

# American Rescue Plan State Fiscal Recovery Fund Recommendation Cover Sheet

Please submit this document with any recommendations for funding from Rhode Island's allocation of federal fiscal recovery funds available through the American Rescue Plan Act. This information will be made available to the public along with any detailed documents submitted that describe the proposal. It is encouraged that such documents identify clear goals and objectives and quantifiable metrics.

**This is not a formal request for funds, and submission of recommendations does not guarantee a response, public hearing, or appropriation from the General Assembly.**

Name of Lead Agency: Hospital Association of Rhode Island Additional

agencies making recommendation (if applicable):

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Brief Project Description (Details Attached):

Short Term: Provide premium pay for workers to support recruitment and retention of hospital workers. Funds will be used to cover the cost of employee incentive pay programs and contract agency labor costs currently being incurred by the public health emergency

Long Term: Provide investment in long-term workforce development plan to address the needs of the entire healthcare system.

Total request: \$150 million

One-time or Recurring Expense? One Time

ARPA Eligibility Category (check all that apply) – See link for further information

<https://www.rilegislature.gov/commissions/arpa/commdocs/Treasury%20-%20Quick-Reference-Guide.pdf>

- Respond to the public health emergency and its economic impacts xxx
- Premium pay to eligible workers xxx
- Government services/state revenue replacement \_\_\_\_\_
- Water/sewer/broadband infrastructure \_\_\_\_\_

**Request for ARPA Funding Investment**  
**December 29, 2021**

The COVID-19 Pandemic challenged an already burdened health care system to keep Rhode Islanders healthy and meet their medical, emotional, and social needs. Hospitals and the entire health care industry faced enormous workforce pressure prior to the arrival of COVID-19. The Pandemic magnified the issues and the need for systemic investment.

The Hospital Association of Rhode Island recommends that the State of Rhode Island utilize American Rescue Plan Act resources and other available resources to initiate defined steps to invest in its hospital and health care workforce to stabilize hospital capacity and improve patient access to care, including behavioral health care.

The HARI recommendations focus eligible uses of ARPA funds to meet the **short-term** immediate needs of hospitals and the **long-term** needs of the entire healthcare system.

**Short-Term: \$100 million**

Provide premium pay for workers to support recruitment and retention of hospital workers

Funds would be used to cover the cost of employee incentive pay programs and contract agency labor costs incurred during the COVID-19 emergency period

**Long-Term: \$50 million**

Respond to the public health emergency

When families cannot access the care they need in the community, they put off care, and eventually present in one of our EDs at a higher acuity, requiring more intensive services at an increased cost of care. The HARI Workforce Development recommendations focus on the improving the quality, equity and capacity of the entire healthcare system and include:

**1.Immediate funding for an independent healthcare workforce analysis** to quantify the scope of the healthcare workforce issues and identify potential strategies. We believe this should begin as soon as possible to help inform future activities. The analysis would include:

- Current state of healthcare workforce (medical, behavioral health, and social services)
- Future projections including pipeline data from high schools, training programs, and colleges/universities
- Projected healthcare workforce needs
- Recommendations

**2. Development of a healthcare workforce steering committee with broad representation of key stakeholders** including medical, behavioral health, and social service providers, state government, higher education, and organized labor

**3. One time and ongoing funding for a healthcare workforce development minimum data set to standardize the collection of Health care workforce information**

**4. Healthcare Workforce Development funding to support long term healthcare workforce development**

**Attract young people and career changers to healthcare jobs through**

- Recruitment
- Training
- Job placement assistance

**Financial and mentoring support for training and education of entry level healthcare workers to move to more advanced roles including:**

- Scholarship/grant money/loan forgiveness
- Higher education support for increased education programs, and flexibility to support diverse student needs
- Healthcare provider support for clinical training rotations and preceptors