

# Children's Cabinet

## September 30, 2024

# Agenda

- Welcome and Introductions
- Vote on adoption of August meeting minutes
- Rhode to Prosperity – DLT/OPC
- Perinatal Workforce Initiatives - DOH
- Public Comment
- Adjournment

# RHODE

→ TO PROSPERITY



RHODE  
ISLAND

## Presentation to the Children's Cabinet

*30 September 2024*

# What is the Rhode to Prosperity?

Governor McKee launched the Rhode to Prosperity during a May Breakfast in 2024 with the express intent to raise incomes and increase wealth for Rhode Islanders



- By partnering with business leaders, labor groups, institutes of higher education and government, the Rhode to Prosperity aims to coordinate existing programs and galvanize new initiatives to build a more prosperous Rhode Island. The Rhode to Prosperity has set goals based on:
  - Increasing educational attainment (credentials and degrees) aligned to economic demand
  - Increasing per capita personal income and workforce participation
  - Increasing home ownership

# Rhode to Prosperity at a Glance

The RTP strategy will focus our state support for the public workforce system to connect employers with skilled talent and job seekers with meaningful opportunities.

- **Pathways to Higher-Wage Employment:** Create clear, flexible educational and training pathways - supported by coaching, wraparound supports and financial literacy - that lead to the skills and credentials required to secure high-demand, high-wage jobs.
- **Work-based Learning:** Expand apprenticeships and embed work-based learning in education programs to ensure practical experience, skill advancement, and meaningful connections to employers.
- **Community Involvement:** Collaborate and build a consistent feedback loop across businesses, educational institutions, and government. The administration plans to engage with stakeholders to refine and implement the strategy.
- **Strategically Invest in Housing and Population Growth:** Wisely leverage state dollars to support housing investments that support increased incomes and personal wealth



# RTP: Proven Methods, Improved Results

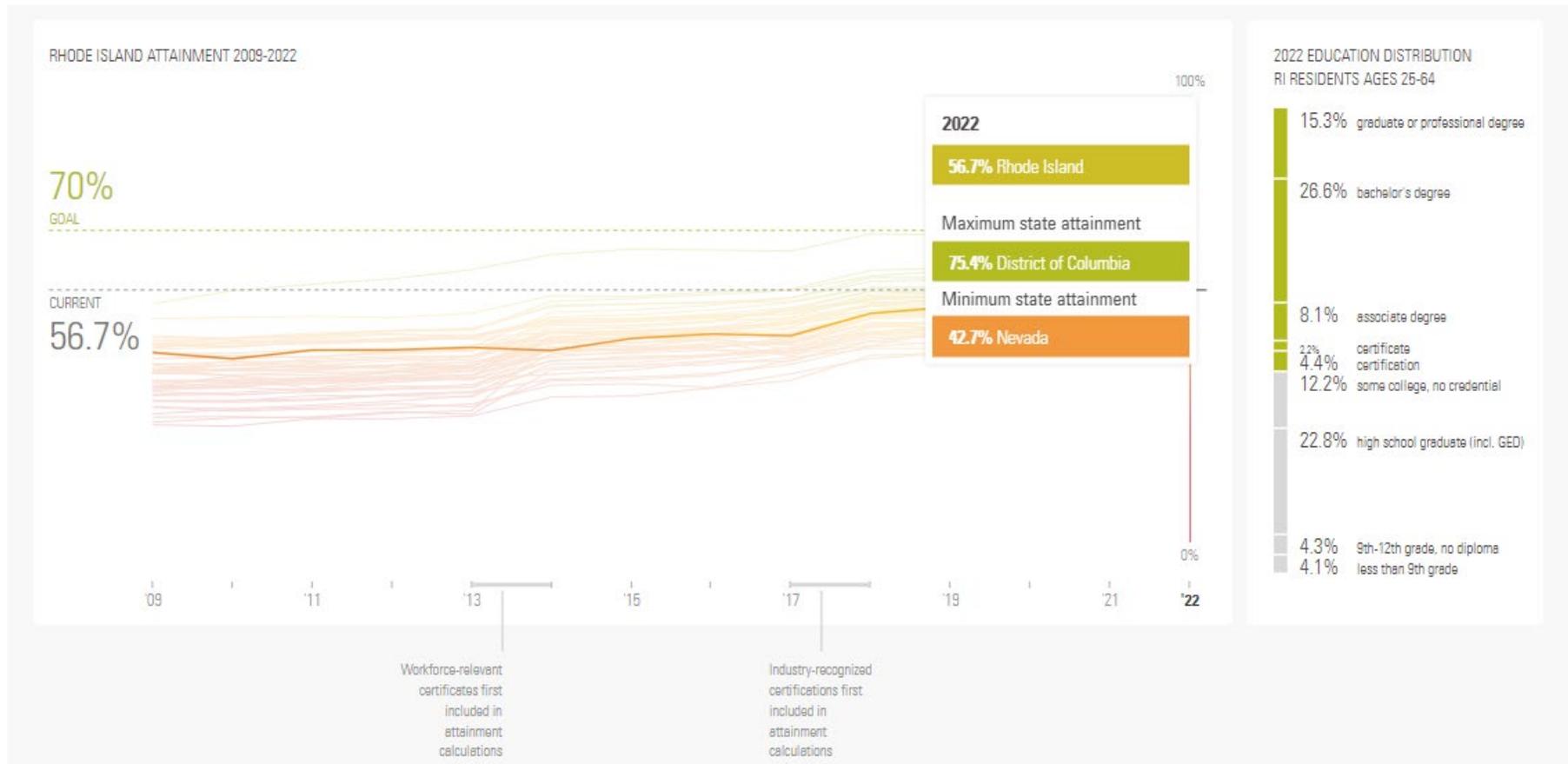
The Rhode to Prosperity strategy relies on proven tools to help job seekers advance themselves in our economy and help employers secure the talent they need to thrive.

- Retooling *Real Jobs RI* to produce outcomes that are more responsive to employer demands and promote economic growth for participants.
- Championing *work-based learning* models such as career exploration, internships (e.g. PrepareRI) and Registered Apprenticeship as the best way to give meaningful work experience to new and future hires.
- Aligning public workforce system and K-12/higher-education investments to these practices.



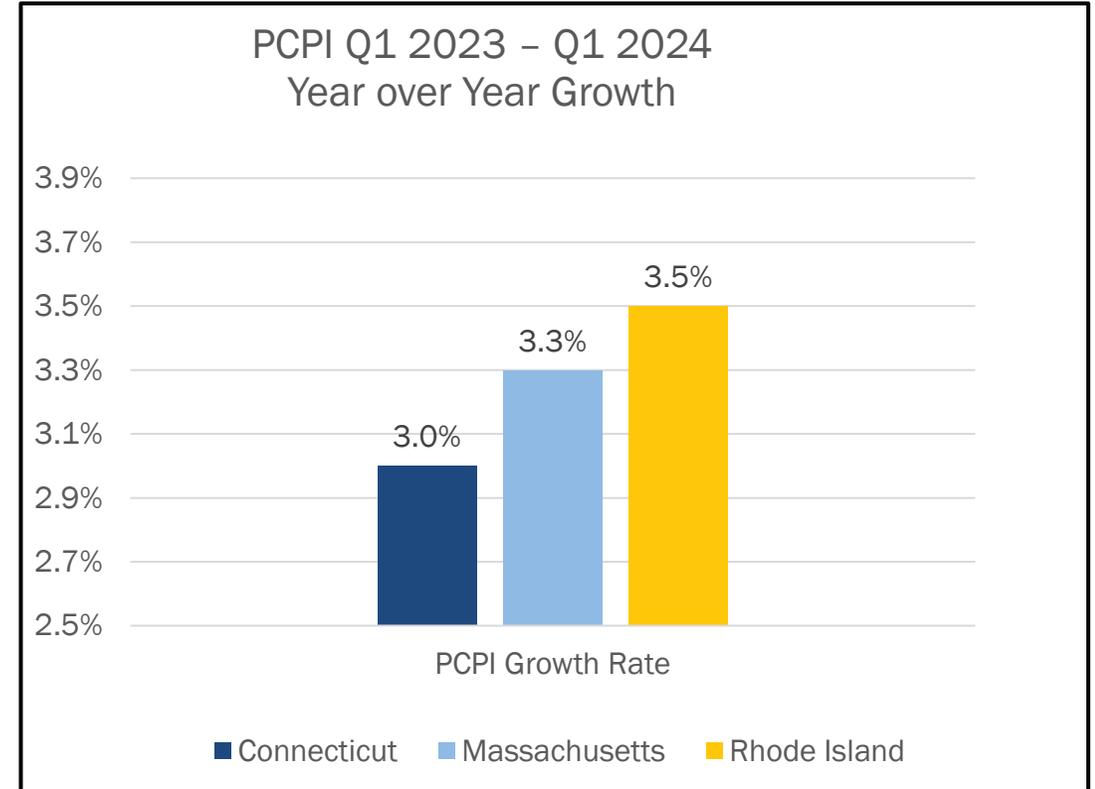
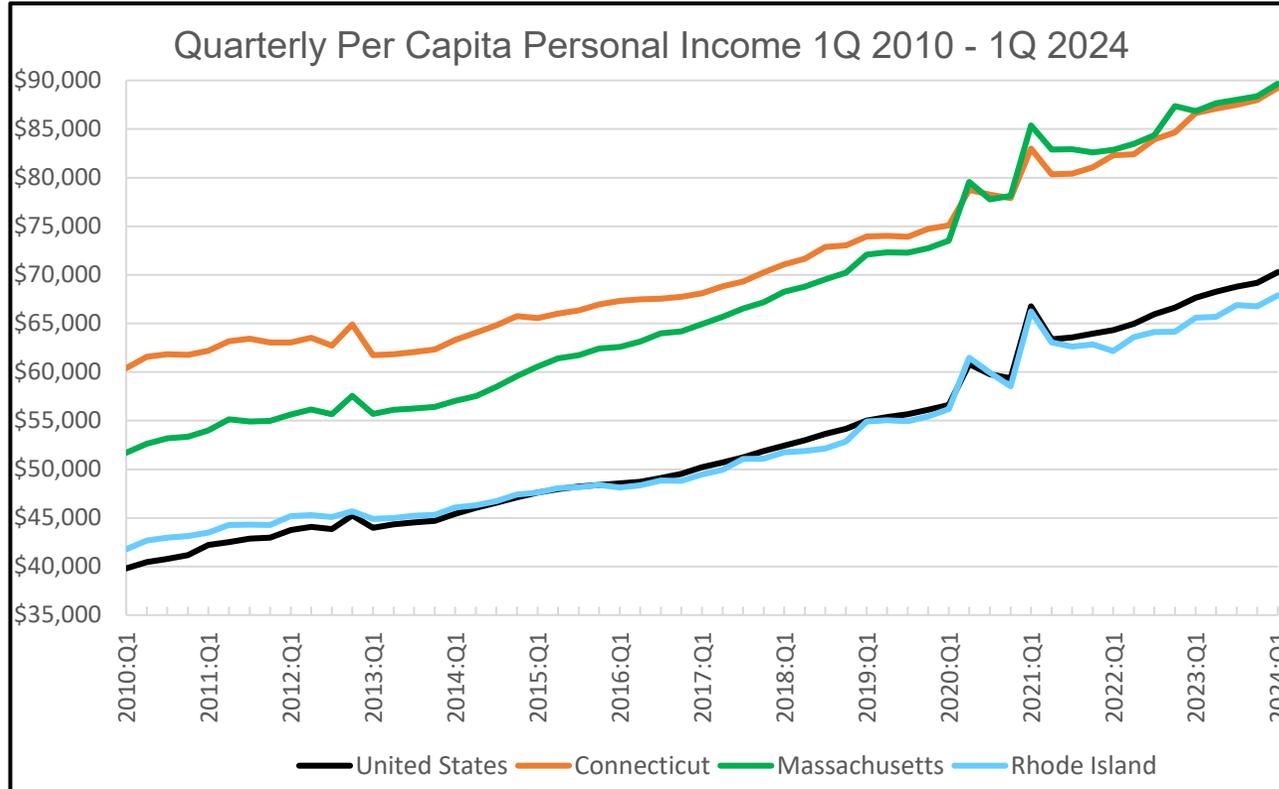
# Tracking credentials and degrees of value

Georgetown University's Center on Education and the Workforce recent report *The Future of Good Jobs: Projections through 2031* underscores the value of education and degree and credential attainment



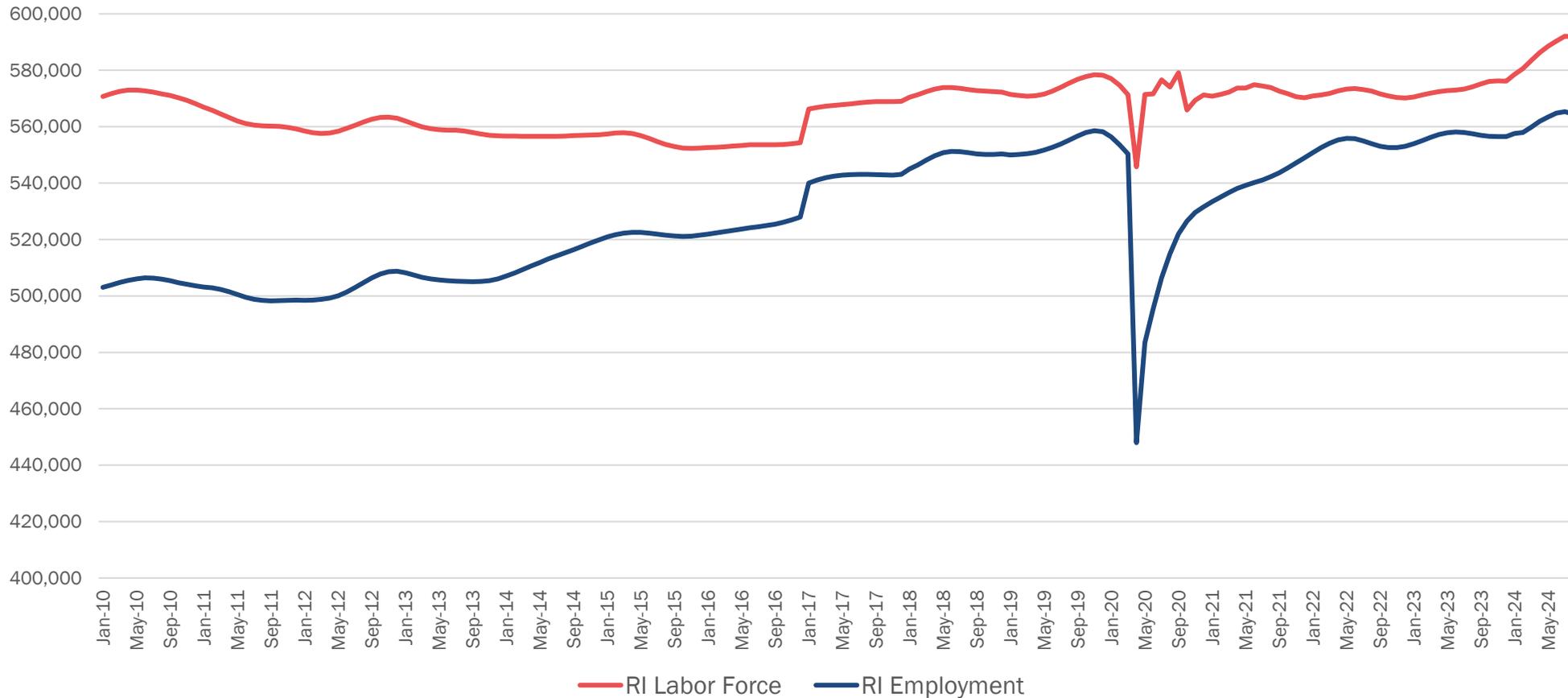
# Tracking Personal Per Capita Income

Average Personal Per Capita Income and Year over Year Growth rates are closely monitored



# Tracking Labor Market Trends

Rhode Island Seasonally Adjusted Labor Force & Employment  
January 2010 - August 2024



# Business, Labor, and Higher Education feedback critical

Like the original Rhode Island 2030 Plan that was built on stakeholder feedback, the Rhode to Prosperity is inviting feedback

- Kickoff May Breakfast
- Labor Roundtables
- Industry Specific Listening Sessions
- Special feedback sessions (e.g. RI Commerce Board Meeting)
- Higher Education, Governmental Agency, and Business surveys



# Discussion

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**RHODE  
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C O M M E R C E

# Rhode Island Department of Health

## Perinatal Workforce Initiatives



Children's Cabinet

September 30, 2024



# What are we trying to address?

Perinatal Workforce Initiatives



Support pregnant individuals & families with young children to improve short & long-term outcomes

# What outcomes?

## Short term:

- ↑ Maternal & Infant Health
- ↑ Brain Development
- ↑ Behavioral health
- ↑ Safety
- ↑ Breastfeeding
- ↑ Nutrition
- ↑ Access to resources
- ↑ Housing



## Long Term:

- ↑ School readiness
- ↑ School attendance
- ↑ Overall health
- ↑ Economic Self sufficiency
- ↓ ED visits for non-emergencies
- ↓ Preterm delivery

# Goal

We want the Rhode Island Perinatal Workforce to reflect the individuals it serves and to be stable (low staff turnover)

# Workforce challenges

2019 Title V Needs Assessment results highlight lack of diversity in the pregnancy, prenatal, and postpartum workforce.

- Family Planning
- Birthing Hospitals
- Prenatal Providers
- Family Visiting

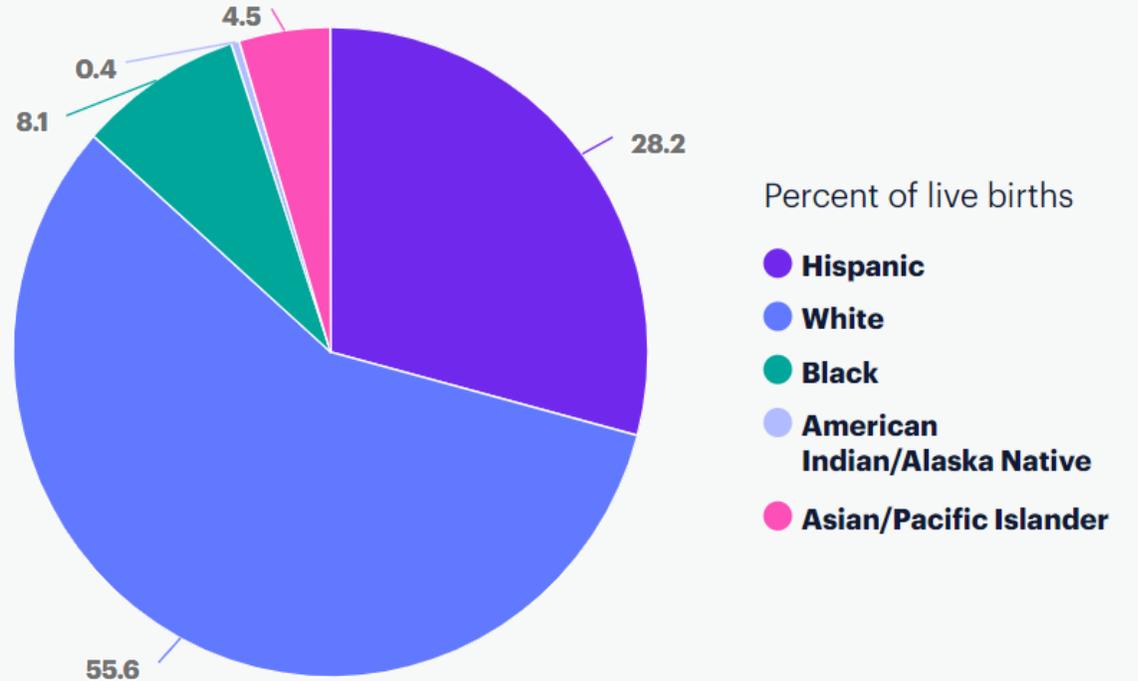
Many program also experience high rates of turnover ➡ unstable workforce

# The perinatal population

## Births

2023 - 9,271  
2022 - 9,691  
2021 - 9,892  
2020 - 9,590

**Percentage of births by race/ethnicity:  
Rhode Island, 2020-2022 Average**



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## The Perinatal Workforce

Race/Ethnicity	RI Active Physicians (n=4,063)	U.S. Registered Nurses 2018	U.S. Midwives 2021
Asian	16.0%	9.1%	<5%
Black or African American	3.4%	12%	7.3%
Hispanic, Latino or Spanish Origin	4.6%	7.4%	
American Indian or Alaskan Native	0.2%	-	<5%
Native Hawaiian or Other Pacific Islander	NS	-	<5%
Other Race or Ethnicity	2.2%	1.4%	
White	70.0%	69%	84.9%

# Pregnancy & Birth Support



- ✓ A **perinatal doula** is a trained professional providing continuous physical, emotional, and informational support to a perinatal individual.
- ✓ Doulas receive 20+ hours of training in topics such as childbirth education; pregnancy, birth, and postpartum care; cultural competency safety and self-care; and professional and ethical responsibilities.
- ✓ As of July 2022, certified doulas are reimbursed by public & private insurances in RI.
- ✓ Doulas can be accessed through provider directories of their insurance, RI Doula website, or through the RI doula call hotline.

# Pregnancy & Birth Support

- ✓ A **Certified Professional Midwife** specializes in childbirth, primary care, family planning, preconception, pregnancy, and postpartum care. CPMs practice in out of hospital settings.
- ✓ Certified Professional Midwives are licensed through RIDOH.



# Breastfeeding Support

- ✓ A **Certified Lactation Counselor (CLC®)** is a clinical lactation care provider who provides management to families who are thinking of breastfeeding or who have questions or problems during breastfeeding/lactation.
- ✓ Under 2024 RI Legislation, CLCs will be licensed under RIDOH Health Professional Licensing.



# Individualized support

- ✓ **Community Health workers** are frontline public health workers who serve as a liaison, link, intermediary between health and social services and the community to facilitate access to services and improve the quality and cultural responsiveness of service delivery.
- ✓ CHWs are trained through employers and the Community Health Worker Association of RI. 70 hours of training is required for certification CHWs are certified through the RI Certification Board.
- ✓ As of July 2022, Certified CHWs are reimbursed by public insurances in RI.
- ✓ CHWs are available at health facilities, CBOs, and increasingly through direct access (independent CHWs).



## The Perinatal Workforce

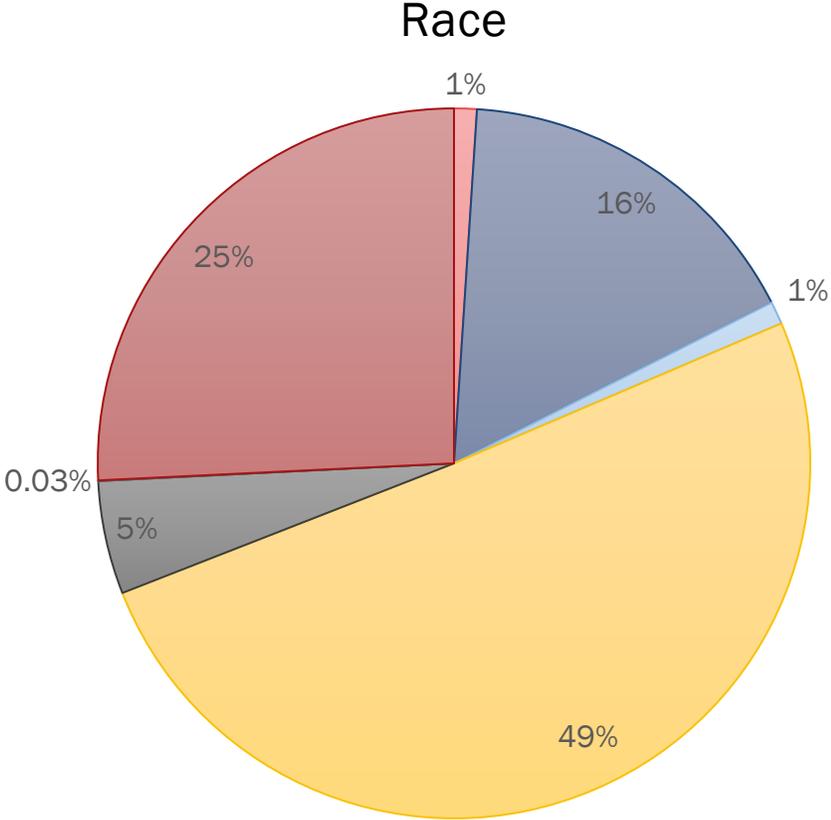
Race/Ethnicity Categories	Doulas (n=124)	Community Health Workers (n=370)	Peer Recovery Specialists (n=407)	Family Visitors (n=62)
Asian	-	-	-	1%
Black or African American	35%	12%	14.4%	16%
Hispanic, Latino or Spanish Origin	23%	36%	9%	51%
American Indian or Alaskan Native	-	-	-	-
Native Hawaiian or Other Pacific Islander	-	-	-	1
Other Race or Ethnicity	1.4%	1.6%		5%
White	30%	45.7%	68.5%	49%
More than one race	6%	3.2%	4%	3%
Unknown	5%	1.6%	2.7%	25%

# Family Visiting Workforce Turnover Analysis

To identify the characteristics of the Family Visiting Workforce Turnover data with the goal of identifying factors that RIDOH can act on to reduce family visitor turnover.



# Family Visiting Workforce Demographics



51% of the Family Visiting workforce identify as Hispanic

- Asian
- Black/African American
- Native Hawaiian or other PI
- White
- Other race
- More than one race
- Not answered



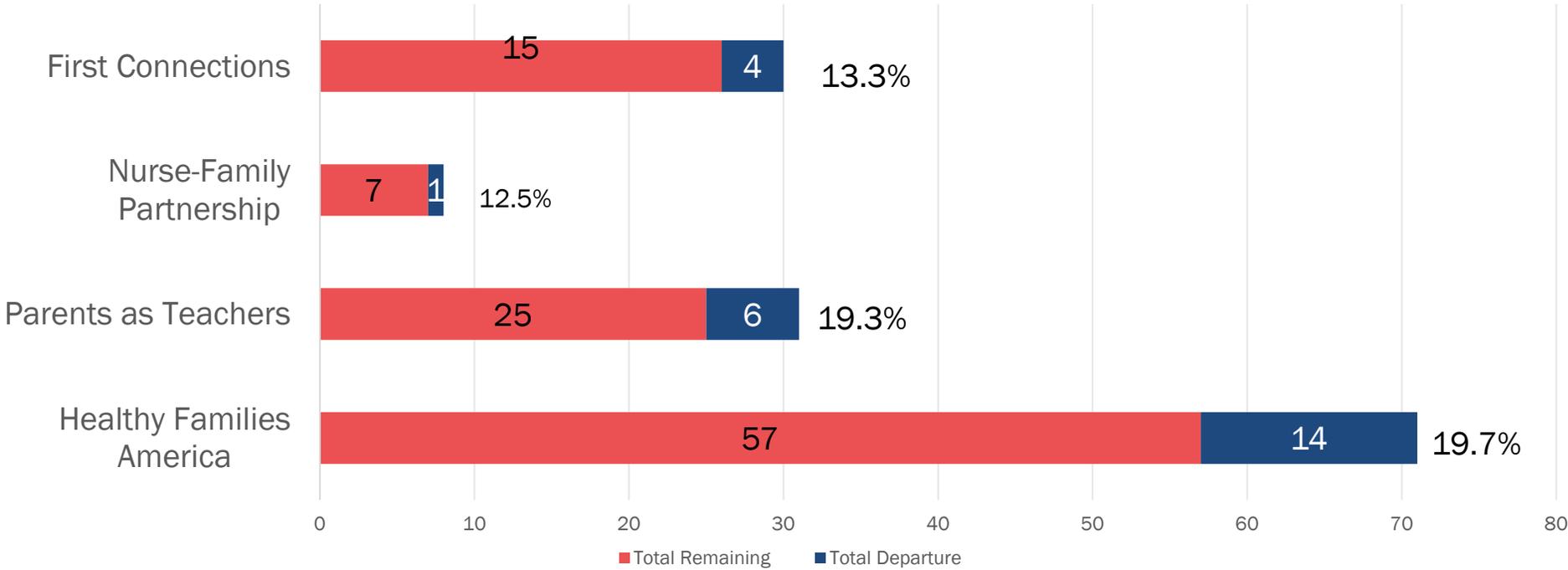
# Family Visiting Workforce Language Capacity

Language Capacity	%
More than 1 language	63%
English only	37%
Languages	
Spanish	51%
Cape Verdean Creole	3%
Lao	1%
Haitian Creole	1%
Portuguese	1%
French	2.2%



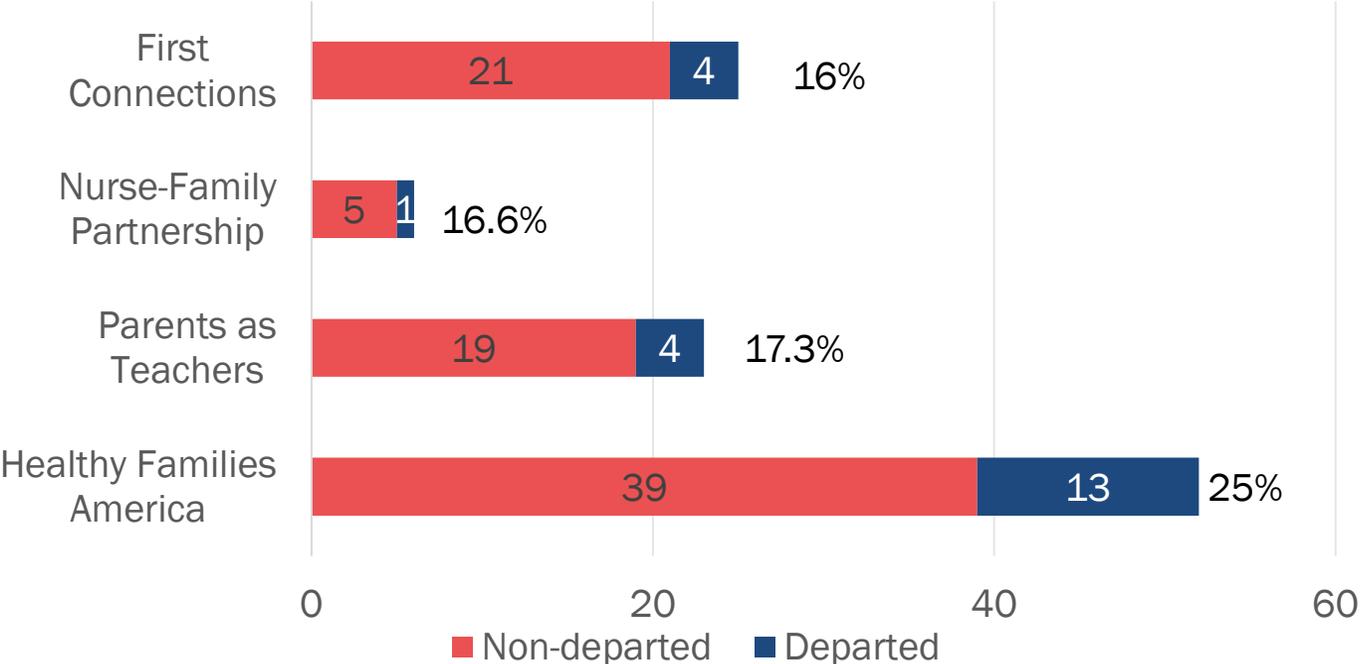
# Family Visiting Workforce Analysis

Overall Departures by Model



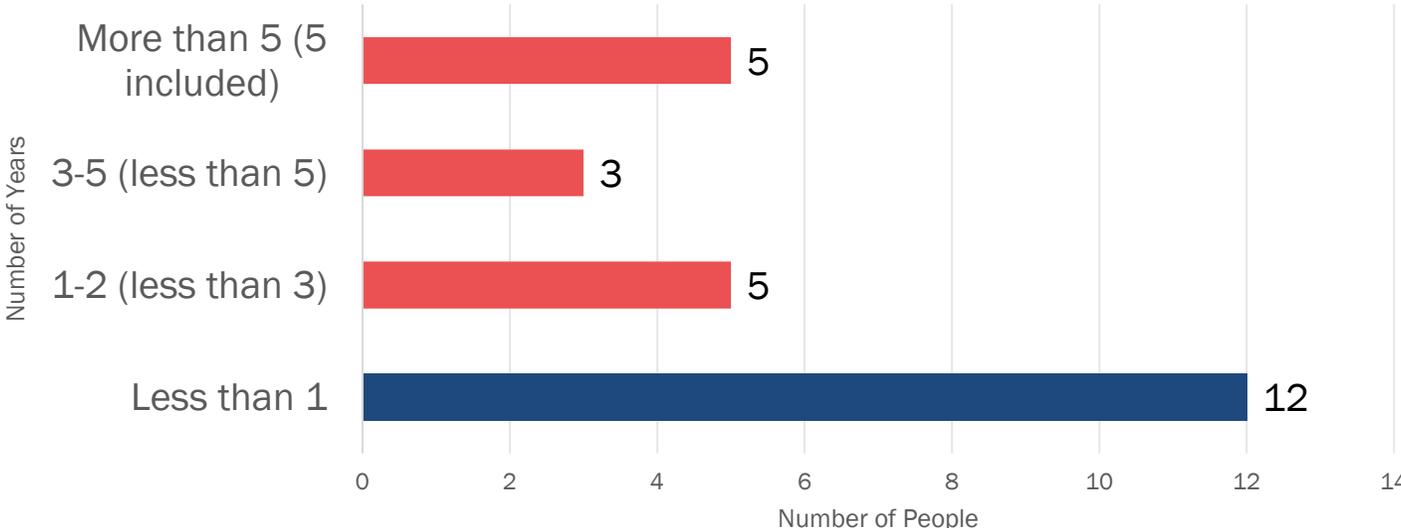
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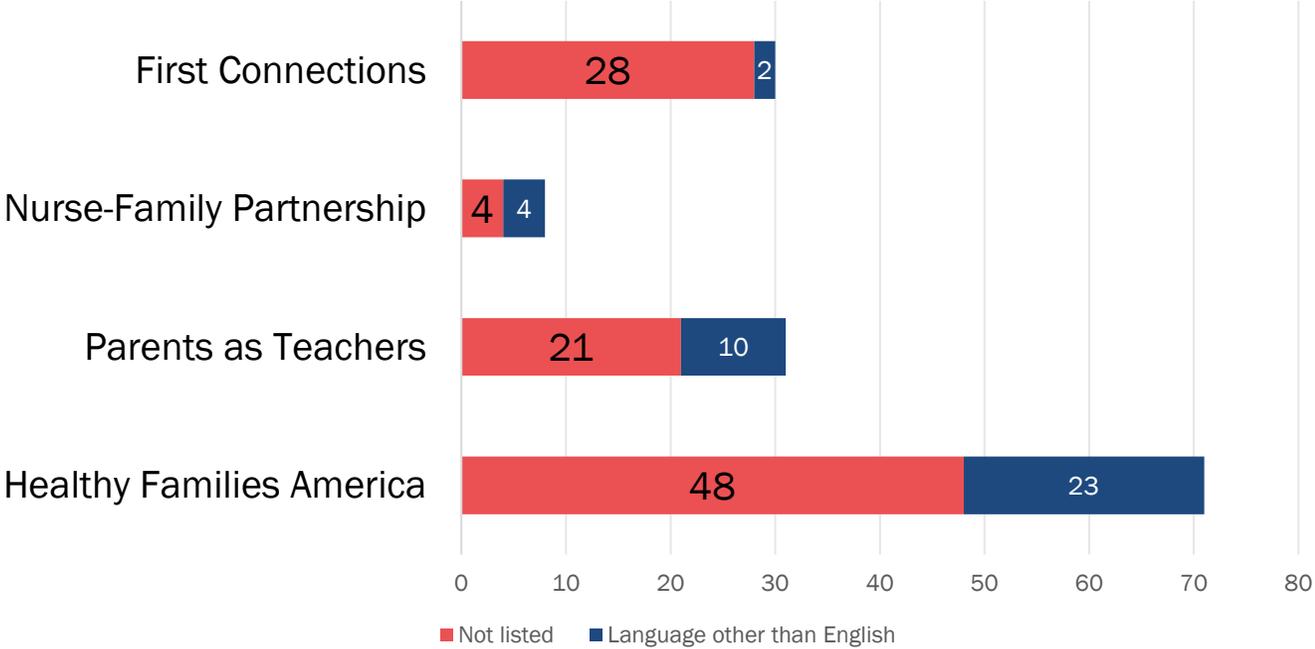
# Family Visiting Workforce Analysis

Length of Employment N=25



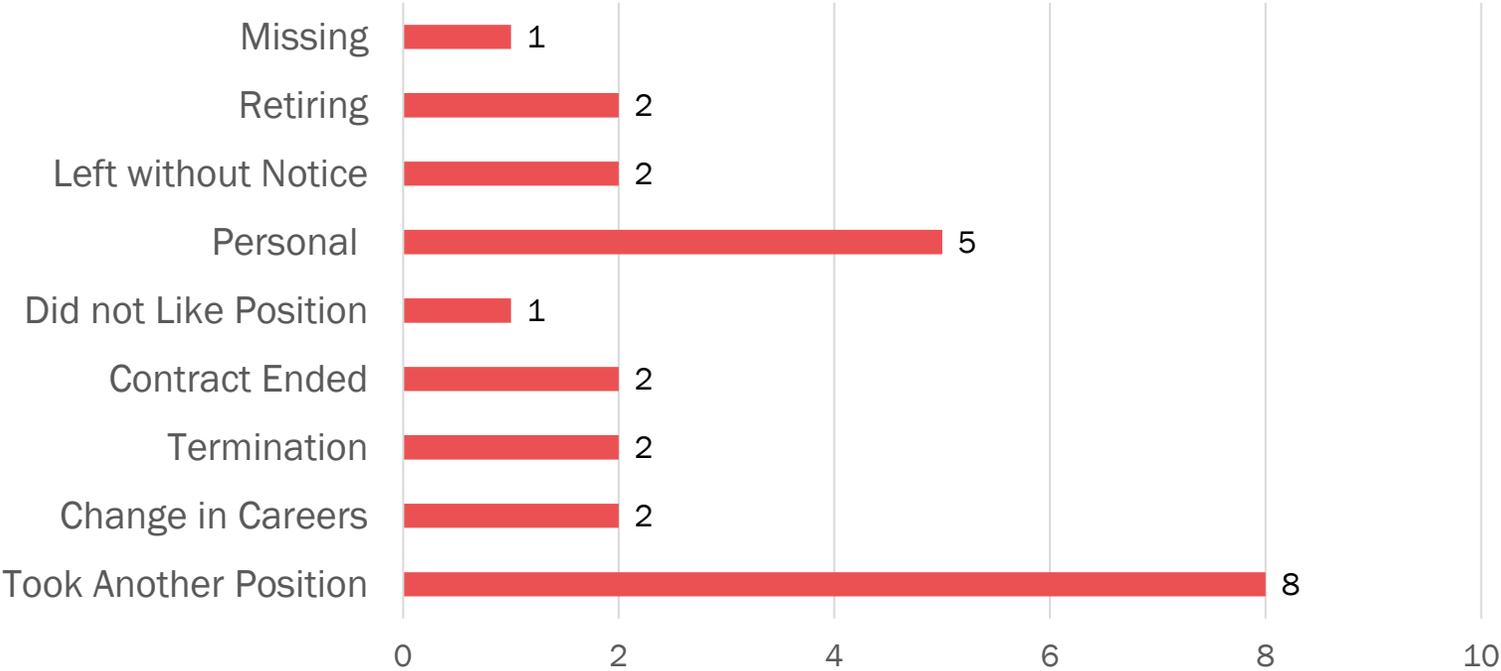
# Family Visiting Workforce Analysis

Language capacity of staff that left



# Family Visiting Workforce

Departure Reason



# Key Points - workforce analysis

- ✓ We need to learn more to fully understand staff turnover
  - More workers leave before completing 1 year of employment
  - Turnover varies by model
  - Turnover varies by agency
  - There are a variety of reasons staff leave, including for higher wages



# Next steps – overall workforce

- ✓ Continue to invest in expanding the workforce
  - ❖ Implement/Support new training opportunities
- ✓ Continue to identify community needs
  - ❖ Language capacity
  - ❖ Understand Community Diversity
- ✓ Employment Incentives/Bonuses
  - ❖ Agency budgets integrate incentives
- ✓ Maximize reimbursement where possible



# Public Comment

