Emerging Healthcare Workforce Transformation Priorities

Healthcare Career Pathways: Skills that matter for jobs that pay
Prepare Rhode Islanders from culturally and linguistically diverse backgrounds for good jobs and careers in healthcare through expanded career awareness, job training and education, and advancement opportunities.

Home and Community-based Care
Increase the capacity of community-based providers to offer culturally-competent care and services in the home and community and reduce unnecessary utilization of high-cost institutional or specialty care.

Core concepts of health system and practice transformation
Increase the capacity of the current and future healthcare workforce to understand and apply core concepts of health system transformation, including: integrated, team-based care, value-based payments, care management, social determinants of health, health equity, population health, and data analytics.

Proposed cross-cutting, system-level strategies

1. **Advanced certification for entry-level occupations**
   Develop standardized advanced certifications in specialties such as behavioral health, gerontology, chronic diseases, etc. to increase the knowledge, skills, compensation, and career advancement opportunities of entry-level employees.

2. **Health professional diversity**
   Develop a statewide initiative to increase the cultural and linguistic competence and diversity of licensed health professionals.

3. **Higher education / community health partnerships**
   Develop interprofessional education partnerships between institutions of higher education and community-based healthcare providers to expand student and faculty participation in community-based clinical settings and to increase understandings of community health needs and practice.

4. **Home and community-based workforce**
   Expand training, utilization, and support for home and community-based support occupations such Home Health Aides, Community Health Workers, and/or other emerging and evolving roles (e.g., EMTs, LPNs, Peer Recovery Coaches, Medication Aides, Case Managers, Public Health Dental Hygienists, etc)

5. **Clearinghouse of training modules**
   Develop a "clearinghouse" of training modules (for-credit and not-for-credit) on system transformation concepts that can be delivered in the classroom, workplace, and/or on-line, and which build upon centers of excellence among higher education and other training providers.

6. **Integrated, team-based care**
   Develop and expand interprofessional education and cross-training opportunities for health professional students and current healthcare provider leadership and workforce