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Health & Human Services Workforce Planning

January 9, 2023 | *Behavioral Health Career Ladders Advisory Committee*

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Agenda

Welcome/Background

Update and Next Steps: Revised Career Ladders Visuals

Discussion:

- Small group breakouts
- Large group discussion

Next Steps

Background

- Health and Human Services Workforce Summit held on, April 1, 2022

  - Hosted by EOHHS, OPC, and DLT – in partnership with the Rhode Island Foundation.

  - Brought together healthcare and education providers, policymakers, and labor and community partners for a data-driven, collaborative, facilitated process to identify short-term and longer-term solutions to Rhode Island's significant healthcare workforce challenges.

- A public/private health workforce planning and implementation process was launched in June 2022.

- Three working groups were established to address Rhode Island's health workforce challenges:

  - Health & Human Services Career Pathways & Pipelines Workgroup
  - Health & Human Services Partnerships with Higher Education
  - Health & Human Services Workforce Data Collection & Analytics

- Each Workgroup has generated several short-term and longer-term initiatives to address the core priorities for the project identified in the Summit.

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Initiative Partners

Alliance for Better Long-Term Care
Bayada Home Health Care
BHDDH
Blackstone Valley CHC
Brown Physicians, Inc.
BVCHC
CareLink
Community College of RI
Center for Health & Justice Transformation
Center for Southeast Asians
Care New England
CHWARI
Commerce RI
Community Care Alliance
CTC-RI
DataSpark
Davies Tech
DLT
DOA
DOC
Economic Progress Institute

EOHHS
Family Services of RI
Faulkner Consulting Group
Fogarty Center
Gateway
Genesis Center
Governor's Office
Governor's Workforce Board
HARI
Healthcentric Advisors
Home Care Services of RI
Homecare Networks
JWU
LeadingAge RI
Lifespan
McAuley Village
MHARI
NEIT
NHPRI
OHIC
Onward We Learn
PACE

PCHC
Perspectives Corporation
Progreso Latino
Providence College
Refugee Dream Center
RI Assisted Living Association
RI College
RI Council 94 AFSCME
RI Dental Association
RI Foundation
RI Health Center Association
RI Medical Society
RI OPC
RI Office of Veterans Services
RI Oral Surgery
RI Partnership in Home Care
RI State Nurses Association
RI Senate
RICCF
RIDDC

RIDE
RIDOH
RI Health Care Association
RINEC
RIPIN
Salve Regina University
Senior Agenda Coalition
Skills for RI's Future
South County Hospital
Thundermist
Tides Family Services
United HealthCare
UNAP
United Way
University of RI
Western Governors University

189 people from 79 organizations have participated in workgroups

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Current Projects By Workgroup

Career Pathways & Pipelines (Alyssa Alvarado/Howard Dulude)	Health-Higher Ed Partnerships (Bonnie Rayta/Sandra Victorino)	Data Collection and Analytics (Mackenzie Daly/Larry Warner)

Legend:
- Shorter-term initiatives
- Short and longer-term initiatives
- Longer-term initiatives

Career Pathways & Pipelines / Health-Higher Ed Partnerships:
- Troubleshoot Barriers to CNA Testing & Licensure
- Plan and Implement Career Development Day
- Promote and Increase Impact of Health Loan Repayment Programs
- Support Recredentialling of Foreign-Trained Health Professionals
- Enhance Partnerships with CTE
- Expand Clinical Placements for Health Professional Students
- Develop and Enhance Direct Care/Nursing Career Ladders
- Develop and Enhance Behavioral Health Career Ladders

Data Collection and Analytics:
- Inventory Existing Healthcare Training and Education Programs
- Inventory Existing Labor Market and Workforce Data
- Execute Health Professional Licensure Data Sharing Agreement
- Support workforce programs and policy with real-time data analytics
- Expand Data Elements Collected Via Health Professional Licensure
- Identify and Collect New Sources of Workforce Data

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Career Ladders Advisory Committees

Charge: Review requirements and resources for jobs and career advancement and identify and address system barriers that limit access to education, employment, and career advancement.

Among the many aspects of career ladders that will be considered for systems improvement will be:

- Education & training programs (career & tech, adult education, community-based training, workplace-based training, apprenticeships, and higher education - for-credit, not-for-credit, and continuing education)
- Funding (tuition assistance, loan repayment, etc.)
- Supportive services (academic and career advising, tutoring, mentoring, etc.)
- Regulations (licensure requirements, scope of work)
- Payment models (eligibility to bill insurance, tiered reimbursement based on credentials, etc.)
- Wages and working conditions

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Process Overview

- **Meeting #1:** Brainstorm barriers to entry and advancement

- **Meeting #2:** Give input to which barriers should be prioritized to address

- **Meeting #3 - 5 (TBD):** Consider examples from other states and brainstorm strategies for addressing prioritized barriers (number of meetings needed will depend on what is prioritized).

Update and Next Steps: Career Ladder Visual

- The most recent version of the document was sent out to everyone who was on the initial invitation for this meeting.

- This document is a working inventory of the current state to guide our planning efforts.

- It is not intended to be a resource to guide the public; however, we imagine that ultimately it will inform any public-facing materials that are put together.

- We are continuing to take feedback on the document. Please email comments to klehoullier@gmail.com and bertcooper3@gmail.com

Small Group Breakout

- Groups of 8-10 for 25 minutes

- Identify a small group facilitator

- Pick a note taker and someone to report out

- The goal is to identify barriers to entry and advancement in the **behavioral health field** and also to consider barriers unique to specific populations. (discussion questions are on the next slide)

- The lead facilitators will check in periodically

Consider what you know about the current state

What barriers to entry and advancement do people experience within the <u>behavioral health field</u>?
For example:

- Where do we lack opportunities for workers to advance their skills at reasonable intervals and be recognized by wage increases?
- Where are opportunities to advance limited?
- Where are we missing opportunities to translate existing skills from one role to a higher-wage role through training or education?
- Where are we missing opportunities to provide educational credit for prior experience?
- Where do we have barriers created by licensing requirements or scope of practice laws?
- Where are there financial barriers?

What additional or unique barriers are faced by the following people?

- BIPOC
- People experiencing economic insecurity
- People with prior involvement with the criminal justice system
- LGBTQ+

- People who are foreign-educated
- People in recovery
- Other

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Large Group Discussion

Each group: Share out no more than two themes that emerged from the discussion; try not to repeat themes.

Use the chat to add ideas, flag a theme, or reinforce a point

Please email recording to: aryana.huskey.ctr@ohhs.ri.gov

Next Steps

❖ Next meeting date: **Monday, February 6th, 2:30pm - 4:00pm** (virtual)

You **MUST** register in advance for this meeting on Zoom.

Register here:

https://us02web.zoom.us/meeting/register/tZAoduiopj8vE9LGTmmQjwYc itd0iYJq385A

➤ After registering, you will receive a confirmation email containing information about joining the meeting.

Meeting link: https://us02web.zoom.us/j/84511084596

❖ Monthly meeting dates for March-June 2023 are forthcoming

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