Health Workforce Data Collection & Analytics Workgroup Minutes

October 19, 2022 | 9:30AM–11:00AM, United Way of RI

Co-facilitators: Marti Rosenberg, Executive Office of Health & Human Services & Larry Warner, United Way of RI & Commission for Health Advocacy and Equity

General Meeting Overview

Project Updates

Health Professional Licensure Data
A draft Data Sharing Agreement has been created and is in review by RIDOH. The scope of this licensure data sharing is focused on Nursing and Behavioral Health occupations. EcoSystem working with RIDOH to outline a data extraction process and timeline.

Inventory of Existing Training and Education Programs
A first pass at this inventory is now complete. Next steps will be to disseminate to workgroup participants to review information, determine gaps and begin determining ways to fill them. Additionally, we will need to determine how we can make this inventory useful for this workgroup, the public, and how it could be maintained in the long-term.

Industry Wage and Vacancy Surveys
Bert Cooper met with Katie Norman (RI Health Care Association) and Howard Dulude (Hospital Association of RI) most recently on 10/6/22. They have obtained a rigorous hospital-based salary survey from 2022, but do not have salary data for other groups. They need to finalize a plan for gathering salary and vacancy data. The broad plan is to develop an initial, basic vacancy survey using SurveyMonkey which could then be shared with appropriate trade associations, who would need to collect data from industry. Howard has suggested looking at existing salary surveys to see if we can procure non-hospital related data "off the shelf". Group needs to decide which occupations it wants to collect data for. Ideally would like to have data by start of the coming legislative session.

Key workgroup feedback:
- Properly messaging of the data collection will be key. We need to motivate members & demonstrate how this data will be used, as well as useful and beneficial to them & their industry.
- Trade associations should review the survey beforehand. Their support is vital.
- Reporting is burdensome on providers, especially small, family-run agencies.
- Office staff should be included in the survey – there are shortages for intake, schedulers, billers, and coders.
- Will not duplicate with American Rescue Plan Act - Home & Community-Based Services Enhanced Federal Match Assistance Program Workforce Recruitment & Retention Payment Program reporting.

Data Resources & Discussion

[National Governor's Association States Toolkit - Informing Health Workforce Policy by Leveraging Data](#)

Megan Swindal from DLT gave an overview of the toolkit linked above. While Medicaid claims data is available via the EcoSystem, there is a data gap with commercial payors. The toolkit points to Indiana several times when providing examples of successful strategies. Indiana organized this work under the umbrella of a 15-person Governor's Health Workforce Council.

The key takeaway that comes across from the toolkit is the need to collect supplemental data through licensure processes.

Next, Mackenzie Daly from RI Department of Behavioral Healthcare, Developmental Disabilities, & Hospitals presented a **[Behavioral Health HR Workforce Data Presentation](#)**. This slide deck synthesized recent key BH workforce data metrics, which BHDDH collects yearly from agencies as a licensing requirement.

Data Questions Discussion:

Kristin walked through the various domains and questions on the second version of the Top Data Questions and elicited substantive feedback from meeting participants. Prompting questions included: Are we asking the right questions? Are we missing anything? Do these questions adequately address concerns around racial equity? What edits or additions would they suggest?

Version two of the data questions can be found at the following link: **[Draft Data Qs Oct. 2022V2.xlsx](#)**

Key points of workgroup feedback:

- For quantifying projected demand, 10 years projections from LMI are key - new 10 year projections will be posted by the DLT Labor Market Information Division in the next week to 10 days.

- The questions may be a bit too broad. Need to be more specific around job titles, need to prescribe timeline, need to define terminology, etc. Industry can interpret data differently.

- We should map licensure regulations for different provider types and occupations. RIDOH, DCYF, BHDDH, EOHHS all have a piece in this - who is asking what, for whom?

- This is focused on quantitative data that is focused on through the EOHHS Ecosystem, and maybe that DataSpark has access too. In order to query dataset, we need to focus on what is in and what is out.
- Recommendations to lean into the expertise of folks who have professionally done these types of analyses.

- Need to think long and hard about quantifying migration in and out of the sector. Mobility of the workforce is an issue.

- Childcare, housing, and transportation continue to be inaccessible to many and are significant barriers. Workplace safety is a huge problem and is increasing in severity.

- Once we have this data we can look at return on investment. We will have same issue in early childcare.

- Terminology is important. These questions are using "professionals" and "providers" interchangeably. Should use the term "worker". Could be assumed that "providers" are corporations or employers, and not an individual. Physicians will tell you they are a provider.

- Need to define "High Demand". % of regular employment? It can change across occupations. High demand for NAs ≠ high demand for APRNs. Maybe we look at wait lists? State has specific wait lists, contracted providers have wait lists as well - they might help with defining high demand.

These, and many other points of feedback, were then incorporated into a comprehensive third draft of Top Data Questions, which can be found here**: Draft Data Questions HWP Oct 2022 V3.xlsx (live.com).**

To note, following the HHS Career Pathways & Pipelines workgroup's review of the third draft of questions on 10/26/22, these questions were brought to a 11/3/22 data subgroup meeting for a technical discussion with EcoSystem, DataSpark, and the RI Office of the Postsecondary Commissioner.

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*The next workgroup meeting is scheduled for **November 16th, 2022 from 9:30am-11:00am** at United Way of RI, 50 Valley St., Providence*

2022 RI Health Workforce Planning & Implementation Initiative

Workgroup Attendees:

1. Co-facilitator: Marti Rosenberg, EOHHS
2. Co-facilitator: Larry Warner, United Way/CHAE
3. Aryana Huskey, EOHHS
4. Kristin Lehoullier, Elevated Results
5. Bert Cooper, Elevated Results
6. Maria Narishkin, EOHHS
7. Megan Swindal, DLT
8. Don Gregory, Skills RI
9. Nicholas Oliver, RIPHC
10. Stephen Grivers, PACE-RI
11. Sophie Asah, EOHHS
12. Sue Pearlmutter, RIC
13. Rachael Sardinha, RIDOH
14. Ann Caretti, RICCF
15. Bearee Henglatsamy, DOA
16. Jennifer Carreiro, RIC
17. Dana Brandt, DataSpark
18. Mackenzie Daly, BHDDH
19. Alyssa Alvarado, DLT/GWB
20. Kathleen Greenwell, DLT LMI
21. Keith Murray, DLT
22. Howard Dulude, HARI