

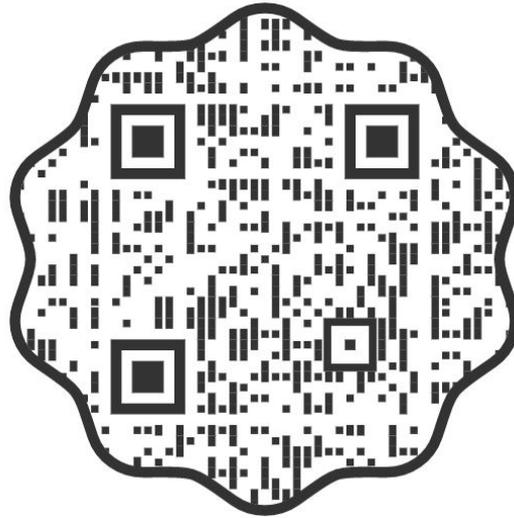
**RHODE
ISLAND**

Health and Human Services Workforce Planning

*Combined Direct Care-Nursing and Behavioral Health
Career Ladder Workgroup. April 24, 2023*

Please Sign In!

To help us track participation and strengthen our partner engagement, please sign in using the QR Code below:



Welcome and Introductions

Please raise your hand if you are here representing a:

- High School or a part of the Career and Technical Education System
- College or University
- Healthcare Sector Employer or Industry Partner
- Any Other Type of Organization

Meeting Goals

- Increase understanding among higher education and employer participants concerning how to engage with the Career and Technical Education System.
- Facilitate relationship building between CTE, health and human services employers, and higher education.
- ID opportunities for health and human services employers and higher education partners to strengthen CTE collaboration for health and human service careers, with a focus on nursing and behavioral health.

Agenda



Welcome/Introductions/Meeting Goals/Agenda

Overview of Health and Human Services Workforce
Planning and Implementation Initiative Purpose and Goals

CTE System Structure and Opportunities for Collaboration

Breakout Groups: Exploratory Conversations to Advance
CTE, Higher Education, and Employer Collaboration to
Strengthen Direct Care/Nursing and Behavioral Health
Pathways

Report out/Group Discussion

Next Steps

*CTE Initiative Spotlights: Lifespan School of
Medical Imaging and Eleanor Slater Hospital*

Health and Human Services Workforce Planning Overview

THE CHALLENGE

Workforce shortages across health & human services and a lack of diversity among health professionals are limiting access to quality care and services for all Rhode Islanders.

THE RESPONSE

EOHHS, OPC, and DLT have joined forces to bring together public and private sector partners to identify short-term and longer-term solutions to Rhode Island's health and human services workforce challenges. This initiative was launched at a Health Workforce Summit last April with support from the RI Foundation. Workgroups were convened in June, and over 300 individuals from 128 organizations have met since then to develop and implement solutions.

PROGRESS IS UNDERWAY

Workforce shortages in health and human services cannot be reversed overnight. But, with the active engagement of stakeholders, concrete steps have already been taken to address critical workforce needs related to:

- > Recruitment & Retention
- > Diversity & Equity
- > Data Collection and Analytics

Participating Organizations

Accesspoint RI
Adoption RI
Aldersbridge
Alee Behavioral Health
Alliance for Better Long-Term Care
Addiction Recovery Institute
Adoption RI
Bayada Home Health Care
Blackstone Valley CHC
Blue Cross Blue Shield RI
Boston Behavior Learning Centers
Bradley Hospital
Brown Physicians, Inc.
Butler Hospital
BVCHC
CareLink RI

Community College of RI
Center for Health & Justice
Transformation
Center for Southeast Asians
Care New England
Charlesgate
Child & Family Services of RI
Commerce RI
Community Care RI
Community Care Alliance
Community Provider Network
of RI
Care Transformation
Collaborative -RI
CODAC
Comprehensive Community
Action Program
DataSpark
Davies Tech
EBCAP

Economic Progress Institute
Eleanor Slater Hospital
Exeter Job Corps
Family Services of RI
Faulkner Consulting Group
Fogarty Center
Franklin Court Assisted
Living
Gateway
Genesis Center
Hasbro Children's Hospital
Healthcentric Advisors
Home Care Services of RI
Homecare Networks
Hope Nursing Home Care
HopeHealth Hospice &
Palliative Care
Horizon Healthcare Partners

Hospital Association of RI
Integra
Johnson & Wales University
LeadingAge RI
Lifespan
Lifespan ClinTECH Center
Lincoln Technical Institute
McAuley Village
Mental Health Association of
RI
NASW-RI
New England Institute of
Technology
Neighborhood Health Plan of
RI
Newport Hospital
Newport Mental Health
Onward We Learn
PACE

**Over 300 people from 128
organizations have
participated in workgroups**

Participating Organizations

Parent Support Network of RI
Providence Community Health
Center

Perspectives Corporation

Progreso Latino

Providence College

Raising Hope Home Care

Refugee Dream Center

Rhode Island Hospital

Rhode Island College

RI Assisted Living Association

RI BHDDH

RI Coalition for Children & Families

RI Council 94 AFSCME

RI Dental Association

RI Dept. of Administration

RI Dept. of Corrections

RI Dept. of Education

RI Dept. of Health

RI Dept. of Labor & Training

RI Executive Office of Health &
Human Services

RI Foundation

RI Governor's Office

RI GWB

RI Health Care Association

RI Health Center Association

RI Medical Society

RI Nursing Education Center

RI Nursing Institute Middle
College

RI Office of Healthy Aging

RI Office of the Health

Insurance Commissioner

RI Office of the Postsecondary

RI Office of Veterans Services

RI Oral Surgery

RI Partnership in Home Care

RI Parent Information

Network

RI State Nurses Association

RI Senate

RI Student Loan Authority

RIDDC

Roger Williams University
College

Sage Squirrel Consulting

Salve Regina University

Senior Agenda Coalition

SEIU 1199 NE

Sherlock Center

Sista Fire

Skills for RI's Future

South County Health

St. Elizabeth

SUMHLC - RI

The Opening, LLC

The Providence Center

Thundermist

Tides Family Services

Tockwotton

Tri-County Community

Action Agency

Trudeau Center

United HealthCare

United Nurses & Allied

Professionals

United Way

University of RI

Urban Perinatal Educational
Center

VICTA

Welcome Back Center - RI

Western Governors

University

Current Projects By Workgroup

 Shorter-term initiatives

 Intermediate-term initiatives

 Longer-term initiatives

Career Pathways & Pipelines	Health-Higher Ed Partnerships	Data Collection and Analytics
	<p data-bbox="401 208 1193 274">Troubleshoot Barriers to CNA Testing & Licensure</p>	
	<p data-bbox="401 295 1193 361">Plan and Implement Career Development Day</p>	<p data-bbox="1329 238 1841 328">Inventory Existing Healthcare Training and Education Programs</p>
	<p data-bbox="401 383 1193 448">Increase Awareness and Impact of Health Professional Loan Repayment Programs</p>	<p data-bbox="1329 358 1841 448">Develop Workforce Data Dashboards for Critical Occupations</p>
	<p data-bbox="401 470 1193 536">Map Existing Career Ladders for Direct Care/Nursing and Behavioral Health</p>	<p data-bbox="1329 467 1841 558">Share RIDOH Health Professional Licensure Data with EOHS Ecosystem</p>
	<p data-bbox="401 579 1193 645">Support Recredentialing of Foreign-Educated Health Professionals</p>	<p data-bbox="1329 587 1841 678">Vet 2030 Labor Market Projections with Industry Trade Associations</p>
	<p data-bbox="401 689 1193 732">Expand Clinical Placements for Health Professional Students</p>	<p data-bbox="1329 707 1841 787">Expand Data Elements Collected Via Health Professional Licensure</p>
	<p data-bbox="401 798 1193 841">Enhance Industry and Higher Education Partnerships with Career & Technical Education (CTE)</p>	<p data-bbox="1329 827 1841 907">Identify and Collect New Sources of Workforce Data</p>
	<p data-bbox="401 852 1193 940">Develop and Improve Direct Care/Nursing and Behavioral Health Career Ladders</p>	

Health Workforce Planning Initiative Goals and Aims

*note: the Career Ladders Advisory Committee's scope is in green

GOAL#1: Diversify the Workforce/Address Structural Racism	GOAL#2: Adequate Pipeline	GOAL#3: Increase Retention
Aim #1: Improve access to behavioral health education for BIPOC students.	Aim #1: Establish clear programmatic pathways and supports that allow progression from entry-level behavioral health positions towards licensed behavioral health professionals.	Aim #1: Reduce burnout among behavioral health workers/providers.
Aim #2: Improve educational outcomes for BIPOC behavioral health students	Aim #2: Reduce barriers to entry to licensing and employment while maintaining healthcare quality and public safety and address the unique barriers faced by certain populations including but not limited to: individuals with criminal backgrounds and foreign-educated professionals.	Aim #2: Retain behavioral health workers/providers in Rhode Island.
	Aim #3: Expand the capacity of RI's educational institutions to enroll and graduate behavioral health providers (clinical placements)	Aim #3: Retain behavioral health workers/providers in healthcare.

Career and Technical Education Overview

A Complex Intertwined System

RI Board of Education
Regulations



RI General Assembly
Laws

CTE Board of Trustees
CTE Industry Advisory Boards
CTE Program Standards



CTE K-12 System Overview

- RI Legislature / RI Board of Education / RIDE
- CTE Board of Trustees – CTEBOT
 - CTE Industry Advisory Boards
 - Standard Setting based on Labor Market Needs
 - Industry Partners / Higher Education / CTE Teachers
- Local Partnership Teams
- Student Organizations

CTE Overview

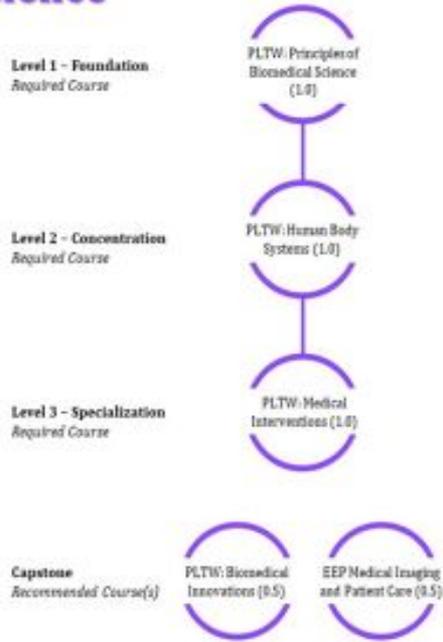
Approved Programs in Rhode Island

Approved CTE Programs are required to:

- Align to career field standards approved by the CTE BOT
- Include at least 3 interrelated and sequential courses
- Include WBL experiences aligned to GWB / CTE WBL Guidance
- Lead to college credit and / or industry certifications
- Allow students to earn a pathway endorsement
- Integrate into school's proficiency-based grad. assessments

Lifespan School of Medical Imaging / RI College / Ponaganset High School Partnership

Biomedical Science Program



- 4 Year Sequence Based on PLTW
- Opportunity 5 College Credits
 - 3 Credits In Patient Care
 - 1 Credit in Medical Imaging
 - 1 Credit in Medical Terminology
- Co-Taught by Professionals/CTE Teachers
- Hospital Visitations / WBL
- Preferred Enrollment
- Local Partnership Team
- Riding a Bus

How Can I Support RI's CTE Efforts?

- Advance the work of the EOHHS Career Ladders initiative
- Serve on a State CTE Industry Advisory Board
- Serve on a high school CTE Partnership Team
- Provide mentorship / field trips / internships
- Establish Articulation Agreements with **TRANSFERABLE** credits
- Develop structured programs covering grades 6 to 16
- Identify cross-cutting foundations skills
- Identify and communicate multiple career entry / exit points
- Support CTE student organizations



Eleanor Slater Hospital Teams Up With Burrillville School Department



Rhode Island Department
of Behavioral Healthcare,
Developmental Disabilities
& Hospitals (BHDDH)

Eleanor Slater Hospital & Burrillville Schools CTE Partnership

C
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WE BOTH HAD A NEED!

Hospital

Staff: RNs, CNAs, PT, OT, SLP,
non-clinical staff, etc.



School

CTE Opportunity for Students

COLLABORATION

IMPLEMENTATION

- ❖ Eleanor Slater Administration reached out to the Burrillville School Department with a proposal to collaborate
- ❖ Hospital and School Administrators met and collaborated ideas
- ❖ Programs married with a Memorandum of Understanding drafted and reviewed by both legal teams
- ❖ Eleanor Slater developed an Orientation packet for both students and hospital employees
- ❖ Burrillville High School worked with students and their families to complete necessary authorizations and releases
- ❖ Eleanor Slater went to BHS to orient students to the program that could be offered – ESH is a microcosm of the community in which it is located; presented opportunities at ESH that could be married with the 8 CTE pathways offered by the school

OUTCOME

- ❖ ESH staff are engaged in building the future healthcare workforce
- ❖ ESH staff morale has increased: feelings of accomplishment and value
- ❖ ESH staff have been reinvigorated: excited for the next opportunity; asking when the students will be back
- ❖ BHS students have the opportunity for authentic, hands-on learning experiences
- ❖ BHS teachers have direct access to world health professionals as additional resources for class instruction
- ❖ Students and teachers are excited about the collaboration and the opportunities that are available for students both in the classroom and on-site at ESH



“The best part for me is when they come back and share their experiences. The emotion they have is genuine - emotions I haven't seen since before COVID.”

–Gennaro Ferraro, Biomed CTE Leader

“I am finding this to be a mutually beneficial program. BHS students are bringing in high energy, causing a shift in staff morale, perhaps “igniting a spark” from staffs’ own learning years? The price we are paying is more laughter in the hallways, smiles on the patients faces, building respect, trust, and connections in the community.”

– Christine Kettelle, Acting Supervisor of Therapeutic Recreation/CTE Coordinator

Exploratory Conversations to Advance Direct Care/Nursing and Behavioral Health Occupational Pathways

- Breakout into **four** groups with **2-3** people familiar with the CTE system at each table.
- **One** group will be focused on collaboration with Higher Education.
- **Three groups** will be focused on collaboration with employers.
- Introduce yourselves to one another.
- Please identify somebody to take notes.
- As a group, answer the following questions:
 - *What other clarifying questions do you have about the CTE system?*
 - *What questions do CTE reps have for Higher Education organizations and Employers?*
 - *Would you be interested in developing or enhancing collaboration? How?*
 - *On what specific health and human services occupation(s) would you like to work collaboratively with the CTE system to address, and what would you need?*

Report out and Discussion

Additional Resource-BH and Direct Care Nursing Pathway Maps

I have a.....

	Lived Experience	HS Diploma or Equivalent	Post HS Non-Degree Cert or Lic	Associate Degree + Lic or Cert	Bachelor's Degree	Bachelor's Degree + Lic or Cert	Master's Degree	Master's Degree + Lic or Cert	Doctoral Degree	
I want to work in.....	Family and Child Home & Community Based Services								Clinical Supervisor Applied Behavioral Analyst Lic. Clinical Social Worker Lic. Facilitator Lic. Mental Health Counselor Lic. Marriage/Family Therapist Occupational Therapist Program Manager	Psychologist Psychiatrist
	Qualified Medical Interpreter Community Health Worker* Peer Specialist	Patient Advocate/Navigator Mental Health Worker	Certified Peer Recovery Specialist**	Occupational Therapist Assistant	Case Manager***		Social Worker (MSW) Sr. Clinical Therapist Lead Facilitator			
Schools				Occupational Therapist Assistant	Classroom Behavior Specialist				Psychologist	
	Community Health Worker*							Applied Behavior Analyst Occupational Therapist Lic. Clinical Social Worker Lic. Mental Health Counselor		
Rhode Island Behavioral and Mental Health Roles & Career Pathways	Crisis Response/First Responders/911 and 988/Mobile Crisis Teams									
					Crisis Counselor Dispatcher			Sr. Clinical Therapist	Lic. Clinical Social Worker Lic. Mental Health Counselor	
Supportive Housing			Certified Peer Recovery Specialist**			Case Manager***	Social Worker (MSW)	Lic. Clinical Social Worker		
	Peer Specialist									
Outpatient Practice/Community Mental Health Centers	Qualified Medical Interpreter Community Health Worker* Peer Specialist	Patient Advocate/Navigator	Certified Peer Recovery Specialist** Certified Drug and Alcohol Counselor	Occupational Therapist Assistant	Case Manager*** Psychosocial Rehab Specialist	Lic. Chemical Dependency Professional	Psychosocial Rehab Specialist Social Worker (MSW)	Lic. Clinical Social Worker Lic. Mental Health Counselor Lic. Marriage and Family Therapist Occupational Therapist	Psychologist Psychiatrist	
Primary Care/Federally Qualified Health Center	Qualified Medical Interpreter	Patient				Case Manager***	Social Worker (MSW)	Lic. Clinical Social Worker	Psychiatrist	

Thank You!

- Meeting notes will be posted to the initiative website and shared with colleagues at RIDE
- We will share out the registration list and contact information to promote additional communication and collaboration.
- If you identified areas of potential collaboration in your groups, please follow up with one another!