

Health Workforce Planning Workgroup meetings (July, 2022)

Proposed short-term initiatives (for discussion)

Characteristics of short-term initiatives:

- Can be accomplished within 3-6 months
- Does not require statutory, regulatory, or budgetary action (but may highlight the need)
- Can be either a public/private, private sector, or public sector initiative
- Cabinet-level sponsors will support and assist in removing obstacles, as needed
- May serve as a model for longer-term initiatives (6 – 24 months)

Health & Higher Education Partnerships Workgroup

Long-term objectives: Improve information exchange between providers and higher education re current and projected workforce needs (occupations, numbers, credentials, skills, etc.); increase clinical placement opportunities and increase support for clinical sites; develop stackable credentials, transferrable credits, prior learning assessment, tuition waivers, wrap-around services, and other supports for working adults

Proposed short-term initiatives

- Select two Career & Technical Education (CTE) programs for enhanced partnerships with employers and/or higher education (e.g., guest speakers, work-based learning, mentors, tours, etc.)
- Establish two new partnerships to share simulation (“Sim”) labs at NEC, CCRI and other IHEs with a K-12 or community-based training provider, or with an employer
- Develop and distribute a health professional loan repayment resource guide to all pre-professional higher education faculty and students
- Enroll and support at least 100 HCBS paraprofessionals from under-represented populations in higher ed programs leading to health professional degree and license (currently underway)
- Document the needs and barriers for clinical faculty, placements, and preceptors

Pipelines & Pathways Workgroup

Long-term objectives: Increase career awareness and interest (K-12 and individuals in the workforce); increase outreach and support for underrepresented populations; expand and publicize job training resources; create employer-based career ladders; improve working conditions, job satisfaction, and retention

Proposed short-term initiatives

- Identify two new partners to establish apprenticeship/career pathways (1 in physical health; 1 in behavioral health)
- Promote best practices / provide technical assistants re healthcare workforce retention
- Develop outreach and marketing strategies to promote Healthcare Workforce careers
- Develop web-based resource for employment and training opportunities
- Organize a multi-agency “Career Development Day” for job seekers and career changers where all healthcare training programs can showcase their opportunities

Workforce Data Workgroup

Long-term objectives: Collect, analyze, and share labor market data and education and training data needed to support the recruitment, development, and retention of a health and human services workforce that is well-educated, knowledgeable, skilled, credentialed, resilient, and diverse

Proposed short-term initiatives

- Identify and assess the accessibility and exchange of public and private sources of health workforce data (labor market, education & training)
- Share current RIDOH licensee data with EcoSystem and DataSpark
- Expand data elements collected via RIDOH licensure process
- Identify two additional sources of workforce data (1 public and 1 private) with a plan to obtain the data
- Identify best practices in determining reliable job vacancy data
- Leverage the rate review process that the Office of the Health Insurance Commissioner (OHIC) will carry out in FY23, in partnership with EOHHS, to collect wage data and analyze for impact on workforce shortages