Healthcare Workforce Transformation Committee
December 6, 2016

Small group discussion of cross-cutting themes and strategies
Below are some cross-cutting workforce transformation themes and strategies that have emerged from our recent small group discussions of RI health system transformation goals.

Table 1 **Community health** (Facilitator: Mark Kraics, EOHHS)
Significantly expand the training and deployment of Community Health Workers and/or other health workers to extend the capacity of healthcare providers and offer culturally-competent care and services in the home and community.

Table 2 **Core concepts of system transformation** (Facilitator: Libby Bunzli, OHIC)
Develop educational programs and materials to increase the knowledge of the current and future health workforce of health system transformation goals, including population health, value-based payment, social determinants of health, health disparities, and health data analytics.

Table 3 **Entry-level workforce** (Facilitator: James Rajotte, RIDOH)
Define "core competencies" for entry-level healthcare workforce and develop specialty certifications (e.g., behavioral health, chronic diseases) to build career ladders that attract, support, retain, and advance entry-level healthcare workers.

Table 4 **Team-based care** (Facilitator: Marti Rosenberg, SIM)
Develop educational programs and materials to increase the knowledge and ability of the current and future health workforce to practice inter-disciplinary, team-based care in which all members practice at the "top of their license."

Table 5 **Integration of primary, behavioral health, and oral health care** (Facilitator: Ann Detrick, BHDDH)
Develop educational programs and materials to increase the knowledge and ability of primary care providers to screen, diagnose, refer, and/or treat patients with behavioral health and oral health needs – and to collaborate with behavioral and oral health providers -- and vice versa.

Table 6 **Cultural competence and diversity** (Facilitator: Betsy Kerr, HSRI)
Develop programs to increase the cultural, ethnic, and linguistic diversity of the health professional workforce.

Discussion questions
How important is this strategy to health system transformation?
What specific steps would be needed to make real progress?
What resources are available or needed for this?
What organization(s)/agency(ies) should lead this effort?
What are the likely barriers?
Any other considerations?