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Putting RI's Health Workforce Data Dashboard to Work

Presentation to 3rd Annual RI Health & Human Services Workforce Summit

May 29, 2024



EOHHS Ecosystem Health Workforce Data Dashboard

A major step forward in understanding
important characteristics of Rhode Island's
licensed health professional workforce

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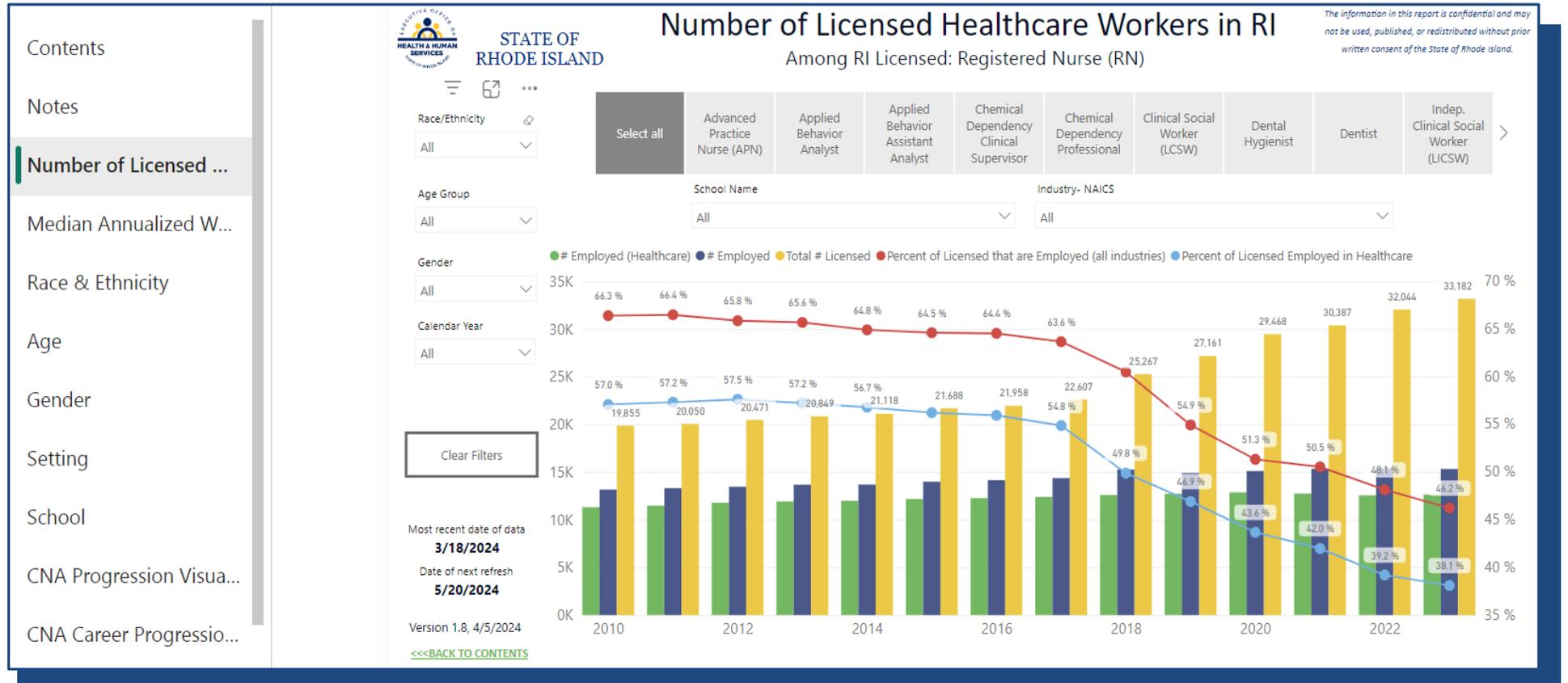
EOHHS Ecosystem Health Workforce Data Dashboard

Includes RIDOH licensure data, DLT wage record, and 20+ other data sets

Currently includes most licensed nursing, behavioral health, and oral health occupations

Additional occupations will be added in the future

Analytics capacity:
licensed, employment, earnings, race, ethnicity, age, gender, career progression – by occupation, school, and setting



Caveats: The Ecosystem contains no information on job titles, hours/week, hourly rate, out-of-state employment, or self-employment.



Preliminary findings from the Health Workforce Data Dashboard

Employment • Equity

Earnings • Age • Settings

Educational Programs

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Many health professional licensees are not employed in healthcare in RI

Some are employed in other industries.

Some are employed in other states.

Some are not employed.

Licensure and employment of Nursing occupations - 2023

Occupation	Total Licensed	Employed in RI (healthcare)	Employed in RI (any setting)
Nursing Assistant	17,833	13,244 (74.2%)	15,361 (86.1%)
Licensed Practical Nurse	3,243	1,696 (52.3%)	1,938 (59.8%)
Registered Nurse	33,182	12,638 (38.1%)	15,325 (46.2%)
Advanced Practice RN	3,226	1,455 (45.1%)	1,655 (55.3%)

Key Points

Most licensed CNA worked in RI in at least one quarter of 2023. But there are still 2,500 CNA who were not employed in RI in 2023.

There are thousands of licensed RNs who are not working in RI. This reflects a significant increase in out-of-state LPN, RN, and APRN licensees when RI left the interstate nursing compact in 2017. We expect that the total RN and LPN licensees will drop significantly because RI rejoined the compact in 2024.

Over the past five years, employment of CNA and RN in healthcare settings has remained relatively stable, while employment of LPN and APRN has increased.

Licensure and employment of Behavioral Health occupations - 2023

Occupation	Total Licensed	Employed in RI (healthcare)	Employed in RI (any setting)
LCSW	1,686	724 (42.9%)	1,052 (62.4%)
LICSW	2,820	820 (29.1%)	1,269 (45%)
LMHC	1,372	463 (33.7%)	654 (47.7%)
LCDP	521	338 (64.9%)	390 (74.9%)
LMFT	184	42 (22.8%)	54 (29.3%)

Key Points

The number of LICSW, LMHC, and LMFT has increased significantly in recent years, while the number employed in RI (in healthcare or any setting) has remained relatively steady.

The relatively low percentage (less than half) of LICSW, LMHC, and LMFT employed in RI is likely due to a) private practice and b) telemedicine – neither of which is counted as employment in the Department of Labor & Training’s wage records.



Racial and ethnic disparities exist across licensed occupations

People of color are generally under-represented in higher paying occupations and over-represented in lower paying occupations

Racial & ethnic disparities among employed healthcare workers - 2023

Occupation	White	Hispanic	Black	Median Earnings (all healthcare)
CNA	35%	33%	21%	\$33,668
LPN	57%	10%	23%	\$56,152
RN	80%	6%	6%	\$74,494
APRN	82%	4%	6%	\$103,088
DH	85%	6%	---	\$58,926
LCSW	60%	19%	12%	\$56,372
LCDP	78%	9%	9%	\$56,504
LMHC	84%	5%	4%	\$59,176
LICSW	84%	6%	4%	\$61,338

Key Points

Occupations with the lowest median earnings in their sector typically have the highest percentage of Hispanic and Blacks, and vice versa.

The percentage of White health professionals across all occupations is consistently highest in hospital settings - where wages are generally higher - than in other settings.

Selected demographics: RI civilian labor force (aged 16+)

White (not Hispanic): 71.9%

Hispanic/Latino (any race): 16.2%

Black/African-American (not Hispanic): 5.3%

US Census ACS (2022)



Earnings vary significantly across settings

Hospitals typically pay the highest salaries and
community-based settings typically pay the lowest

Disparities across healthcare settings - 2023

Occupation	Hospitals	Nursing & Residential	Ambulatory	Social Assistance
CNA	\$39,822	\$36,600	\$28,080	\$21,532
LPN	\$50,560	\$65,368	\$46,590	\$34,604
RN	\$76,036	\$75,482	\$72,744	\$41,928
APRN	\$104,456	\$59,636	\$102,582	\$118,856
DH	\$58,280	---	\$58,888	\$63,044
LCSW	\$56,192	\$56,624	\$56,980	\$55,324
LCDP	\$62,132	\$56,372	\$56,596	\$52,904
LMHC	\$67,814	\$64,978	\$55,948	\$57,200
LICSW	\$66,040	\$62,744	\$58,558	\$60,074

Key Points

Hospitals tend to have the highest median annual wages among healthcare settings. However, a few occupations are more prevalent and have higher annual earnings in other settings. (The setting with the highest median annual earnings is highlighted.)

The median annual earnings shown here are based on quarterly earnings X 4. These earnings are likely to appear low because they do NOT distinguish between part-time and full-time employment. As such, these earnings should not be mistaken for hourly wages or annual salary.



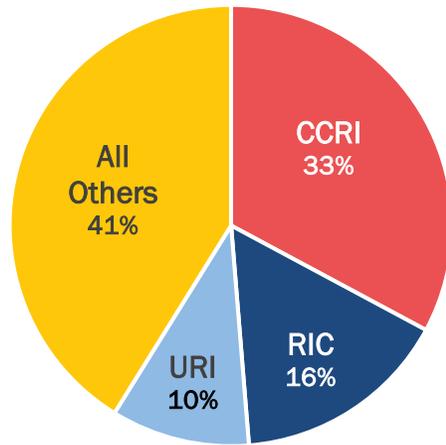
Rhode Island healthcare relies on public institutions of higher education



Demographics of graduates generally underrepresent the diversity of the State

Health Professionals by Public Institutions of Higher Education

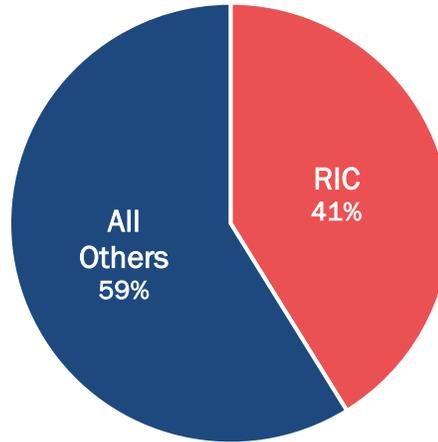
Registered Nurses



59% of all RNs employed in RI graduated from URI, RIC, or CCRI

Demographics of URI, RIC, and CCRI grads employed in RI are comparable to one another and more diverse than private schools, but less diverse than the RI population.

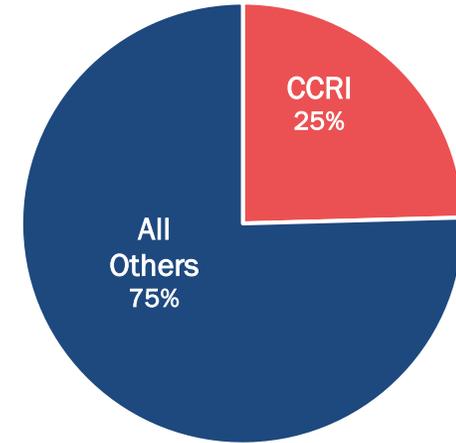
Social Workers and Mental Health Counselors



41% of all Social Workers and Mental Health Counselors employed in RI graduated from RIC

RIC Social Workers employed in RI are more diverse than RIC Mental Health Counselors and comparable to the diversity of the RI population.

LPN



25% of all Licensed Practical Nurses employed in RI graduated from CCRI. (33% graduated from Lincoln Tech).

Lincoln Tech LPNs employed in RI are significantly more diverse than CCRI LPNs.



Average age and gender of RI health professionals

LCSWs have the youngest average age

Dentists have the oldest average age

Gender patterns are largely unchanged

Health Professionals by average age and gender

Occupation	Average Age	Trend	% Female	Trend
CNA	42.6	Up	93%	Up slightly
LPN	45.4	Down	91%	Steady
RN	45.0	Down slightly	91%	Down slightly
APRN	45.0	Down	90%	Up slightly
DH	47.2	Up	98%	Steady
Dentist	49.2	Steady	35%	Up
LCSW	37.9	Down	85%	Down
LCDP	48.1	Steady	72%	Steady
LMHC	44.8	Steady	82%	Steady
LICSW	48.1	Down slightly	86%	Steady

Key Points

The gender imbalance in higher paid occupations such as Dentist and RN has slowly decreased.

The high percentage of individuals who identify as female in relatively lower paid occupations such as CNA and Dental Hygienist has stayed the same or increased.



Some questions the Dashboard can't answer (yet) and where else to look

Graduation and employment outcomes

Current and future job openings

Part-time /full-time status

Languages spoken

Job title & role

Hourly wages



Potential sources of additional data

Graduation and employment outcomes ➡ RI Longitudinal Data System

Current and future job openings ➡ DLT; Industry surveys and analysis

Part-time /full-time status ➡ RIDOH licensure process; DLT wage records

Languages spoken ➡ RIDOH licensure process

Job title / role ➡ RIDOH licensure process; DLT wage records

Hourly wages ➡ DLT wage records

Using the Health Workforce Data Dashboard

Who can benefit from using the Health Workforce Data Dashboard?

- ✓ Higher education
- ✓ Job training & adult education
- ✓ Career & Technical Educators
- ✓ Health & human services providers
- ✓ Policy-makers
- ✓ Advocates
- ✓ Elected officials
- ✓ Grant writers
- ✓ Health planners
- ✓ Workforce planners
- ✓ Human resources

Explore the Dashboard



Use this QR code or go to:

www.eohhs.ri.gov/health-workforce-dashboard

Register to attend a Health Workforce Data Dashboard training session

Learn how to use the many data pages, menu items, and filters to unlock the information and knowledge that can be gained from the Dashboard.



June 12, 10 - 11 AM



June 19, 3 - 4 PM

Appendix: Health Professional Licensee Acronyms

- ABA: Applied Behavior Analyst
- APRN: Advanced Practice Registered Nurse
- CNA/NA: Nursing Assistant
- DH: Dental Hygienist
- LCDP: Licensed Chemical Dependency Professional
- LCSW: Licensed Clinical Social Worker
- LICSW: Licensed Independent Clinical Social Worker
- LMFT: Licensed Marriage and Family Therapist
- LMHC: Licensed Mental Health Counselor
- LPN: Licensed Practical Nurse
- RN: Registered Nurse

Note: This is not a **full** list of health professional licenses/acronyms, just those referenced in this slide deck.