



**RHODE
ISLAND**

RI HEALTH AND HUMAN SERVICES WORKFORCE Planning

Stakeholder Update Meeting

October 2023

Agenda

Welcome and Agenda Review

Updates

- Agency budget proposals
- Ongoing and emerging initiatives (and how to get involved)

Listening (and chat) session

- What progress or new workforce challenges have you seen in the last 6 months?
- What is the most important thing the state can do over the next 6 – 9 months?
- What is the most important thing that the private sector can do over the next 6 – 9 months?

Next steps (5 min)

State Agency Budget Proposals

State Budgeting Process

State staff develop budget proposals (called decision packages); agencies complete these by end of August

Agency leadership transmit proposed set of decision packages to Office of Mgt and Budget

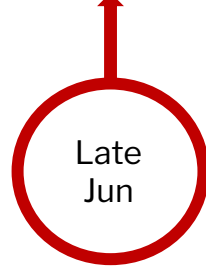
Governor presents spending recommendations to the General Assembly no later than the third Thursday of January



Phase I: State agencies develop and prioritize proposals

Phase II: Governor's Office determines what will be in the proposed budget

Phase III: Budget Amendments and Approval By Legislature



State agencies review proposals internally, prioritize proposals across divisions, and vet informally with the Governor's Office

Governor's Office Reviews packages and decides what will be included in proposed budget

General Assembly holds hearings, review, and votes on the state budget and other legislative proposals.

General Assembly may increase, decrease, alter or strike out any item in the Governor's budget.

General Assembly passes the budget, and sends it to the Governor for signature

RIDOH: Licensure Division Capacity / Data Collection/ Health Professional Loan Repayment

Health Professional Loan Repayment: Proposal to increase investment in the RI Health Professional Loan Repayment Program (RI HPLRP) to help the program recruit and retain a greater number of highly qualified healthcare providers to work with underserved populations in identified Health Professional Shortage Areas (HPSA) statewide.

Licensure Division Capacity: Proposal for additional staff capacity in the RI Dept. of Health licensing unit to automate the licensing process and increase the throughput of licensing applications.

Data Collection: Proposal to expand the collection of standardized information on licensed healthcare professionals to help the state plan and address for workforce shortages, enhance access to care, reduce health disparities, and address key healthcare workforce policy questions.

EOHHS: Ladders to Licensure

- Proposal for a 3-year grant program.
- Goal is to incentivize public-private partnerships between employers and other partners to develop connected and streamlined academic pathways and workplace-based career ladders that enable workers to obtain postsecondary credentials, advance their careers, and obtain a health professional license.
- Key strategy for increasing diversity and equity in the health professional workforce, since the lower wage, entry-level healthcare workers who will be recruited for this program are much more racially and ethnically diverse than the health professional occupations for which they will be trained.

DLT/GWB: Real Jobs-Healthcare

Proposal to earmark additional funding for DLT RealJobs pre-employment training programs for health and human services occupation.

Goal is to help address persistent workforce shortages that are compromising the ability of health & human services agencies to provide timely access to quality services for all Rhode Islanders, while also contributing to high rates of burnout and turnover among direct care workers.

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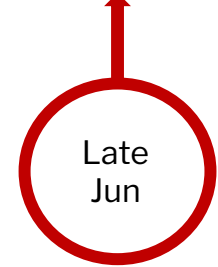
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Ongoing and Emerging Initiatives

Career & Technical Education (CTE) Partnerships

Michael Hobin, RI Department of Education

Why is this project important?

- Connecting HHS employers to the secondary educational programs that prepare their workforce can help:
 - align & contextualize CTE programming with current and future industry demand
 - facilitate mutually beneficial partnerships that will lead to the development of direct, enduring workforce pipelines
- We need to make the industry ‘real’ for students, and generate excitement! To do this, **students must have ample opportunity to participate in high-quality work-based learning (WBL) experiences.**

What have we done so far?

- April 1, 2023 Career Development Day at RINEC with Skills for RI’s Future
- April 2023 Career Ladders meeting with CTE educators, HHS employers, and higher education
- Worked with CTE Health Advisory Board & Lifespan’s ClinTECH Center to successfully implement **realigned CTE Health Career Program Standards for SY 2023-2024 to better meet industry & education needs**

What happens next?

- Planning for January, 2024 Statewide “**Speed Dating**” event for HHS employers & K-12 CTE health educators, building/district leaders
- Develop & share “CTE Playbook for Health & Human Services Employers”
- CTE Health Advisory Board continues to meet and will draft new program standards this year to submit for CTBOT approval in Spring 2024

How can people get involved?

- HHS Employer/CTE ‘Speed Dating’ Event in early to mid-January
- Complete [CTE Health Careers Advisory Priority Survey](#) to help the committee narrow their focus for new HHS career/credential program standards to prioritize drafting this school year
- Reach out if interested in: engaging CTE programs around providing WBL oppts., or taking part in the ‘Speed Dating’ planning team.

Clinical Placements

Debra Hurwitz, Care Transformation Collaborative

- Clinical experience within health and human service organizations is a required educational component for most licensed health and human service professions, including MD, PA, NP, RN, SW, MHC, OT, PT, Pharm, DH, and more.
- However, there are not enough available clinical placements in Rhode Island to meet the demand. Currently, clinical training sites are largely not compensated to provide clinical training.
- This limits the number of students that can enroll in higher education health professional programs, which reduces the number of people who graduate and enter the workforce, and exacerbates current workforce shortages.
- To address this issue, CTC is developing a plan (and legislation) that involves several connected strategies - including training and support for preceptors and host sites. (Here is how you can get involved)

Bonnie Rayta, Office of the Postsecondary Commissioner

- There is a clinical placements workgroup that is gathering data from schools and providers to help make the case.
- We have completed a survey of schools and now we are conducting one with agencies and preceptors. (If you are an agency or a preceptor please fill it out when you get it)

Marketing and Outreach

Ashley O'Shea, RI Executive Office of Health and Human Services

Why is this project important?

In February 2023, the State developed and promoted a recruitment and retention campaign, including pre-employment training, upskilling opportunities, and exploration of health and human services direct care occupations on caringcareers.ri.gov.

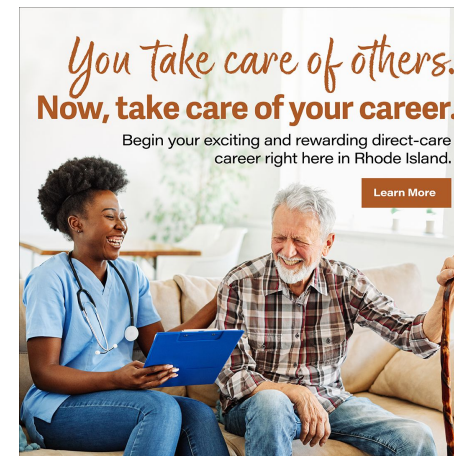
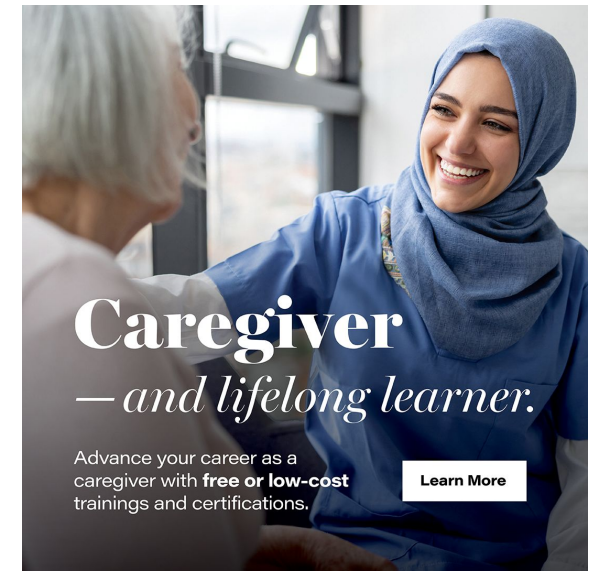
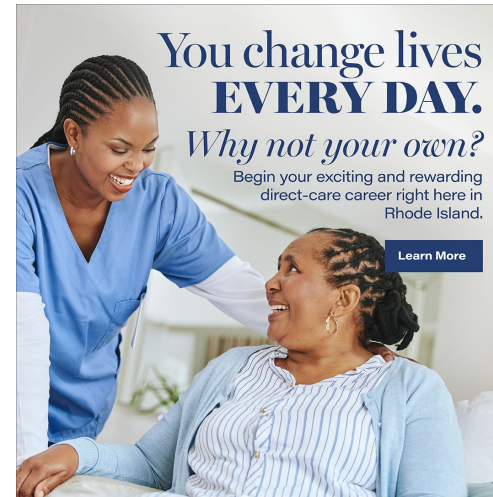
What happens next?

- § Goal of next phase of development is to reach more people
- § Expand focus to additional occupations and settings
- § Integrate some of the video content that was developed for the Career Development Day this past April.
- § Include dynamic interactive career pathway tools

How can people get involved?

Join our collective marketing efforts!

Contact ashley.g.oshea@ohhs.ri.gov if you are interested in collaborating.



Welcome Back

Shannon Carroll, Genesis Center

Why is this project important?

- Welcome Back Centers provide orientation, counseling, and support to foreign-trained health professionals to assist participants in developing a career pathway plan that builds on their education, experience, and skills.
- The RI Welcome Back Center will connect the human assets we have in our community to jobs in our healthcare system. By helping to integrate immigrant health professionals into our local healthcare workforce, we can increase cultural competency, language access, and the overall diversification of our healthcare system.

What have we done so far?

- Secured a grant from RealJobs RI.
- Hired a RI Welcome Back Center case manager and began to work with Genesis Center to recruit and enroll participants in contextualized English classes. Currently 17 participants are enrolled: 14 in English classes while 3 participating in the licensing pathway only. Six additional participants are being onboarded.
- Providing all participants with assistance preparing for their licensing exams (i.e. USMLE for MDs, NCLEX for nurses). Countries represented so far include: Dominican Republic, Colombia, Haiti, Guatemala, Cuba, Venezuela, and Argentina. Current professions: physicians, nurses, psychologists, a bioanalyst, and a clinical lab technician.
- Created an Advisory Committee to bring together stakeholders to provide input on workforce needs, educational pathway development, and advocacy.

What happens next?

We will continue to enroll participants, fine-tune our curriculum, and work with stakeholders to identify needs in the system.

How can people get involved?

Refer participants, join the Advisory Committee, and/or offer ideas about the program development.

Data Dashboards

Megan Swindal, RI Department of Labor and Training

Why is this project important?

Analysis of integrated health workforce data is essential to identify shortage areas, forecast employment needs, plan for education and training needs, shape regulatory policies, and justify funding requests.

What have we done so far?

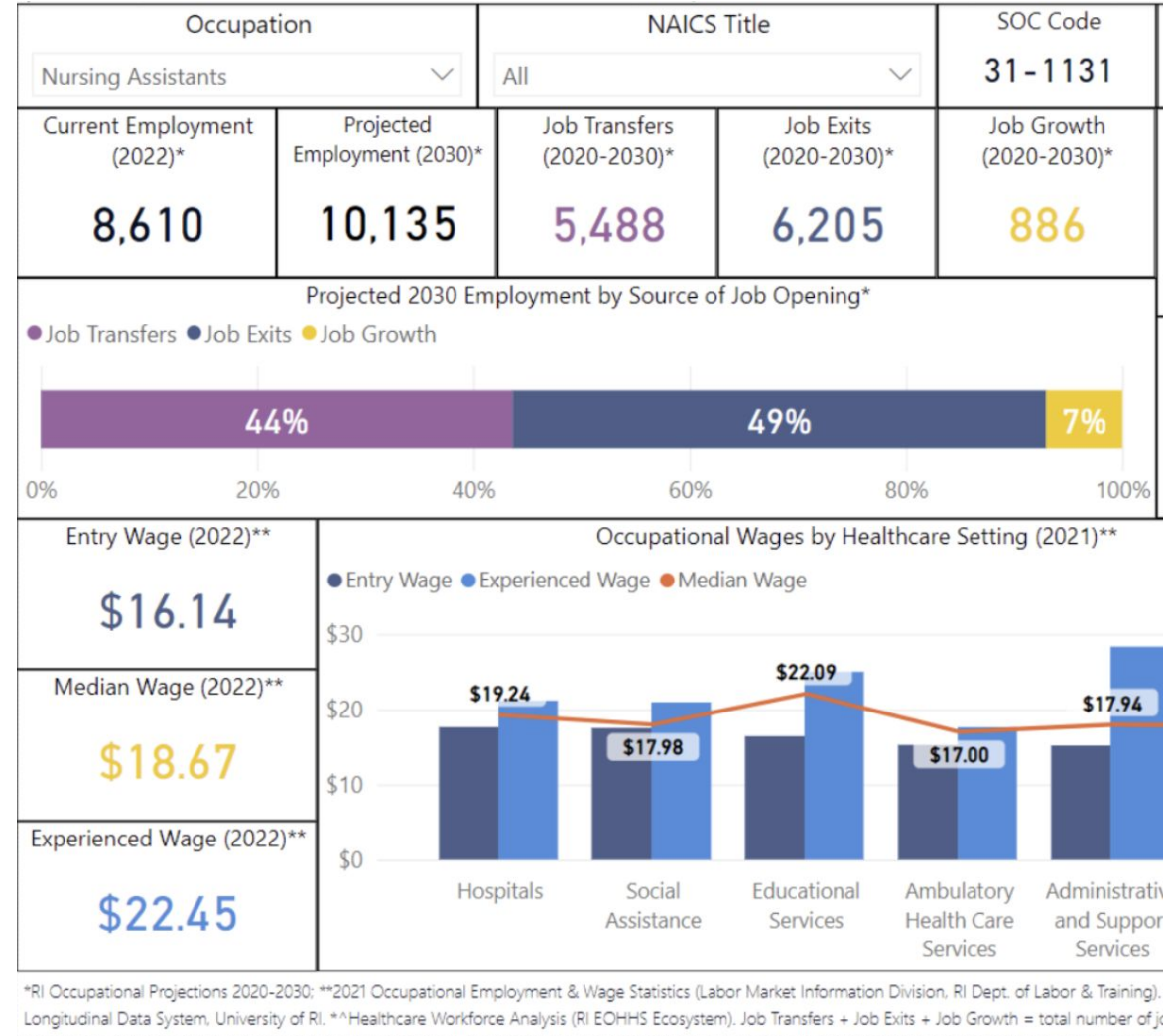
EOHHS and DLT have been developing interactive health workforce data tools that will enable users to better understand current and projected employment, earnings, demographics, career advancement, and other valuable information about RI's licensed health professional workforce.

What happens next?

The dashboard interface and data are currently being vetted and validated. The goal is to make these data dashboards available to the public sometime after the start of the New Year.

How can people get involved?

Participate in one or more of the scheduled online presentations and discussions to provide feedback on the value and accuracy of these data tools and to offer suggestions. Dates will be provided in the chat and on the last slide.



RI Reconnect/Health Professional Equity Initiative (HPEI)

Omar Reyes, RI Office of the Postsecondary Commissioner

Why is this project important?

HPEI is important because it is helping to upskill the HCBS (Home & Community-Based Services) industry, providing a much needed boost in the workforce and upskilling, culturally and linguistically diversifying the industry.

What have we done so far?

1. Served 150 students so far, 55% students of color
2. 8 student have graduated so far
3. Created an MSW cohort for students in our program

What happens next?

1. Continuing HPEI support through March 2025
2. EOHHS Budget request
3. Storytelling
4. RI Reconnect general allocation expansion

How can people get involved?

Promote and support working adults to pursue/return to higher education, and engage with RI Reconnect services.

Listening & Chat Session

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Topics for feedback

- What progress or new workforce challenges have you seen in the last 6 months?
- What is the most important thing the state can do over the next 6 – 9 months?
- What is the most important thing that the private sector can do over the next 6 – 9 months?

Next Steps

Next online stakeholder update will be in January

Upcoming Data Workgroup meetings:

- Monday, October 30, 12:30-2:00pm – NA & LPN Occupational/Workforce Data
- Tuesday, November 14, 12:00 -1:30pm - RN & APRN Occupational/Workforce Data
- Wednesday, December 13, 11:00am-12:30pm - Behavioral Health Occupational/Workforce Data