

# HHS Career Pathways & Pipelines Workgroup Minutes

Wednesday, October 26, 2022, 2:00PM–3:30PM, EOHHS Virks Building

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

## [Project Updates](#)

### Career Dev Day – Planning Team Update

#### **Logistics**

As you likely know, EOHHS has partnered with Skills for Rhode Island’s Future to provide logistical support in managing the career day event.

It was determined that the Career Dev Day planning committee will rely on several trade associations and state agencies to represent key constituents in various sectors.

Represented organizations include HARI, Lifespan, OPC, DLT, Leading Age RI, RIHCA, RIDE CTE & Adult Ed

First planning team Kick Off Meeting will be held on November 10th and will meet biweekly through 2022.

Planning team members would then hold separate meetings to directly engage their constituents (so, for example, OPC would separately convene colleagues from all interested IHEs).

#### **About the Event**

Based on a series of conversations with stakeholders, including our workgroups, we have landed on:

- **A day-long event** - morning conference session & an afternoon job and training fair consisting of employers hiring for open roles and education and training providers sharing information about education and training programs.
- **4 distinct tracks** - Job seekers, adult learners, students, teachers (professional learning)

The event will have four distinct tracks - at the stage to put better definition into those tracks, and we need your continued input and support into designing the programming for each track.

### Health Prof LRP Update

- There was interest across multiple workgroups to think more broadly/complement the EOHHS/RIDOH loan navigation tool, which is currently in development

- We've convened a group of volunteers who have met once, and are meeting again on 11/1 (if anyone is interested they can email Zach Nieder)
- **The goal is to develop a "spotlight" on why loan repayment is a vital tool for achieving the state's health workforce goals, with a focus on the importance of repayment initiatives in recruiting and retaining a diverse workforce.**
  - The "spotlight" should be supported by data, including data from the most recent (state) HPLRP cohort, and framed around sustainability
- In addition, the group of volunteers is working toward **defining a set of actionable recommendation for elected officials, state agencies, providers, and other community partners for how to leverage, align, and enhance loan repayment programs in the state**
  - The main focus areas are around four topic areas: dissemination, funding and structure, eligibility, and alignment
- **Goal is to wrap up work by end of year and frontload some early recommendations for the Governor's Office for consideration as part of budget discussions.**

## CTE Partnerships – Paul McConnell

- Met w project mgmt. team & cte health advisory board on Tues
- Next is site visits and developing healthcare standards w CTE health advisory board - early/mid November this will happen.
  1. We through this project will be writing those standards. This is the place to start with healthcare programming.
    - a. Any standards will not apply until next July
  2. Prov school – Alvarez complex - started a CHW program this school year and one is proposed for Pawtucket
- Career coordinators 11/16 meeting – want employers to attend
- Junior achievement Dec 14th/15<sup>th</sup> @ convention center– 4,000 8<sup>th</sup> graders – to help them see what career paths are out there
  1. Looking to ramp up dental "tech" programming
  2. Looking for employers to have booths to offer **hands-on experiences – Junior Achievement is reaching out to folks** but if there is something to send out to our mailing list we will do so
    - a. Sue asked if BH is sufficiently represented – Alyssa said she needs to refer to vendor list to confirm because employers are signing up every day
- Black men in white coats Youth Summit event @ Brown this weekend— could be a model for engaging kids in healthcare careers
- 350 kids in CTE health programs right now – should be higher – hopefully junior achievement will help

## Career Ladders – Rick/Kristin

Meeting notes:

- In initial brainstorming phase so no plans are set in stone, looking for feedback and thoughts.
- Bring together a couple teams – one focused on BH; one focused on nursing.

1. Will have focused meetings with specific groups (trade associations, prof. associations, those in the field, etc.) hopefully begin next month or so. Will have good cross-section representation. We will reach out to individuals.
2. Began list of stakeholders (categories) we would want to engage.
3. Participants can send us ideas on the stakeholders – people who are at the detailed, mechanics, implementation level of these things so we can get specific on what is the ladder/lattice, every stage in the pathway to tease out roadblocks, etc. And where are the sticking points with policy, funding,
  - a. supportive services, scopes of practice, anything that will help support people in advancing in their careers and make access easier.
    - Look at every perspective in developing this - Look through the lens of barriers for different populations, different areas of need.
    - Sarah Lawrence says CHWs should be at the table in these meetings – per CHWA at least 50% of committee participants of groups influencing work that impacts the community should be composed of CHWs & they should be compensated for their time.
    - Rachael suggests engaging Latino Mental Health Network

## Discussion Topics

### **Inventory of Available Training & Education Programs**

*File presented & reviewed during meeting; copy of draft file to be sent out to participants once finalized*

- How do we make this publicly available?
- How do we maintain this?

#### Meeting notes:

- Will help to quantify our pipeline. Waiting on some info from DLT & OPC, then we will send out link to everyone to crowd-source and validate.
- Some places we do not have any info at all, which lead to gaps that prevents us from understanding a lot such as ROI on licensing, where are critical gaps, what strategies, mechanisms, levers do we have as a state to get more info –
  - o Info from proprietary schools on grad rates, completion rates, etc.
- Mix of pre-employment and incumbent training programs. Some programs are on the list that are not operating at the moment.
- Do not have adult ed funding information in there yet – (reach out to Sophie Tan)
- 287 programs in this inventory –only 20 of them are on the ETPL
  - o WIOA ETPL – list of training providers that DLT can use WIOA funds for to pay for training. Can use \$7500 per student. Looking to significantly increase that amount. Need to come in through one-stop centers to be enrolled in WIOA and eligible for that credit. workforce solutions boards (administered by Alyssa as GWB?)
- Liz Roberts – are trainings certified by a state agency?
  - o Certain types of training providers have to be licensed by DOH (all healthcare training programs are licensed by DOH), some programs need to be approved by OPC, including

proprietary training providers, if they intend to collect \$ by offering that program, they need approval. If provider wants to be on ETPL list they would have to apply to local workforce solutions board). If profession is not licensed by RIDOH, not sure if the training has to be licensed (i.e. Medical Assistant)

- DLT website would be good place – Judi says she uses ONET in career counseling – we could develop readily usable search engine, create own repository, and teach HS counselors and other programs to teach students how to access this moving forward. Could involve this in an IEP. Really needs to involve guidance counselors.
- DBR component as well. Marketing campaign would be needed. BacktoWorkRI – features all RJ training programs. Where do we get traction on state webpages and target where we would house this based on that, if we are?
- DLT - funding for partners also includes outreach, a lot of them are going to community events. A lot of full cohorts. DLT is working on \$ for marketing for One-stop centers.
- 211 model for workforce resources?
- Linked on All Course Network/Employ RI. Marketing plan would be needed to mitigate competition factors (like, Lifespan would not want to advertise their competition on their own webpage) How do people determine if things are the right fit for them? Would be important.
- United Way non-profit resource center. They are working on mapping career pathways/ladders in non-profits. Maybe opportunity for resource sharing? Think about this in tandem with them and they have resources for this.
- Lack of centralized repository for workforce & career development –for students, adults, career changers, etc. Maintenance would be on the entities inputting their information. Could write it into licensing or contractual requirements about keeping updated info on (state) website.
- DLT has their RJ funded programming & OPC has info on self-pay higher ed. DLT does not include credit-bearing programming.
  - o Heather Gaydos - This is related to workforce development in RI – why shouldn't this be under the scope of DLT? Why wouldn't this be there? Alyssa iterated what they and OPC keep updated.
- Kasim - Based on workforce we need, what is the capacity we need to generate that workflow?
- RIDE CTE has worked to embed career counselors into schools, they meet monthly (we will be meeting with them 11/16 – let Paul know if interested in attending). DLT is impressed with this progress over the past couple years. They have built robust resources handbook of programs that they are talking to kiddos about. Website on RIDE for employers/trainers/community orgs to upload their info (but website is now under maintenance. Issue is on relying on providers to keep their info up to date)
- Apprenticeship model should be included – other states do much better with apprenticeship for healthcare. CNAs burnout after 11 months – need to demonstrate that there is a career path. Apprenticeship takes a committed employer (Apprenticeship RI) – need to be able to sustain.
- **Everyone in workgroup is in agreement that a centralized repository is necessary.**
  - o **How do we market it as a resource? Who are the key audiences? (Guidance counselors, career counselors, chambers of commerce)**
  - o **How do we maintain it?**

## Draft Data Questions for Quantitative Data Collection & Analytics

*Reviewed draft data questions.*

*Prompting questions for group:*

- Are we asking the right questions? Are we missing anything?
- Do these questions adequately address your concerns about racial equity? What edits or additions would you suggest?

Meeting notes:

- This is the last workgroup to review – this doc has evolved after each meeting.
- This is a moonshot; our wish list. Next step is to go back to data subgroup to get realistic about available data, what can we answer, partially, with a proxy, etc. – they will get down to the technical aspects, so we need to give them the best set of questions possible.
- Questions ordered by domains. These are broad at this point – not specific to a data query.
- Demand Qs may be part of a broader economic analysis (with Paul Harrington – working to meet w him – especially on projections)
- Will need to prioritize data collection on the occupations we are focused on. May want to add disaggregation of language, age, etc.
- LTSS Social Determinants of Health August 21 report? (Director Yarn)– info on HHS workforce demographics and barriers to entry.
- Licensure reciprocity should be included somewhere.
- Include where are they from? Out of state? RIHCA issues w housing and residency programs.
- Vinny Ward - CNAs are being licensed and trained but we don't know where they are going after they are graduated.
  - Once DSA is in place we can match with DLT wage data and we can then answer for example CNA how many are working, working in RI, setting they are working in, and can track. Can we use surveys to disseminate to licensees? Expanding data elements collected through licensure.
- Sue – IHE info on serving students outside of RI?
- Ara – education level is not reflected in supply analysis. Original degree/current degree, origin country of licensure (international labor to offset shortages is happening – but we do not train them), spoken languages vs written languages, are our employer agencies a safe place to work?, transportation, non-traditional labor sources, concept of gig-work (duplication of counting individuals who have multiple jobs – quantify health professionals who are spreading their prof. expertise w multiple providers)
- Population projection – connect with office of statewide planning – pop is aging, and we need to know this info.
- Add - Of training programs available, which ones are accredited/offer credits?
- How to determine those who have a degree but are not active in that field of work?

Next workgroup: November 29<sup>th</sup> 2:00pm-3:30pm, EOHHS Virks Building First Floor Conference Room

## Workgroup Participants

1. Howard Dulude, HARI
2. Alyssa Alvarado, GWB
3. Rick Brooks, EOHHS
4. Kristin Lehoullier, Elevated Results
5. Aryana Huskey, EOHHS
6. Kasim Yarn, VETS
7. Zakary Keathley, DLT
8. Rachael Sardinha, RIDOH
9. James Day, RIDOH
10. Sue Dettling, CTC-RI
11. Christy Durant, RIDA
12. Rick Boschwitz, BAYADA
13. Vinny Ward, Home Care Services of RI
14. Maureen Maignet, Sr. Agenda, LTCCC
15. Emily Garthee, RIPIN
16. Heather Gaydos, CHJT
17. Melissa Campbell, RIHCA
18. Beth Bixby, Tides
19. Natalie LaRoche, BHDDH
20. Keith Murray, DLT
21. Elizabeth Roberts, URI
22. Sue K, Tides
23. Paul McConnell, RIDE CTE
24. Denise Watson, RIC
25. Sue Pearlmutter, RIC
26. Judi Drew, Salve
27. Alexis Devine, Lifespan