

Health & Human Services Partnerships with Higher Education Workgroup Minutes

September 20, 2022 | 11:30am - 12:30pm Virtual Teams Meeting

Co-facilitators: Amy Grzybowski, Office of the Postsecondary Commissioner & Sandra Victorino, Care New England & Commission for Health Advocacy & Equity

General Meeting Overview

The workgroup meeting was held virtually on Microsoft Teams and began with individuals introducing themselves in the meeting chat box. Following introductions, workgroup subcommittee updates were provided.

Subcommittee Updates:

[Career and Technical Education \(CTE\) Partnerships with Industry and Higher Education](#)

Paul McConnell of RI Department of Education, along with Susan Votto of Davies Career & Technical High School and Education Co-chair for the RI CTE Board of Trustees Health Careers Advisory subcommittee, spoke about this project. While they are still trying to get a handle on the numbers of healthcare CTE students because students are still in movement, they should have a firm figure in early October; Paul and Susan emphasized the *considerable* amount of student interest in health and human services careers.

There are several elements to consider within this initiative.

- ❖ *Regarding CTE and healthcare **industry** partnerships*, there is a significant amount of work which can be kicked off in the upcoming weeks.

As a first step, they are looking to develop and convene a subgroup in mid-October to meet with the CTE health advisory subcommittee, members of which include building/district leaders where there are CTE health career programs. This meeting would serve as an opportunity to directly connect industry with CTE program managers, where parties can share concerns, questions, brainstorm, and begin identifying the knowledge gaps and areas of need in order to begin assisting in informing advisory for health careers.

As we develop and enhance CTE and industry partnerships, an important aspect of this work will be to facilitate opportunities for students, as well as faculty, to meet, observe, and learn from healthcare workers - at school, in the workplace, etc. Following the aforementioned mid-October convening, the subgroup will have a better idea as to how we will move forward with directly engaging health career students and faculty.

Industry partnerships should also assist in informing professional learning for CTE educators.

- ❖ *Relative to CTE partnerships with **institutions of higher education**, there are numerous considerations.*

Paul began by acknowledging some of their current partnerships and existing relationships with higher education. Community College of RI has many partnerships with CTE schools and programs. Paul noted that New England Institute of Technology and the University of Rhode Island have quality relationships with CTE.

As we move this work forward, we need to work to bring **all** post-secondary partners into CTE conversations to ensure CTE standards are adequately preparing students within the health careers cluster to pursue post-secondary education, and that the CTE teachers have the right backgrounds and all the current professional learning they need to be successful.

Some of the ways CTE and higher education partnerships can specifically help facilitate pathways from CTE to higher ed programming are through the expansion of:

- dual and concurrent enrollment agreements
- articulation agreements
- transcribed enrollment
- recognition of stackable credentials

As iterated above, **the immediate next step for this initiative will be to convene a subgroup in mid-October to meet with the CTE health advisory subcommittee to share concerns, questions, and begin assisting in informing advisory for health careers.** The internal team will work with Paul and Susan on the planning details for this meeting and will contact stakeholders with more information/next steps.

Career Development Day – Skills for RI’s Future

Next, Nina Pande, Executive Director of Skills RI, reported out to the workgroup. In the past couple weeks, Skills has met a few times with a subgroup of folks from this committee, around pulling Skills in to help support and structure a Career Development Day.

There are a few key decision points still to be addressed around the development of this concept; these were posed to the workgroup participants for feedback and folks shared their thoughts in the meeting chat. These feedback areas were:

- Career Development Day only **or** Career Development Day + Hiring Event?
 - o Participants - Employers; education & training providers?
- Target audiences
 - o Students (K-12; post-secondary)
 - o Job seekers (under/unemployed)
 - o Job changers
- Multi-day event (conference style)

Generally, participants seemed to be in favor of expanding the scope of such an event. Additional considerations included:

- This event should be in alignment with efforts within the CTE space
 - o Incorporate/facilitate opportunities for Professional Development for CTE educators/others?
- Important to ensure we have representation from employers who are able to speak languages other than English, and who represent agencies that hire individuals who may not be proficient in English
- Need to develop a list of training opportunities within each respective training partner (education and community-based)
 - o Ideally, trainings would be tied to carved out career pathways
- Need to determine the readiness for agencies to respond to training/education interests

These decision points will also be brought to the Career Pathways & Pipelines workgroup for their feedback on September 27, 2022, and Skills for RI's Future will continue to facilitate collaborative vetting and planning sessions.

Clinical Placements Solutions

Sue Pearlmutter from Rhode Island College, subgroup co-facilitator, reported out on the status of the subgroup. The working group has met a total of three times and is focused on developing a survey which will be sent out to higher education program reps for programs which have clinical placement/preceptor requirements. The group has developed, and is continually adding to, a spreadsheet of academic programs within higher education institutions in RI which have clinical requirements, including identifying contact information for clinical coordinators within each school/program, so that we can properly disseminate the survey once it is developed.

The group is currently reviewing various pieces of literature relevant to surveying fieldwork educators in order to inform the survey development. The subgroup has identified several elements that they would want to quantify with survey results – quantifying the number of placements for various occupations/programs & understanding barriers to achieving clinical sites.

The group will finalize their primary purpose at their next meeting; once **specific** shorter/longer-term objectives are clearly defined, the survey design and dissemination will be curated to optimize survey completion by higher education partners and will serve to support achievement of such objectives.

Upcoming subgroup meetings are scheduled for October 7th & October 14th at 8:00am on Teams. If interested in participating in this subgroup, please reach out to [Aryana Huskey](#).

Health Professional Loan Repayment Programming

Zach Nieder of the RI Foundation led a quick discussion to gauge interest of workgroup participants in having an initial conversation focused on how various health professional loan repayment programs and initiatives might help advance the key health workforce policy goals we have been

discussing in these broad health workforce transformation efforts (e.g., addressing shortages, building career pathways, and building and sustaining a representative, diverse workforce).

Several workgroup participants expressed interest in having such a discussion. Zach will be scheduling an initial meeting within the next couple weeks, where attendees will begin brainstorming the areas that various loan repayment programs and initiatives could be used/enhanced/leveraged as a tool for advancing specific policy goals, discuss who else should be part of these conversations, and will serve to gauge the interest of this group in more sustained work and continued discussion around this topic area. If there is interest in a more sustained process and development of a subcommittee, the group will also discuss a plan for the cadence and structure of future meetings.

If interested in participating in these efforts, please reach out to [Aryana Huskey](#).

Following subcommittee updates, brief discussion around **New Business** was held:

CNA Testing

- A new temporary Nursing Assistant testing location is being stood up at the RI Nursing Education Center. Evaluator applications are currently being solicited to send over as referrals to Credentia. Amy Grzybowski said in a recent meeting with RIDOH and Credentia, she inquired as to what Credentia's processes and protocols are when evaluators are unable to make it to testing sites but did not receive an exact response.
 - RIDOH is working on readjusting regulations which may provide the ability to have another test provider. If they can adjust the regulations, then hopefully they can rebid the RFP (Request for Proposal) for testing vendors. RIDOH is also trying to work with individuals who are looking to extend their 120 day temporary license extensions.
 - Karyn Lowe from the Governor's Office shared that RIDOH and her office have monthly meetings with congressional delegation, and she will raise the topic of adjusting Federal CMS regulations at their next meeting. Other workgroup participants expressed interest in escalating other Federal requirements which are barriers to employment/contribute to issues of inequity, to which Rick Brooks responded saying a cross-sectional approach to discussion with the delegation is something we can explore further.
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Finally, workgroup participants were asked their thoughts on the approach for meeting format moving forward. There were mixed responses from attendees – some noted they prefer to have in-person meetings because of the energy and more opportunities for collaboration, and others prefer the convenience of virtual meetings. There seemed to be consensus that there are benefits to both forms of meetings, and that alternating between the two options at an identified frequency will likely makes the most sense. The internal planning team will consider workgroup members' feedback and adjust the meeting format/cadence accordingly.

The next workgroup meeting is scheduled for October 18, 2022 from 11:30am-1:00pm at the RI Nursing Education Center, Room 306, 350 Eddy St., Providence

Workgroup Attendees:

1. Cofacilitator: Amy Grzybowski, Office of the Postsecondary Commissioner (OPC)
2. Cofacilitator: Sandra Victorino, Care New England (CNE) + Commission for Health Advocacy & Equity (CHEA)
3. Rick Brooks, EOHHS
4. Aryana Huskey, EOHHS
5. Alyssa Alvarado, DLT
6. Keith Murray, DLT
7. Laurie Leonard, RIDOH
8. Rachael Sardinha, RIDOH
9. Jen Ricci, RIDOH
10. Kasim Yarn, RI VETS
11. Elizabeth Silvestri, BHDDH
12. Natalie LaRoche, BHDDH
13. Paul McConnell, RIDE
14. Karyn Lowe, RI Governor's Office
15. Irene Kwon, RI Governor's Office Intern; Brown University
16. Zach Nieder, RI Foundation
17. Larry Warner, United Way of RI
18. Sue Pearlmutter, Rhode Island College (RIC)
19. Marianne Raimondo, RIC
20. Tonya Glantz, RIC
21. Jenifer Giroux, RIC
22. Suzanne Carr, Community College of RI (CCRI)
23. Cody Fino, CCRI
24. MJ Kanaczet, University of RI (URI)
25. Bryan Blissmer, URI
26. Debra Cherubini, Salve Regina University
27. Sharon Stager, Salve
28. Laura Galligan, Johnson & Wales University (JWU)
29. Kara J. Cucinotta, JWU
30. Amy Weinstein, Western Governor's University (WGU)
31. Darlene Noret, New England Institute of Technology (NEIT)
32. Susan Votto, Davies Career & Technical High School
33. Susan Kershaw-Sczuroski, Tides Family Services
34. Margaret Holland McDuff, Family Service of RI
35. Ariane Famiglietti, Lifespan/Gateway
36. Adrianna Meyer, PACE-RI
37. Rick Boschwitz, Bayada
38. Sandra Olivo Peterson, Bayada
39. Andrew Saal, Providence Community Health Centers (PCHC)
40. Blackstone Valley Community Health Center (BVCHC)
41. Tanja Kubas-Meyer, RI Coalition for Children & Families (RICCF)
42. Howard Dulude, Hospital Association of RI (HARI)
43. Lynn Blais, United Nurses & Allied Professionals (UNAP)
44. James Nyberg, Leading Age RI
45. Katie Norman, RI Health Care Association
46. Elena Nicolella, RI Health Center Association
47. Nina Pande, Skills for RI's Future (Skills RI)
48. Don Gregory, Skills RI
49. Hannah Mellion, Skills RI
50. Thomas Streicher, Skills RI
51. Melba Depena Affigne, Skills RI
52. Kristin Lehoullier, Elevated Results