

Health Career Pathways & Pipelines Workgroup

Wednesday, June 22, 2022, 2:00 – 3:30 PM

Co-Facilitators: Alyssa Alvarado, Governor's Workforce Board &
Howard Dulude, Hospital Association of RI

Executive Sponsor: Matthew Weldon, Director, RI Department of Labor & Training



Today's Agenda:

01

Welcome and Introductions

- Kickoff by DLT Director Matthew Weldon
- Participant Introductions

02

Workgroup Focus

- Discussion of workgroup topic
- Overview of workgroup process & timeframe
- Guiding principles

03

Workgroup Structure & Process

- Membership & commitment
- Co-facilitation (public/private)
- Meeting cadence
- Workgroup authority & support

04

Today's Discussion

- Current state
- Short & longer-term goals
- What information is needed?
- Who is missing?

Welcome!





Participant introductions: in the chat, please put your name, organization, and *one sentence* as to why this workgroup topic is important to your organization!

Career Pathways & Pipelines Workgroup Focus

Discussion of workgroup topic; overview of workgroup process and timeframe

Workgroup topic: *“To ensure a sufficient supply of health and human services workers by providing students, job seekers, and incumbent workers with the knowledge, skills, and resources needed to obtain employment and advance in their careers.”*

- Without wordsmithing, does this statement capture the **main objectives** of this workgroup?
- Raise your hand or type your feedback in the chat!

Workgroup approach:

- Assess current state
- Set SMART goals – 6 months / 1 year / 3 years
- Develop strategic initiatives to achieve our goals
- Monitor and report on progress towards our goals
- Identify barriers to achieving our goals
- Find solutions to removing barriers

Workgroup Focus Cont'd – Three Guiding Principles

1. Building a robust and adaptive workforce: Our work should be guided by a focus on building a sustainable, well-trained and well-supported workforce that can meet the needs of Rhode Islanders



2. Centering work on ensuring a more equitable workforce: Our work should be focused on increasing racial, ethnic, linguistic, and cultural diversity at all levels of the health & human services workforce



3. Focusing on improvements to system sustainability: Our efforts should be focused on health system sustainability – ensuring adequate workforce capacity, compensation, and other resources to ensure the provision of first-class care and services



Workgroup Structure & Process

- In-person meetings
- Membership & commitment
 - Open to all, minimum 6 months commitment
- Co-facilitation (public/private)
- Meeting cadence
 - Will begin monthly; subcommittees may be formed
- Workgroup Authority (advisory to executive leadership)
- Workgroup support
 - Agenda, minutes, materials, meeting logistics, dedicated webpage, consultant services as needed



Today's Discussion

Participants will break out into small groups to discuss current state & short- and longer-term goals



Current State

What is working?
What is not?



Short- & Long-term Goals

In broad terms, what
are our 6 month / 1-
year / 3-year goals?



Vital Information

What data, policies,
research, etc., do we
need to inform our
work?



Who else?

Who is missing from
our collaborative
planning &
implementation
initiative?

Discussion: Report back from breakout session



Thank you for your participation!

Next workgroup: Wednesday, July 27, 2:30–4:00 PM
@ RI Executive Office of Health & Human Services –
Virks Conference Room – 3 West Road, Cranston