



Governor's Workforce Board Rhode Island

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Healthcare Workforce Advisory Committee

Meeting Minutes
December 3, 2024

Committee Members Present: Chair Bill Schmiedeknecht; Co-Chair Shannon Gilkey; Vice-Chair Rick Brooks; Bridget Bennett; Beth Bixby; Lynn Blais; Rick Boschwitz; Sarah Bramblet; Dan Egan; Liz Hanke; Jessica Key; Jesse Martin; Elena Nicolella; Stacy Paterno; Paul Santos; Mike Sousa; Shawn Sullivan; Maggie Thomas and Sandra Victorino.

Call to Order

Chair Bill Schmiedeknecht welcomed everyone and called the meeting to order at 8:37 a.m.

Introduction of Committee Members & Staff

Chair Schmiedeknecht asked everyone to introduce themselves and thanked everyone for serving on the Committee.

Overview of the Governor's Workforce Board

Alyssa Alvarado, Executive Director, gave a brief overview of the Governor's Workforce Board (GWB) and explained the roles and goals of each of the seven active committees under the GWB. She elaborated on the GWB Programs and Initiatives and current Healthcare Workforce Training efforts. She went on to discuss Real Jobs RI partnerships and funding challenges.

Committee Purpose/Mission Statement

Review of Committee Mission Statement

Review of Existing Healthcare Workforce Bodies/Initiatives

Questions/Feedback/Input from Committee Members

Co-Chair Shannon Gilkey gave a review of the Healthcare Workforce Advisory Committee (HWAC) Mission Statement. He stated the purpose of the Committee is overseeing the GWB's programs and initiatives geared towards bolstering healthcare workforce pipelines and pathways, and to advise on broader healthcare workforce policy and strategy as appropriate. He encouraged the Members to make recommendations on how to close workforce gaps and build strategies.

Alyssa Alvarado explained that the Advisory Committees meet prior to the Full Board meeting so recommendations can be addressed at the Full Board.

Members had discussions surrounding the need to maintain healthcare talent in RI; the need for higher salaries; the need to address Medicare/Medicaid dollars; make patient, client and person serving part of the mission statement; change the word "serving" in the Mission Statement to recommendations; obtaining data on healthcare programs.

Vice-Chair Rick Brooks gave an overview of the Statewide Health Workforce Planning Organization Chart. He stated that the Governor issued an Executive Order establishing a Health Care Planning Cabinet to evaluate and propose recommendations focused on quality, affordability, and equity for RI's health care system. He stated that the Cabinet created five work groups to identify challenges and solutions. He went on to elaborate on the Health & Human Services Workforce Planning Initiative.

Members had discussions surrounding the organizational chart, the need for reporting out mechanisms, the need for pathways to solutions for issues; retaining folks that are graduating and folks that are already employed; look at all areas of occupations in the health care industry; obtain employment data to show retention of employees.

Overview of Existing Data/Data Efforts

Alyssa Alvarado brought the Members attention to a website for Caring Careers (<https://caringcareers.ri.gov>) and the Health Workforce Data Dashboard. She encouraged the Members to review the resources.

Members had discussions surrounding the data, the need for employee incentives to stay in the state for employment and collecting and sharing data for greater insight.

Alyssa Alvarado gave an overview of a Workforce Supply and Demand Exercise. She said the purpose of the exercise is to identify occupational areas where new or expanded programming is likely needed to increase the supply of skilled talent. More specifically, to identify areas where the annual talent output is too low even if every graduate stayed in state and entered a career related to their field of study. She went on to highlight key observations.

Members had discussions surrounding work-based learning; apprenticeships; pathways to close gaps; and loan repayment program incentives to stay in State.

Next Actions/Final Comments

Chair Schmiedeknecht asked the Members to complete an online survey. He said the next meeting is scheduled for February 4, 2025.

Adjournment

Chair Schmiedeknecht thanked everyone for their time and asked for a Motion to Adjourn.

VOTE: Vice-Chair Gilkey motioned to adjourn. The Motion was seconded by Member Dan Egan.

All were in favor. The motion passed unanimously. The meeting adjourned at 10:00 a.m.

Respectfully submitted,
Karen Fregeau
Office Manager GWB