

Agenda for First ‘Health Workforce Data Collection & Analytics’ Workgroup Meeting

Thursday, June 23, 2022, 9:30 – 11:00 AM, United Way of RI

Co-facilitators: Marti Rosenberg, Director of Policy, Planning, and Research, RI EOHHS; and Dr. Larry Warner, Chief Impact & Equity Officer, United Way of RI, and Co-Chair, Commission for Health Advocacy & Equity

1. Welcome and introductions 15 minutes

- a) Meeting kick-off by workgroup executive sponsor Ana Novais, Secretary, RI Executive Office of Health and Human Services (EOHHS)
- b) Participant introductions: Your name, organization, and *what do you bring to the conversation?*

2. Workgroup focus

- a. Discussion of workgroup topic *reflects revised topic description based on workgroup feedback*: *“To identify, align, and develop resources needed for Rhode Island to collect and analyze current workforce supply, projected workforce demand, and effective workforce support programming across all occupations, specializations, education levels (including lived experience), sectors, geography, etc. – with a particular focus on racial, ethnic, linguistic, and cultural diversity. This work will ensure that providers and patients/clients have the supported and well-compensated health and human service workforce needed to provide accessible, high-quality health and human services.”*
- b. Overview of workgroup process and timeframe
- c. Our work is supportive in nature.
- d. Guiding principles – see back of handout

3. Workgroup structure & process

4. Today’s discussion

- a) Current state: What is working? What is not?
- b) What do you think is the most important metric that addresses our workforce needs?
- c) In broad terms, what are our short-term and longer-term goals
- d) What information (data, policies, research, etc.) do we need to inform our work?
- e) Who is missing from this discussion?

5. Next steps

6. **Next meeting:** Wednesday, July 20, 9:30am at United Way of RI.

Guiding Principles for Rhode Island’s Health Workforce Planning and Implementation Initiative:

1. Building a Robust and Adaptive Workforce

The ultimate objective of each workgroup is to help build and sustain a health workforce that is sufficiently sized and well trained, that has access to appropriate career advancement opportunities, and that is able to adapt to the changing needs of Rhode Islanders, while delivering high quality and high value care.

2. Centering Work on Ensuring a More Equitable Workforce

Workgroups should focus on addressing the root causes of why the state’s health workforce does not sufficiently reflect all Rhode Islanders, which, in turn, underlie disparate access and health inequalities. Across all workgroups there should be an overall emphasis on reorientating systems to better address barriers to increasing cultural, ethnic, and linguistic diversity within the state’s health workforce.

3. Focusing on Improvements to System Sustainability

Each workgroup should consider the need for a sustainable health delivery system in Rhode Island, which encompasses a workforce that is appropriately compensated and supported, as well as the systems and supports necessary to allow service providers to continue to deliver first class care.