

Health Workforce Planning & Implementation August 2022 Initiatives Overview & Status Updates

**Updates in blue reflect new developments since August 24th, 2022 Health Workforce Data Collection & Analytics Workgroup meeting*

Health & Human Services Partnerships with Higher Education Workgroup

Active Shorter-Term Initiatives

1. CNA Testing and Licensure

This subcommittee will identify and address current impediments to timely training, testing and licensure of Nursing Assistants. *This subcommittee overlaps with Health Career Pathways & Pipelines workgroup.*

- Leads: Internal planning team representatives - Rick Brooks & Marti Rosenberg, EOHHS; Amy Grzybowski, OPC; Alyssa Alvarado, GWB
- ✓ August 3, 2022 meeting convened between internal planning leads, Katie Norman from the RI Health Care Association, and Ara Millette from Lifespan.
- ✓ August 25, 2022 meeting convened between EOHHS leadership and RIDOH legal counsel.

Next Steps: Secretary Novais and RIDOH leadership are apprised of the situation and are committed to resolving this issue. *Several possible solutions have been identified and are in the process of being explored.* Updates will be provided to workgroup(s) as soon as they are available.

Identified Longer-term Initiatives:

2. Clinical Placements Solutions

This subcommittee will identify barriers and identify solutions to providing clinical placements and internship opportunities for health professional students, including challenges faced by schools, providers, and students.

- Leads: Dr. Sharon Stager, Salve Regina University & Dr. Pearlmutter, RIC
- ✓ August 5, 2022 initial small planning team convened.
- ✓ Subcommittee reported out during August 16, 2022 HHS Partnerships w/ Higher Education workgroup meeting.
- ✓ August 19, 2022 planning team meeting convened.
- ✓ Subgroup Teams Channel created

Next Steps: Development of comprehensive spreadsheet of all institutions and academic programs within the state for occupations which require clinical placements. Exploring options for gathering information from schools regarding their procedures and requirements for clinical sites for health professions, in least burdensome manner possible. Next virtual subgroup meeting scheduled for September 16, 2022.

3. RI Department of Education/Career & Technical Education (CTE) Enhanced Partnerships

This effort will explore ways to strengthen the connections and pathways between health-related CTE programs and health-related jobs, careers, and/or postsecondary education.

- Lead: Paul McConnell, RIDE

Next Steps: Paul has advised that conversations re: CTE Board Standards /course work can be explored in September, once school is back in session.

4. Research project: What are other states doing to address similar issues identified by the HHS Partnerships w/ Higher Ed. workgroup

This effort will compile and share innovative and best practices in health workforce planning, career pipelines and pathways, higher education partnerships, and data collection in other states.

- Lead(s): Rachael Sardinha, RIDOH & Dr. Judi Drew, Salve Regina University
- ✓ Subcommittee reported out during August 16, 2022 HHS Partnerships w/ Higher Education workgroup meeting.
- ✓ Subgroup Teams Channel created
- ✓ New volunteers

Next Steps: Clinical placements solutions subgroup will collaborate with this subgroup. Please email Rachael @ rachael.sardinha@health.ri.gov if interested in participating.

5. Simulation Lab Partnerships (not yet active)

This effort will explore RI Nursing Education Center employer partnership opportunities and develop various collaborative opportunities between Institutes of Higher Education and providers/employers. The scope of this initiative still needs to be refined.

- Lead: Dr. Debra Cherubini, Salve Regina University

Next Steps: Dr. Cherubini has recently volunteered to lead such initiative but further discussion with workgroup facilitators regarding project scope is needed before next steps can be identified. Dr. Cherubini will be unable to attend August's workgroup, so planning will need to begin for September 2022

Health Workforce Data Collection & Analytics Workgroup

Active Shorter-Term Initiatives:

6. Inventory of Available Workforce/Higher Education Data Sources

This subcommittee will develop an inventory of all available health labor market and education and training data sources to support the efforts of employers, educators, and policy-makers. The committee may also identify and pursue opportunities to create additional data resources.

- Lead: Megan Swindal, DLT - megan.swindal@dlt.ri.gov
- ✓ Subgroup Zoom kick-off meeting: August 3, 2022
- ✓ Subgroup Teams Channel created
- ✓ Comprehensive subgroup updates provided, and next steps discussed during August 24, 2022 data workgroup meeting (see minutes for further information)
 - Inventory spreadsheet has been initiated and shared on Teams; beginning to collaboratively pull together available sources including information on the lowest aggregation level readily available for each.

Next Steps: Please email Megan if interested in participating. *Next subgroup meeting: TBD*

7. Authorized vs. Delivered Service Hours for Homecare and Beyond (as a proxy for workforce shortages)

This subcommittee will explore existing and potential data sources that will serve to illustrate the relationship between workforce capacity and access to authorized services.

- Lead: Rebecca Fiske, United Healthcare - rebecca_fiske@uhc.com
- ✓ Subgroup kick-off meeting on August 19, 2022.
- ✓ Subgroup Teams Channel created
- ✓ Subgroup report out during August 24, 2022 data workgroup. **The group determined that this approach would not result in an accurate data source.** Data is mostly in Medicaid realm and is limited based on participation of payer sources, and there is minimal incentive for payers or providers to report information.

Next Steps: Subgroup pivot needed. Will explore looking specifically at Medicaid programs and services provided through payer sources (United Healthcare, Neighborhood Health, Tufts) as a microcosm/small snapshot and will report back at next Sept. 23 data workgroup meeting. Please email Rebecca if interested in participating.

8. Healthcare Salary & Vacancy Survey(s)

This subcommittee will explore and develop options for collecting “real-time” wage and vacancy data by provider type that is more current than what is publicly available.

- Lead: Howard Dulude, Hospital Association of RI - howardd@hari.org
- ✓ Subgroup kick-off meeting: August 3, 2022
- ✓ Comprehensive subgroup updates provided, and next steps discussed during August 24, 2022 data workgroup meeting (see minutes for detailed planning information)

Next Steps: Identify and begin outreach to relevant trade associations to explore available vacancy survey data and consider opportunities for statewide health and human service key position vacancy data collection. State to identify sources of funding to support the collection of healthcare position salary data via private consulting firm surveys. Subgroup status update to be provided on September 23, 2022 Health Workforce Data workgroup.
Next subgroup meeting: TBD

9. Sharing RIDOH licensure data with EOHHS EcoSystem & DataSpark

Navigate legal barriers to enable the sharing of RIDOH licensee data with EOHHS DataSpark. Link RIDOH nursing/nursing assistant licensee data at the individual level with DLT's wage and employment data to better understand the employment status, demographics, educational attainment levels, career progression, engagement in job training, and other characteristics of licensees.

- Lead: Megan Swindal, DLT & Rick Brooks, EOHHS
- ✓ August 2, 2022 internal meeting w/ representatives from DLT, RIDOH, and EOHHS.
- ✓ Comprehensive subgroup updates provided, and next steps discussed during August 24, 2022 data workgroup meeting (see minutes for further information)

Next Steps: EOHHS has provided further information and guidance to RIDOH legal to address some concerns regarding legal authority and data security and we expect that the sharing of non-public license data will move forward in the near future. Inventory of available data sources subgroup (Initiative 6) to explore other broad analyses which could be done utilizing publicly available data sources. See 'Initiative 6' for next steps.

Identified Longer-term Initiatives

10. Expand core data elements collected in the RI Department of Health licensing system

This effort will build upon previous work to develop legal, regulatory and/or communications strategies to expand the data elements (e.g., demographics, employment status) that are collected through the RIDOH health professional licensure process in order to improve health and workforce policy and planning.

- Lead: Rick Brooks, EOHHS
- ✓ Initiative update provided during August 24, 2022 data workgroup meeting
 - The matter is ultimately a (legal) question of what type of authority (statutory, regulatory, licensure board) is necessary to enable the state to add questions to licensing system and/or make those data fields required.

Next Steps: EOHHS and RIDOH colleagues to convene and identify a path forward to concretely determining and securing necessary authority source(s). Initiative status update to be provided on September 23, 2022 Health Workforce Data workgroup.

Health Career Pathways & Pipelines Workgroup

Active Shorter-Term Initiatives

11. Career Development Day

This subcommittee will consider, develop, and implement plans to hold a Health Career Development Day for students, job seekers, and/or incumbent workers to learn about the many training and education programs that are available in RI.

- (Planning) Leads: Internal planning team; Ara Millette, Lifespan; Cody Fino, CCRI
- ✓ August 15, 2022 meeting held w/ initial planning leads to discuss available resources and refine initiative vision
- ✓ Second internal planning meeting scheduled for September 1, 2022, to discuss potential supportive collaboration opportunity with a local nonprofit agency
- ✓ Subgroup Teams Channel created

Next Steps: Subcommittee meeting with volunteers to be scheduled following said planning meeting. Update to be provided at next Health Career Pathways & Pipelines workgroup meeting; August 30, 2022.

Identified Longer-term Initiatives

12. Health & Human Services Career Ladders & Pathways (not yet active)

This effort will focus on building out map of career pathways, ladders, and lattices for the healthcare sector, to be shared with workforce development employer representatives, talent acquisition/HR departments, one-stop centers, workers themselves, etc. This subcommittee's focus and scope need to be expanded upon.

- Lead(s): TBD
- ✓ Alyssa Alvarado, workgroup co-facilitator, to bring a draft updated career pathways mapping document, based on an existing DLT document from 10 years ago

Next Steps: Updated career pathways map to be reviewed; subgroup scope and focus to be discussed; subgroup lead/volunteers to be identified during August 30, 2022 Health Career Pathways & Pipelines workgroup meeting.

For Your Information/Updates:

Updates related to ongoing initiatives, developments, or resources, which do not require direct workgroup participant involvement at this moment.

- **Re: Health Professional Equity Initiative** (*Enrollment and support of HCBS paraprofessionals from under-represented populations in higher education programs leading to health professional degree and license*)
 - Currently underway through EOHHS/OPC Initiative
 - 130 or so participants have returned a contract – majority academic programs of interest are social work and nursing
 - Another round of applications for ~30 individuals likely to be opened soon
- **Re: Health Professional Loan Repayment Resource Guide Development**
 - Currently underway with RIC healthcare admin. graduate intern @ EOHHS
 - Wrapping up research phase (interviews with RI Foundation, RI Health Center Association, Care New England) and beginning design phase for resource tool, in collaboration with RIDOH
 - [Health Professional Loan Repayment subcommittee](#) may be developed in near future – email Aryana Huskey @ aryana.huskey.ctr@ohhs.ri.gov if you would be interested in joining such a group
- **Re: Intersection of Office of Health Insurance Commissioner’s FY23 rate review process & our Health Workforce Planning and Implementation initiative**
 - 30-day public comment period re: OHIC’s rate review project scope ends 5pm Tuesday, August 30, 2022
 - Internal meetings between EOHHS and OHIC have been occurring.
 - EOHHS Secretary Ana Novais has requested, and has tentatively **confirmed**, OHIC Commissioner Patrick Tigue’s attendance at the September 23, 2022 Health Workforce Data workgroup meeting, to participate in discussion around the upcoming rate review work, and around consideration of workforce issues within the rate review planning.

For General Workgroup Awareness:

Items ‘on the horizon’, which may end up playing a role in our collective health workforce planning and implementation efforts in the future.

- US Department of Labor forecasted grant: Nursing Expansion Program (2 training tracks)
 - [Nurse Education Professional Track](#), to increase # of clinical & vocational nursing instructors and educators via advanced postsecondary credentialing of current nurses, including retirees
 - [Nursing Career Pathway Track](#), to train frontline healthcare para/professionals, including direct care workers, to advance along career pathways & attain necessary postsecondary credentials for nursing occupations

Upcoming Workgroup Dates (through 2022):

Health & Human Services Partnerships w/ Higher Education

- Tuesday, September 20, 2022, 11:30am-1:00pm @ RINEC (TBD – subject to change)
- Tuesday, October 18, 2022, 11:30am-1:00pm @ RINEC
- Tuesday, November 15, 2022, 11:30am-1:00pm @ RINEC
- Tuesday, December 13, 2022, 11:30am-1:00pm @ RINEC

Health Workforce Data Collection & Analytics

- Friday, September 23, 2022, 9:30am-11:00am @ United Way of RI
- Wednesday, October 19, 2022, 9:30am-11:00am @ United Way of RI
- Wednesday, November 16, 2022, 9:30am-11:00am @ United Way of RI
- Wednesday, December 21, 2022, 9:30am-11:00am @ United Way of RI

Health Career Pathways & Pipelines

- Tuesday, September 27, 2022, 2:00pm-3:30pm @ EOHHS Virks Building
- Wednesday, October 26, 2022, 2:00pm-3:30pm @ EOHHS Virks Building
- Tuesday, November 29, 2022, 2:00pm-3:30pm @ EOHHS Virks Building
- Wednesday, December 28, 2022, 2:00pm-3:30pm @ EOHHS Virks Building