



RHODE ISLAND DEPARTMENT OF
BEHAVIORAL HEALTHCARE,
DEVELOPMENT DISABILITIES & HOSPITALS
(BHDDH)

BH Workforce 2018-2020
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Presented 10/19/22





NOTES

- All data is based on annual HR submission from all BHDDH licensed BHOs
- CY21 data is not yet complete and therefore is not included in this presentation
- This only includes client facing care staff (not admin or management)



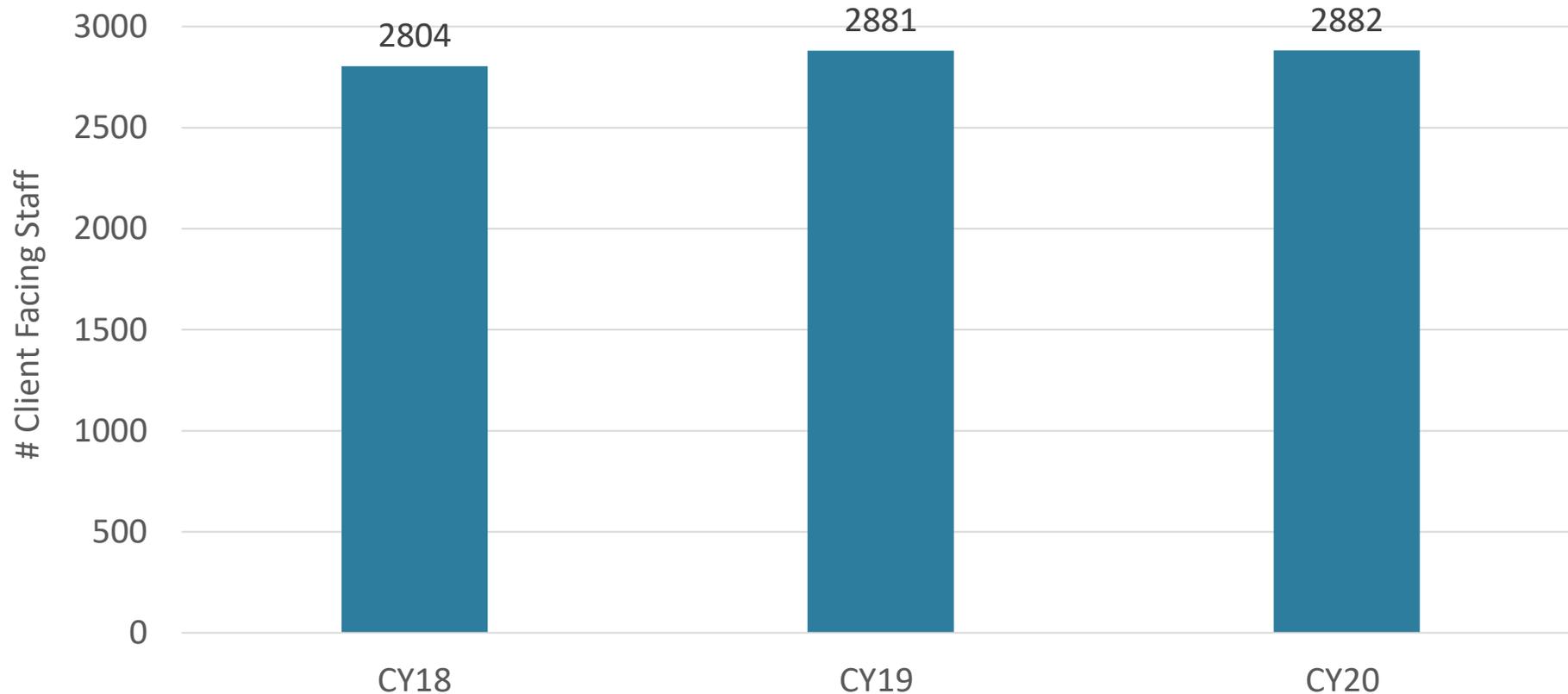
Providers Included

- Adcare Rhode Island
- Addiction Recovery Institute (ARI)
- Be Collaborative Care
- Bridgemark Addiction Recovery Services
- Journey to Health, Hope, and Healing (now BHG)
- Center for Treatment and Recovery (now BHG)
- Communities for People
- Child and Family Services
- Codac
- Comprehensive Community Action
- Discovery House
- East Bay Community Action Program
- Emma Pendleton Bradley
- Fellowship Health Resources
- Family Services of RI
- Gateway Healthcare
- Groups Recover Together (2020 only)
- Thrive Behavioral Health
- MAP Behavioral Health Services
- North American Family Institute
- Northeast Behavioral Associates (2019 and 2020 only)
- Newport County Community Mental Health Center
- Community Care Alliance
- Phoenix House (now Zinnia)
- The Providence Center
- Sstarbirth
- Tides Family Services (2019 and 2020 only)
- Trinity Health Living (2019 and 2020 only)
- Tri-County Community Action Program
- Victa





BHDDH – BH Client Facing Staff by Calendar Year

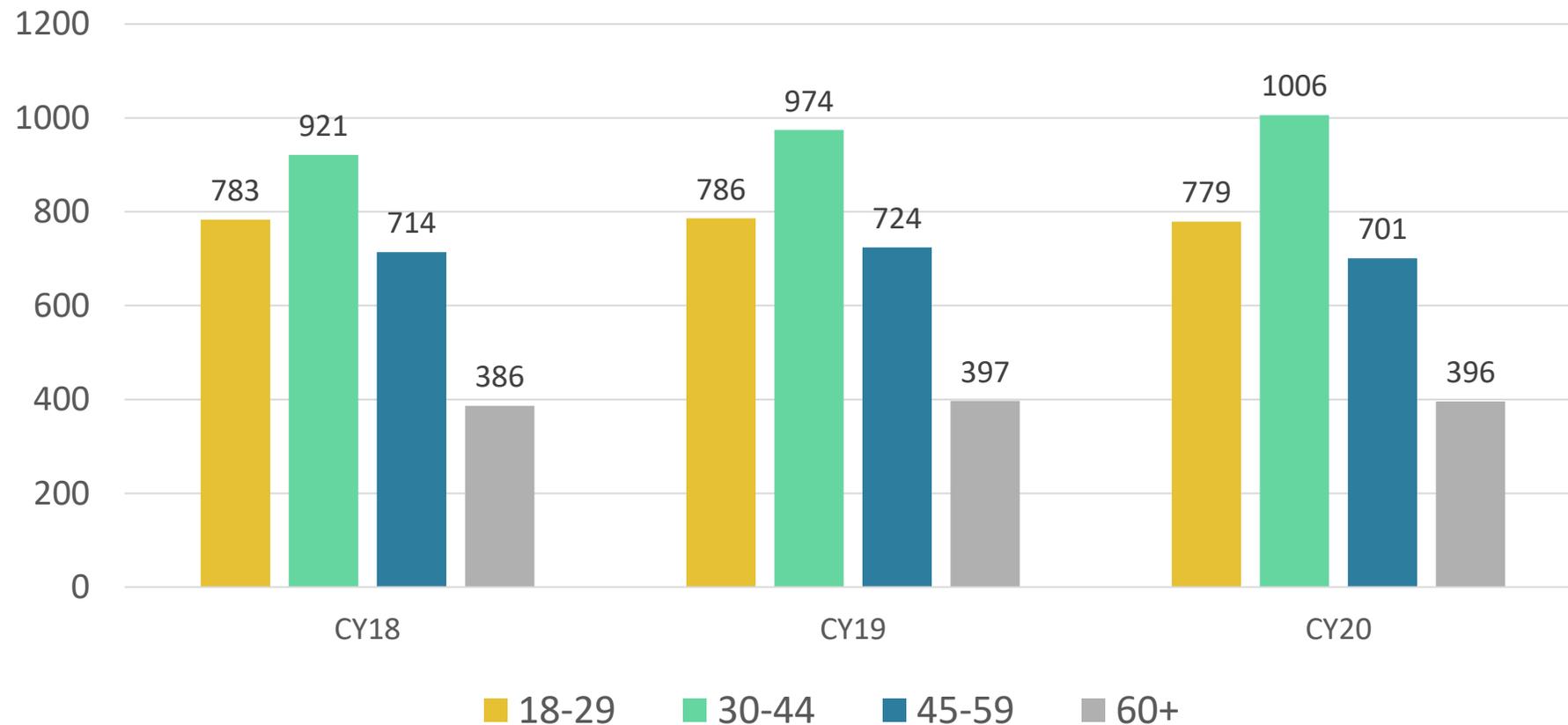


There has been a slight increase in the workforce between CY 2018 and CY 2020. This may be in part due to the addition of newly licensed providers.





BHDDH – BH Client Facing Staff by Age



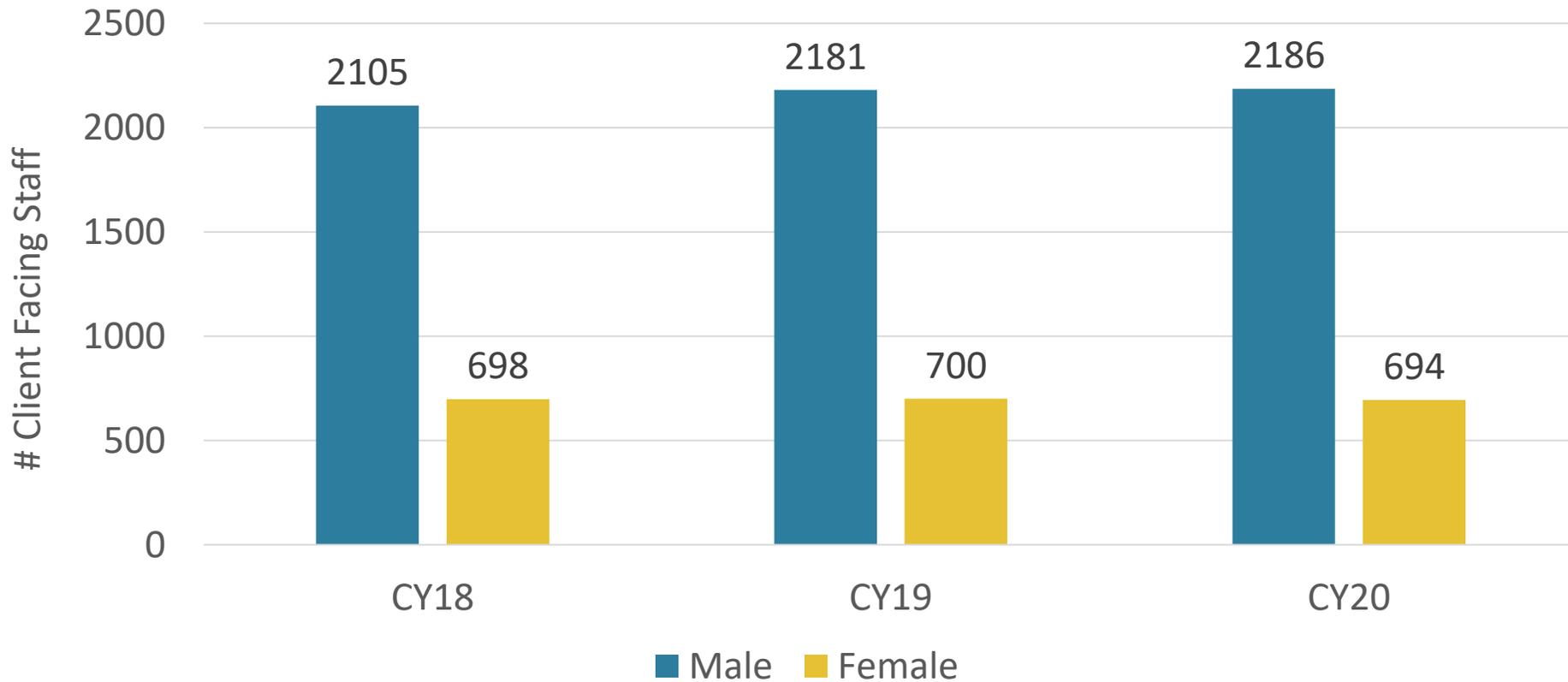
Individuals aged 30-44 make up the largest portion of the BH client facing workforce across all 3 CYs.

Individuals who may be aging out of the system (60+) make up 14% of the workforce.





BHDDH – BH Client Facing Staff by Gender

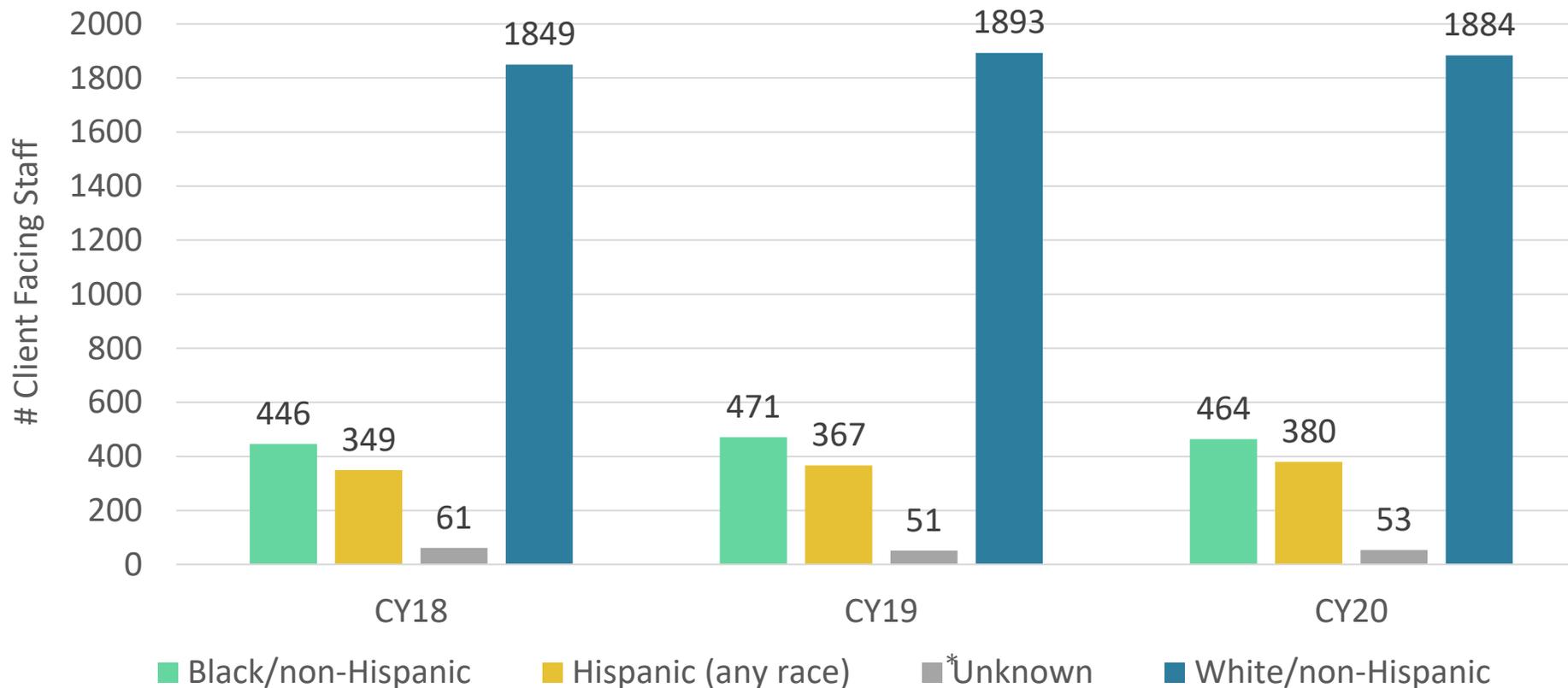


Across CY18 to CY20, the client facing workforce has consistently been 75-76% female and 24-25% male





BHDDH – BH Client Facing Staff by Race



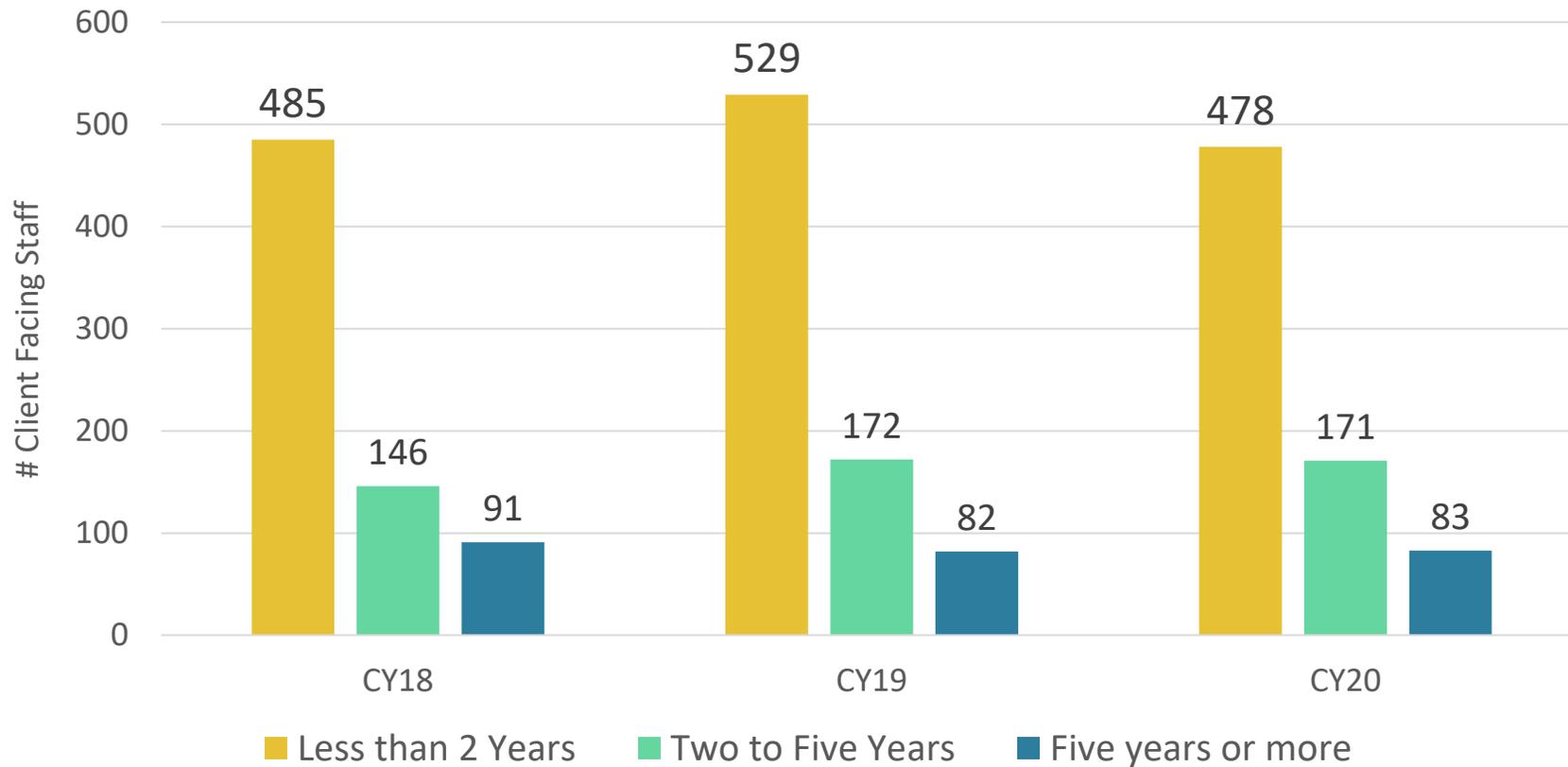
Across CY18 to CY20, the client facing workforce has consistently been 66% white, 16% Black, and 13% Hispanic



*Other race includes Asian, Hawaiian/Pacific Islander, Multiracial, and Native American (non-Hispanic)



BHDDH – Number of BH Workforce Leaving

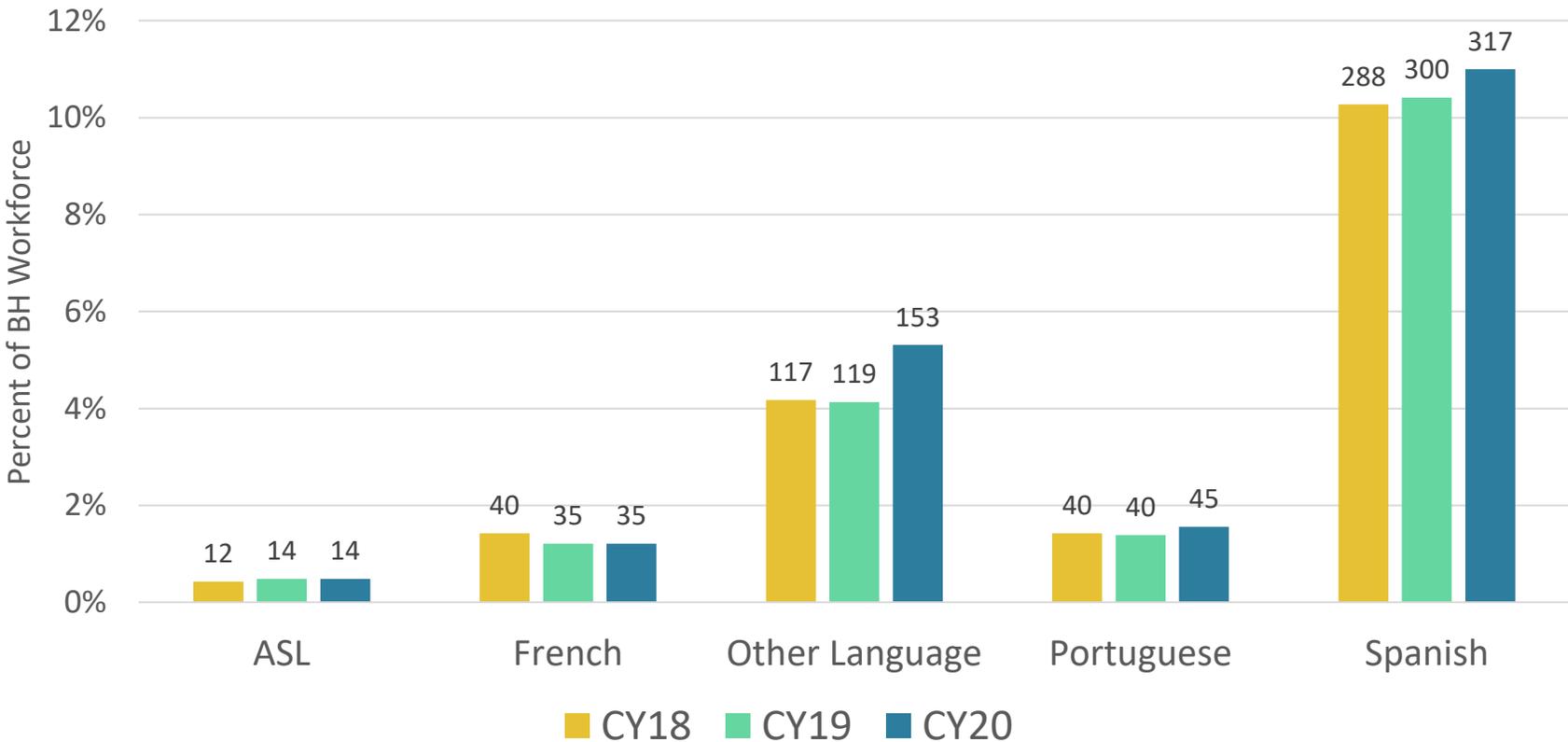


From CY18 to CY19, 73-75% of staff employed at the start of each year remained employed throughout. This graph shows the retention time of the 25-27% of staff who left each year.





BHDDH – Percent of BH Workforce by Second Language Spoken



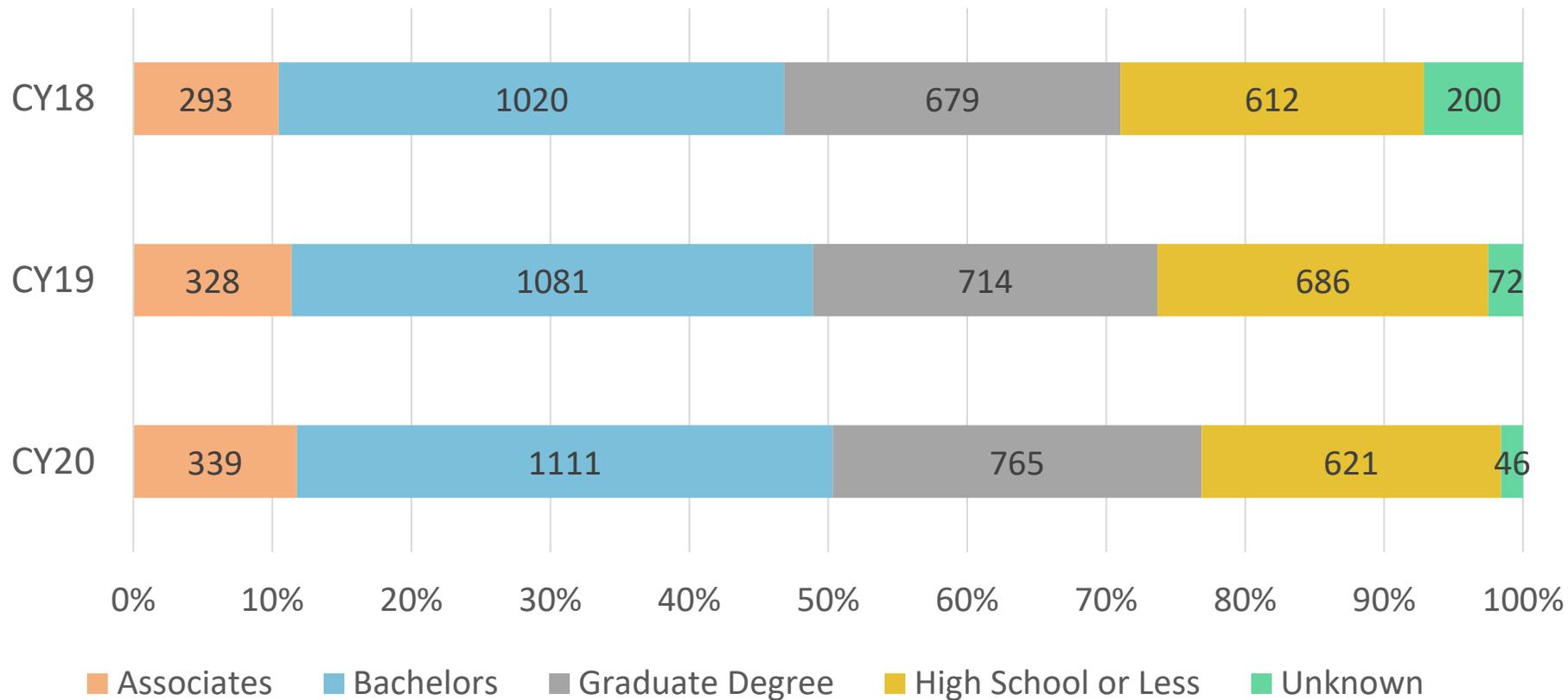
Overall, 18% of the BH client facing workforce spoke a second language in 2018 and 2019, and the number was up to 20% in 2020. Spanish is the most common second language spoken.



*Other language includes but is not limited to Cambodian/Khmer, Arabic, Hmong, Italian, Jamaican, Laotian, Polish, Russian



BHDDH – BH Client Facing Staff by Education Level

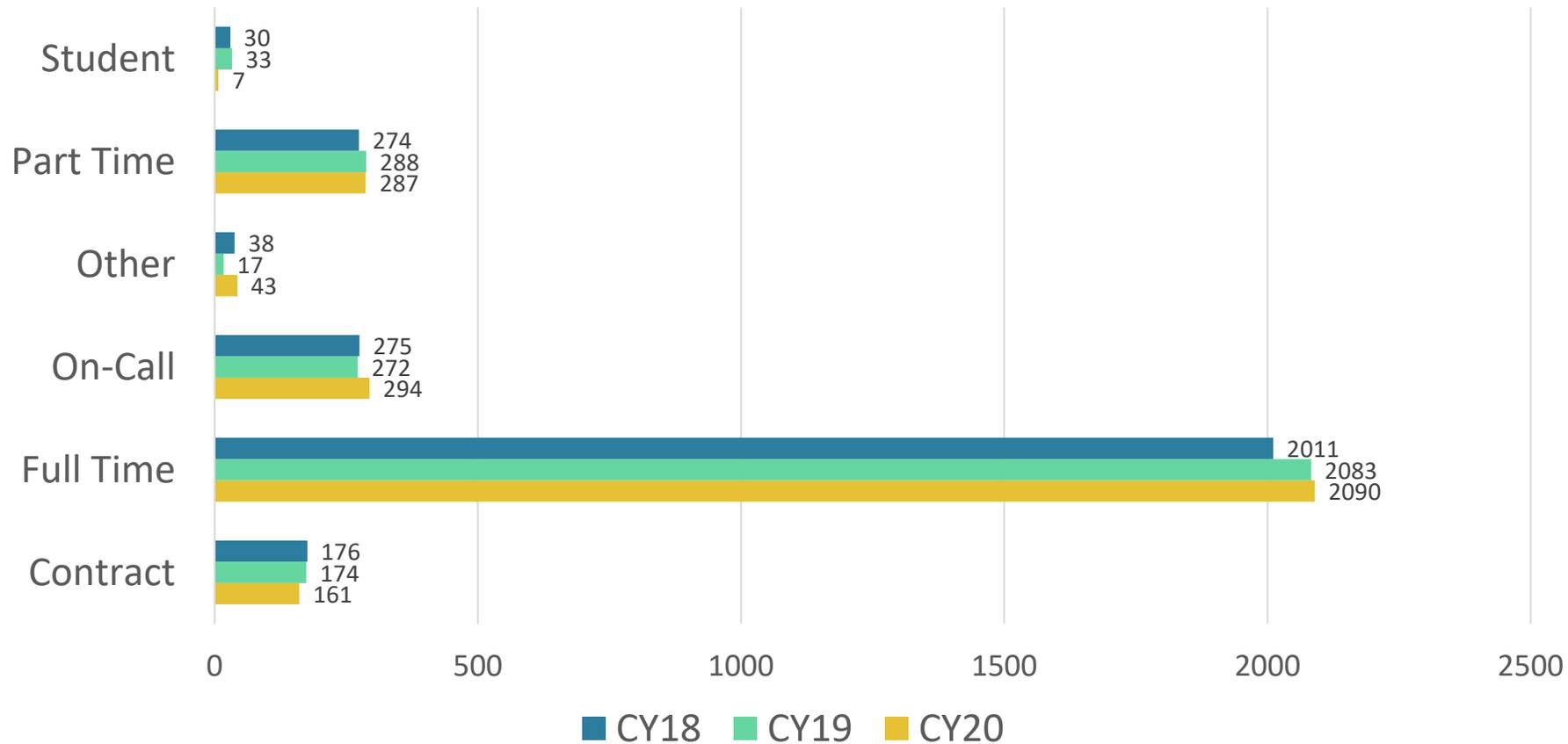


The number of unknowns have decreased significantly since CY18, most likely driving the increase among other categories





BHDDH – BH Client Facing Staff by Employment Status



There has been a decrease in student and contractor workers and an increase in full time, part time, and on-call workers over the last three CYs.





THANK YOU

Looking Forward:

Medicaid Recruitment and Retention Program will help providers give sign on and retention benefits/bonuses to address the workforce crisis. We will have data on this program in the future.

If you have any questions, please let me know or email:

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