



RI Health Workforce Planning & Implementation

A collaborative, public-private initiative sponsored by:

RI Executive Office of Health & Human Services, RI Department of Labor & Training, and
RI Office of the Postsecondary Commissioner



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Overview and Guiding Principles

Secretary Ana Novais, EOHHS



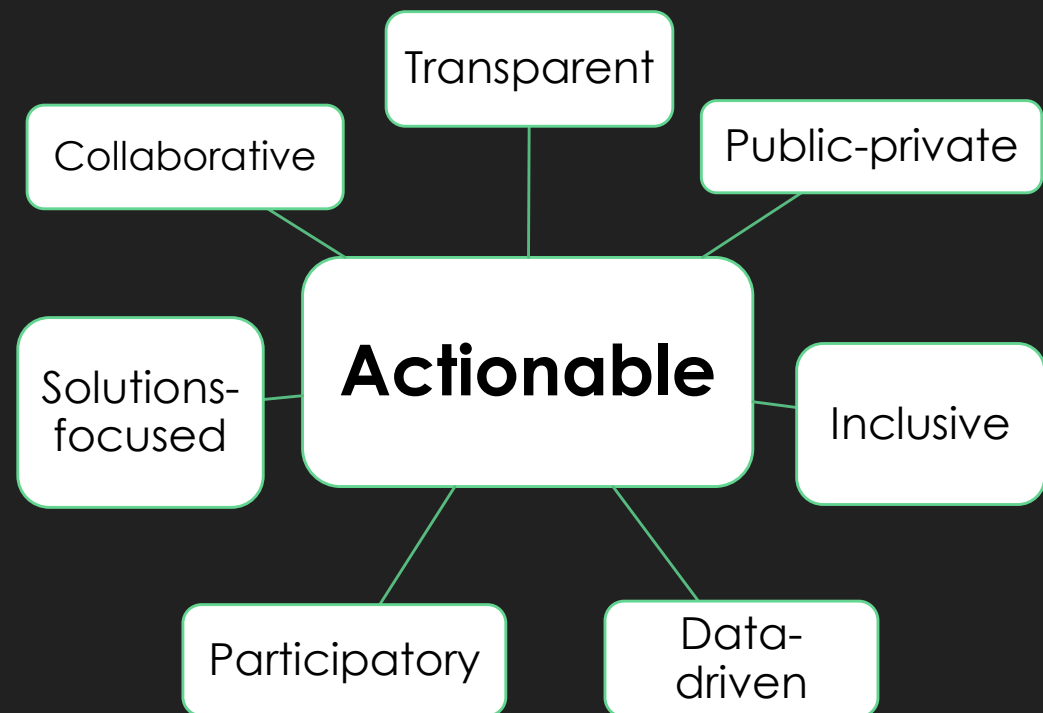
Setting the Stage: April 2022 Healthcare Workforce Summit

- Co-hosted by the Executive Office of Health and Human Services, the Office of the Postsecondary Commissioner, and the Department of Labor and Training – in partnership with RI Foundation
- Attended by health and education providers, policymakers, labor and community partners
- Convened with a keen awareness that RI's health system is facing unprecedented workforce shortages and barriers to care and services
- **Presentations and discussions focused on:**
 - ❖ **The importance of statewide health workforce planning;**
 - ❖ **The use of robust health workforce data to inform policy;**
 - ❖ **The value of strong partnerships between healthcare and education**

In order to prepare a skilled workforce, support career pathways, and increase racial, ethnic, and linguistic diversity and equity at all levels of the healthcare workforce

- Attendees left with a shared commitment to ongoing collaboration to address these critical issues in a timely manner

Framework for Rhode Island Health Workforce Planning and Implementation Process



Grounding Our Work: *Guiding Principles*



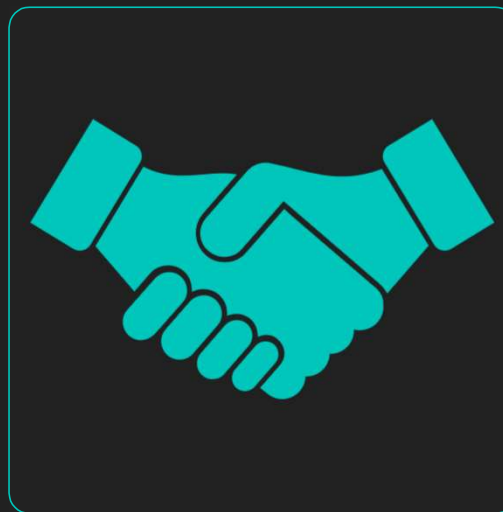
Building a **Robust**
and **Adaptive**
Workforce



Centering Work
on Ensuring a
More **Equitable**
Workforce



Focusing on
Improvements to
System
Sustainability





Guiding Principle #1: **Building a Robust and Adaptive Workforce**

The ultimate objective of each workgroup is to help build and sustain a health workforce that is sufficiently sized and well-trained, that has access to appropriate career advancement opportunities, and that is able to adapt to the changing needs of Rhode Islanders, while delivering high-quality and high-value care.



Workgroups should focus on addressing the root causes of why the state's health workforce does not sufficiently reflect all Rhode Islanders, which, in turn, underlie disparate access and health inequalities. Across all workgroups there should be an overall emphasis on reorientating systems to better address barriers to **increasing cultural, ethnic, and linguistic diversity** within the state's health workforce.

Guiding Principle #2: **Centering Work on Ensuring a More *Equitable* Workforce**



Guiding Principle #3: **Focusing on Improvements to System *Sustainability***

Each workgroup should consider the need for a **sustainable** health delivery system in Rhode Island, which encompasses a workforce that is appropriately compensated and supported, as well as the systems and supports necessary to allow service providers to continue to deliver first-class care.

Feedback on Guiding Principles?

Health Workforce Planning & Implementation Workgroups

Commissioner Shannon Gilkey, OPC



RI

Office of the
Postsecondary
Commissioner

Workgroup Approach

In-person,
90-minute,
monthly
meetings

Six-month
minimum
commitment

Public &
private sector
co-
facilitators

Build upon
related
planning
efforts

Short and
long-term
actionable
strategies

Develop
dynamic
implementation
plans and
timelines

Report
progress and
obstacles to
cabinet-level
sponsors on
quarterly basis

Health Workforce Planning and Implementation *Workgroups*



Health Career Pathways and Pipelines

Sponsored by:
*Matt Weldon,
Director, DLT*



Health Workforce Data Collection and Analytics

Sponsored by:
*Ana Novais,
Secretary,
EOHHS*



Health and Human Services Partnerships with Higher Education

Sponsored by:
*Shannon Gilkey,
Postsecondary
Commissioner,
RIOPC*

Workgroup #1: Health Career Pathways and Pipelines



Purpose: Ensure a sufficient supply of health and human services workers by providing students, job seekers, and incumbent workers with the knowledge, skills, and resources needed to obtain employment and advance in their careers.

First Meeting: Wednesday, June 22, 2:00 PM-3:30 PM

Department of Labor and Training, 1511 Pontiac Avenue, Cranston – Room 73-1

Workgroup #2: Health Workforce Data Collection and Analytics



Purpose: Identify and develop resources needed for RI to collect and analyze current workforce supply and projected workforce demand across all occupations, specialization, sectors, geography, etc. – with a particular focus on racial, ethnic, and linguistic diversity – to ensure that providers and patients/clients have the health and human service workforce they need.

First Meeting: Thursday, June 23, 9:30 AM-11:00 AM
United Way of Rhode Island, 50 Valley Street, Providence

Workgroup #3: Health and Human Services Partnerships with Higher Education



Purpose: Build engaged and enduring partnerships across and among Institutions of Higher Education (IHEs) and health & human service providers to anticipate and address the training and education needs of health and human services agencies and staff.

First Meeting: Tuesday, June 28, 11:30 AM-1:00 PM
Nursing Education Center, Room 305, 350 Eddy St., Providence
(parking in the South Street Landing Garage at 330 Eddy St. will be validated)

Feedback on Workgroups?

Questions or Comments?

Click [HERE](#) to access all April 2022 Health Workforce Summit presentations and materials

Click [HERE](#) to RSVP for participation in workgroups!

To provide additional comments & questions, send email to: Rick Brooks @ rick.brooks@ohhs.ri.gov



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**Thank you for your
participation!**