

Strategy	State Activity	For More Information Contact
Pipeline: K-12		
Science or math enrichment Awareness of healthcare careers	Development of an on-line health careers directory; presentations at health care fairs targeting grade 9-12 urban, minority or underserved youth interested in medicine, nursing and allied health.	RI AHEC Program (401)863-2621
Active exposure to healthcare careers	REACT program (Kids into health career activities) targeting grade 9-12 urban, minority or underserved youth interested in medicine, nursing and allied health.	RI AHEC Program (401)863-2621
Pipeline: Higher Education and Training Programs		
Higher ed, training program and employer partnerships	Working with RI DoE, adult ed providers, Dep't of Labor grants, affiliations & partnerships with each of the academic health centers statewide to target 9-12 minority and underserved students as well as college and graduate students interested in medicine, nursing and allied health professions.	RI AHEC Program (401)863-2621
Technology based educational initiatives (such as for distance learning)		
Revision of traditional education/training to meet the needs of nontraditional students	The REACT program: a health care awareness program for non-traditional, underserved minority students targeting students grades 9-12 and college level in urban areas who are interested in medicine, nursing and allied health professions.	RI AHEC Program (401)863-2621
Increasing capacity (faculty, regional distribution of programs etc)	Working in partnership with each of the nursing schools in the state to address the nursing clinical faculty shortage, as well as with a variety of statewide initiatives to provide greater reimbursement for primary care providers and/or new health care models Working to expand capacity to train LNAs with vocational schools	RI AHEC Program (401)863-2621 Quality Partners of RI (401)528-3259

	Nurse faculty externship program	Hospital Association of RI (401)946-8188
Reciprocal training programs		
Bridge programs		
Scholarships, loan forgiveness or tuition remission		
Placement of health professions students in rural settings.	Through Brown Medical School AHEC Program-the Doctoring Program supports and promotes the placement of medical students in rural and other medically underserved areas in the state	RI AHEC Program (401)863-2621
	Coordination of allied health students in underserved areas in partnership with academic health programs	RI AHEC Program (401)863-2621
	Centralized clinical placement registry for nurses	Hospital Association of RI (401)946-8188
Recruitment		
Marketing		
Loan repayment		
Regional recruitment centers	Welcome Back Center of RI targeting health care professionals relocating from different countries.	RI AHEC Program (401)863-2621
Business collaboration with colleges and universities	Beginning the development of a business strategy with Roger Williams College, also in partnership with RI Department of Health to develop capacity for health care administration students	RI AHEC Program (401)863-2621
Working with employers in declining industries		
Community based approaches such as “the recruitable communities approach”		
Retention		
Career ladder	Central RI AHEC program REACT Program	RI AHEC Program

	Career ladder with CNAs	(401)863-2621 Quality Partners of RI (401)528-3259
Cross training		
Career lattice - promoting excellence in a profession; specializing in specific areas	Career lattice with CNAs	Quality Partners of RI (401)528-3259
Transitioning/retraining older workers to remain in the healthcare setting		
Management and supervision practices	Nursing home culture change initiative	Quality Partners of RI (401)528-3259
Workplace culture change	Nursing home culture change initiative	Quality Partners of RI (401)528-3259
Compensation structures (wages, insurance, bonuses)		
Facilitating re-entry into healthcare workforce	Partnering with the Welcome Back Center of RI to target professionals relocating from different countries.	RI AHEC Program (401)863-2621 Ruth Ricciarelli, Quality Partners of RI (401)528-3259
Additional Strategies		
Forecasting workforce needs	RI AHEC program/Brown Medical School partnering with RI DoH, Providence Plan to map the RI primary care workforce and forecast areas of need, pending health professionals retirement, and areas of geographic health care access issues	RI AHEC Program (401)863-2621

	Skills gap study	Quality Partners of RI (401)528-3259 Hospital Association of RI (401)946-8188
	Tracking nursing school application and graduation, track number of nurses by exam and endorsement, track foreign born nurses recruited to the state	
Changing the image of health careers		
Advocacy for policy and system changes.	Brown Med/RI AHEC program working closely with the national AHEC organization public policy committee to address federal funding for Title VII programs Work with the Health Partnership Council which is composed of many important RI stakeholders	RI AHEC Program (401)863-2621 Hospital Association of RI (401)946-8188
Advocacy for new programs or workforce legislation		
Streamlining state credentialing or licensing requirements		