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# **RI HEALTH AND HUMAN SERVICES WORKFORCE Planning**

**Stakeholder Update Meeting**

**March 2024**

# Agenda

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**Welcome and Agenda Review**

**RI Direct Support Professional Statewide Workforce Initiative**

**Rhode Island Health System and Workforce Planning**

**Updates on Current Healthcare Systems Planning and Human Service Workforce**

**Initiatives**

**Next Steps**

# RI Direct Support Professional Statewide Workforce Initiative

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# Health Care System Planning Cabinet

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# Healthcare System Planning Cabinet Goal

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**Overarching Goal:** High-quality, affordable, equitable, accessible, and culturally appropriate health care system

**The HCSP will be developed through a comprehensive planning process that:**

- § Applies quality data for actionable health care policy, oversight, and accountability,
- § Engages a broad and inclusive group of stakeholders.
- § Coordinates with other health and human service systems to ensure continuity of care, supportive service delivery and basic needs
- § Aligns current and future needs
- § Is overseen by the Health Care System Planning Cabinet (HCSP Cabinet) with the support and cooperation of all departments, offices, boards and agencies

# Process and Timeline

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1. Secure consulting Services (JSI +) – January 2024 - DONE
2. Launch interagency core planning team – February 2024 - DONE
3. Convene 1<sup>st</sup> meeting of HCSP Cabinet – March 2024 - DONE
4. Convene EOHHS Independent Advisory Council – March 2024
5. Creation and launch of a communications plan and EOHHS website content – April 2024
6. HCSP Cabinet meets monthly and Identifies HCSP Priorities – March to May 2024

# Process and Timeline

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7. HCSP Preparatory Work by JSI:
  - Review of literature and best practices on HCSO+P nationally - April 2024
  - Review of recent, relevant RI studies and assessments - May 2024
  - Interviews with Key public and private stakeholders - May 2024
  - Creation of “Rhode Island HCSP Concept Paper” - June 2024
8. HCSP Assessment and “Deep Dive” into identified priorities – June to October 2024
9. HCSP Report to Governor and Legislators – December 2024

# Independent Advisory Council

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- Broad, inclusive, Independent Advisory Council
  - Starting in March 2024
- Coalition of existing coalitions, workgroups, and other key public/private stakeholders
  - Existing State Planning Tables and Community Coalitions
  - Health care and community-based service providers
  - Professional, trade, and union organizations
  - Business leaders
  - Philanthropic organizations
  - Institutions of Higher Education
  - Consumer advocacy organizations and consumer representatives



# Health System Planning & Workforce Planning

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Proposal – Establish Health Workforce Steering Committee to:

- ensure broad private sector representation in ongoing state health workforce planning efforts
- represent Health Workforce Planning Initiative in official capacity on Independent Advisory Council
- provide ongoing input and guidance to Cabinet

# Private Sector Advocacy

# CTC-RI Primary Care Workforce Taskforce: Priority Legislation

Released the Task Force Report: “Primary Care Access for All: A Strategic Road Map for Primary Care Workforce Capacity Building” [Link to Report](#)

Priority Legislation:

- Primary Care Training Sites Program
- The Medical Primary Care Scholarship Program

# Primary Care Training & Curriculum Legislation

- **Bill Numbers S2716 & H7902**

- Compensation to primary care practices to serve as enhanced interdisciplinary clinical training sites.
- Recruit 30 primary care training sites increasing training slots by 50% for family nurse practitioner and physician assistant students and physician residents (trainees).
- Development of a standardized curriculum
- A 5-hour didactic that will introduce trainees to the Patient Centered Medical Home and how the principles of the model have been operationalized in the primary care delivery setting.
- Inclusion of team-based care team members such as the nurse care manager, behavioral health clinician, community health worker and pharmacist
- Multi-disciplinary case review

# Primary Care Scholarship Legislation

- **Bill Numbers S2717 and H 7903**
- State funding to fund scholarships for students entering medical school, or a graduate nurse practitioner or physician assistant program
- Up to \$70,000 per year for 4 years for 5 students entering medical school
- Up to \$47,000 per year for 2 years for 5 students entering Nurse Practitioner programs and 5 students entering Physician Assistant programs
- Must commit to practice primary care in Rhode Island for 8 years after graduation/completion of residency
- 1 FTE program manager
- Propose RIDOH management with Loan Repayment Programs

# Rhode Ahead Private Sector Partners: Priority Legislation

- Health Professional Loan Repayment
- Ladders to Licensure

# Health Professional Loan Repayment Program

## **Summary:**

Request is to add \$1,000,000 to existing Health Professional Loan Repayment Program.

## **Status:**

H 8079 Introduced by Representative Teresa Tanzi

No date set for hearing

Senator Miller will introduce in the Senate

# Ladders to Licensure

## Summary:

Establishes the Ladders to Licensure Grant Program

Under this Program, EOHHS will work with employers and public education partnerships to help paraprofessional healthcare workers pursue education to 'climb the ladder' to licensed positions. Funds will be used to provide supports so working adults can obtain health professional higher education degrees and license.

There will be three or four grantee partnerships with at least one focused on behavioral health and one on nursing.

Employers will be required to contribute a twenty-five percent (25%) in-kind match and ten percent (10%) cash match.

The request includes \$1,000,000 for fiscal year 2025 to support the first of this three-year initiative.

**Status:** H 8078 introduced by Representative Tanzi

No date set for hearing

Senator Cano will introduce in the Senate.



# All four bills directly impact the health care workforce.

## **Future primary care providers:**

Medical Primary Care Scholarship Program (S 2717 and H 7903)

## **Strengthening the current healthcare workforce:**

Primary Care Training Sites (S 2716 and H 7902)

Loan Repayment (H 8079, Senate Bill to be introduced)

Ladders to Licensure (H 8078 and S 2867)

Working with Advocacy Solutions to support the communication plan.

# Updates on Current Health Workforce Initiatives

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# Third Annual Health & Human Services Workforce Summit

*Rick Brooks, EOHHS*

- Wednesday, May 29 ○ 8:30 AM – 12:30 PM RI Nursing Education Center
- Theme: Workplace Strategies to Address Workforce Challenges: Conversations with workers, employers, and educators
- Agenda (DRAFT)
  - Keynote (national speaker with healthcare and workforce expertise)
  - Conversation Topics:
    - Career ladders to somewhere
    - Respect and appreciation of direct care workers: Walking the talk
    - Implementing impactful DEI initiatives in the workplace
    - Untapped Talent
    - Supporting working adults to obtain higher education degrees and health professional licenses
    - Hiring and supporting workers with “lived experience”
    - Nursing workforce trends and innovations: Travelers, Interstate Compact; Nursing Education
    - Leading Change Management in Health and Human Services
  - Putting the Health Workforce Data Dashboard to Work: Informing HR and State Policies, Programs, and Investments



## **Caring Careers: Phase 2 Update** (Ashley O'Shea, EOHHS)

- Multilingual campaign relaunch across multiple channels this week (week of 3/25): Meta [Facebook/Instagram], LinkedIn, Google paid search, online banners, and streaming audio.
- Concepting of new, refreshed creative look and feel will begin in late March/early April, with directions to be developed, approved, and new-look assets integrated in late-Q2.
- April 1, 2024, Session scheduled to inform strategy for event support and grassroots outreach. Compilation of pertinent Events Calendar underway.
- Exploration of Interactive Pathways tool development to begin in April, between iFactory (RDW's interactive division) and DoIT.

# Rhode Island Health Workforce Data Dashboard

*Rick Brooks, EOHHS*

- Dashboard features data on # licensees, employment status and setting, earnings, race, ethnicity, age, gender, and career progression for licensed health professionals
- Version 1.5 of the dashboard is currently undergoing data steward and communications review.
- Recent updates to the dashboard include:
  - Addition of Physician Assistant and Physician data (including medical specialty)
  - New filters for NAICS codes and schools
  - Improvements to the functionality of the dashboard
- Once the dashboard is reviewed and approved by data stewards, legal, and communications, version 1.5 will be made publicly available.

# Clinical Placements - Preceptor Survey

Mushi Calixte, Care New England

- Clinical Placement subgroup wrapped up data collection for *second* survey in mid-March 2024; now beginning to review and analyze the results (*previous 2023 survey was related to the experiences of academic clinical coordinators*)
- Spring 2024 Preceptor Survey collected data in an effort to **assess the challenges/obstacles confronted by supervisors in placement sites of experiential learning opportunities** (commonly known as preceptors, field supervisors, etc.)
  - **51** complete survey responses
  - Completed by employer-based supervisors who hold licenses such as: RN, APRN, LCSW/LICSW, Occupational Therapist, Pharmacist, MD, Dental Hygienist
  - Over 40% of respondents (n=22) supervise **five or more** students a year
  - 94% of respondents (n=48) said that they are motivated to supervise students because they are **training the next generation of our workforce**
  - The top identified barrier to serving as a preceptor was **professional time limitations** (n=23)

# Next Steps

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Next stakeholder gathering will be Wednesday, May 29 at the Annual Summit

3/27/24 Meeting Recording Information:

**Recording link:**

<https://us02web.zoom.us/rec/share/XT6KR7yzXlgKJ9Kb93EreTgbwDod42cffFU7Ff8CWJJCeAp2Kn8CsGfHS4590vW4.0IDigm5qbMDNFipQ>

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