Feliz**, Vice President of Community Health and Equity, Lifespan & **Beatriz Ortega**, student, Paul Cuffee High School
- **Paula Coutinho**, Rhode Island College, Director Field Education and Director of MSW Admissions & **Silvia Adames**, Community Health Worker, Blackstone Valley Community Health Care/ M.S.W. student, Rhode Island College School of Social Work
- **Evelyn Pinto De Duran**, R.N., President & CEO, Your Choice of Home Care

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**Conclusion:
EOHHS Assistant Secretary Ana Novais**

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