Partnership: Healthy Jobs Rhode Island

Synopsis:

- Continued development of important Behavioral Health curriculum and training for front-line healthcare workforce.
- Exploration and development of solutions around industry-wide retention issues; focus on leadership and career supports.
- Develop new avenues into telemedicine and oft-overlooked ‘business/financial’ side of healthcare workforce.
Healthy Jobs Rhode Island
The Healthy Jobs Rhode Island Partnership

- **Employer Partners:** CharterCare, South County Health, Gateway, Care New England, L&M Medical, Community Care Alliance/St. Antoine’s, Rhode Island Assisted Living Association, Charlesegate
- Hospital Association of Rhode Island
- Rhode Island Parent Information Network
- Stepping Up
- RI Department of Health
- BHDDH
Proposed Healthy Jobs Training Programs

- Behavioral Health Certificate Program (23 hours)
- Community Health Worker program (70 hours) aligned with newly defined Department of Health standards and competencies
- Employer Mentor Program for front-line healthcare workers (30 hours)
Progress to Date

Curriculum development

- Behavioral Health Certificate Program
- Community Health Worker curriculum aligned with newly DoH standards and competencies

Recruitment of Trainers

- Rhode Island College
- Community Care Alliance
- Gateway
Training Solutions

Behavioral Health

- Rhode Island College Medical Assistant Program (June 2017, fall 2017) N=40

On-site Employer Trainings (2017)

- CharterCare
- South County Health
- L&M Medical
- Community Care Alliance/St. Antoine’s (CNA January 2017)

Summer 2017 – Integrate into Case Management/Human Services Assistant training
Training Solutions

Community Health Worker Training

- Central Falls Parent College (October 2017-February 2017) N=18
- Fall 2017 N=18

Westerly Training Facility (2017)

- Community Health Worker training
- Medical Assistant with Behavioral Health component
- Behavioral Health Certificate program/stand alone modules
Needs of RI Healthcare Industry

Workforce Development

- Upskill incumbent front line workers in Behavioral Health
- Community Health Worker Teams – support State innovation model initiative through the CHW training
- Support for CHW Association and ongoing CHW professional development
Needs of RI Healthcare Industry

Workforce Retention

- Mentoring
- Leadership Development
- Supervisory Training
Health Care Trends

- Community-based health care vs institutional health care
- Integration of behavioral and physical health
- Health teams vs health care silos
New Partnerships – New Directions

Increased inclusion of

- Long term Care Providers
- Home Health Agencies
- Federally Qualified Health Centers
New Partners – New Directions

Telemedicine

- Telemedicine applications for older adults and patients with behavioral health issues (explorations with Tunstall)

Apprenticeship Model in Health Care

- Partnering with Stepping Up and Apprenticeship RI
- Exploring the apprenticeship model for the CHW position
- Employer Partners’ potential implementation of diverse models: diagnostic imaging, revenue cycle, CNA to BSN
Training Solutions

Specialized certificate programs with credit options under auspices of RIC Institute for Education in Health Care

- behavioral health
- dementia/memory care
- chronic disease
- older adults
- supervisory/leadership
Challenges

- Employer Partners: “ROI” for training is critical - need evaluation data from pilots at employer sites and other training facilities to demonstrate efficacy for sustainability
- Reimbursement
- ESL for Health Literacy and Communication