



HEALTHCARE WORKFORCE TRANSFORMATION

Appendices

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Appendix 1. Rhode Island Healthcare Labor Force: Healthcare Professional and Technical Occupations¹

In 2016, 61,115 persons were employed in the healthcare industry. Of those, 35,481 people were employed in 65 professional and technical healthcare (PHC) occupations. There were 16 percent more people employed in the PHC workforce in Rhode Island than were employed in these PHC occupations nationally, as a percentage of the total workforce.

The PHC occupations in Rhode Island are expected to grow 7.2 percent (or 2,599 jobs) by 2026, which is less than the national growth rate of 14.4 percent and 11.4 percent in neighboring Massachusetts. The median wage for the 67 PHC occupations was \$39.58 per hour compared with \$39.70 in Massachusetts and \$35.77 nationally. The largest county for PHC employment was Providence County (26,343), followed by Kent County (5,253), Washington County (3,810), Newport County (1,994), and Bristol County (875).

TOP PHC OCCUPATIONS

The top 20 occupations comprising the PHC workforce are shown in Table A1. Registered nurses comprised the largest single category of those employed in these occupations (11,906), followed by physicians and surgeons (2,695), pharmacy technicians (1,417), and pharmacists (1,395). The average hourly wage for PHC occupations was greater than the MIT living wage calculator for the state, which was \$16.08 for a family of four consisting of two adult earners and two children.²

¹ Unless otherwise noted, data source is Emsi 2016 with projections to 2026. Note that because Emsi uses a different combination of federal data and different estimation methods to measure employment and wages, estimates derived by Emsi will differ from those derived by the Rhode Island Department of Labor and Training.

² Glasmeier, Amy K., and Massachusetts Institute of Technology. 2017. *Living Wage Calculation for Rhode Island*. Accessed from: <http://livingwage.mit.edu/states/44>.

Table A1: Top PHC Occupations by Employment (2016)

Occupation	2016 Jobs	Avg. Hourly Wage
Registered Nurses	11,906	\$36.78
Physicians and Surgeons, All Other	2,695	\$80.21
Pharmacy Technicians	1,417	\$14.52
Pharmacists	1,395	\$56.73
Licensed Practical and Licensed Vocational Nurses	1,133	\$26.68
Physical Therapists	1,081	\$37.22
Dental Hygienists	1,011	\$34.83
Healthcare Social Workers	864	\$25.27
Mental Health Counselors	846	\$14.96
Clinical, Counseling, and School Psychologists	807	\$34.19
Emergency Medical Technicians and Paramedics	776	\$16.72
Radiologic Technologists	714	\$32.58
Medical Records and Health Information Technicians	647	\$19.02
Mental Health and Substance Abuse Social Workers	638	\$20.21
Medical and Clinical Laboratory Technologists	564	\$33.37
Nurse Practitioners	546	\$49.96
Occupational Therapists	505	\$36.58
Speech-Language Pathologists	457	\$36.55
Dentists, General	398	\$81.52
Medical and Clinical Laboratory Technicians	388	\$27.91

TOP INDUSTRIES FOR PHC OCCUPATIONS:

The top 20 industries employing the PHC workforce are shown in Table A2.³ The majority of this workforce was employed in general medical and surgical hospitals (10,199) followed by offices of physicians (except mental health specialists) (3,754), and specialty hospitals (except psychiatric and substance abuse) (2,467). The second column shows how the PHC workforce was distributed *across* the top 20 industries. Across all industries, this column would sum to 100%. Column 2 shows that the largest segment of the PHC workforce was employed in general medical and surgical hospitals (28.3 percent). In contrast, only a small percent of the PHC workforce were employed in freestanding ambulatory surgical and emergency centers (1.0 percent). The third column shows the share of the PHC workforce *within* each industry. The PHC workforce makes up over 50 percent of the total workforce in the following industries; ambulance services (71.1%), offices of mental health practitioner (64.4%), general medical and surgical hospitals (56.5 percent), Outpatient care centers (55.6%), freestanding ambulatory surgical and emergency centers (53.7%), and specialty hospitals (51.9 percent).

Table A2: Top Industries for PHC Occupations

Industry	PHC Jobs by Industry (2016)	Distribution of PHC Jobs Across Industries (2016)	% of PHC Within Each Industry (2016)
General Medical and Surgical Hospitals	10,199	28.3%	56.5%
Offices of Physicians (except Mental Health Specialists)	3,754	10.4%	43.8%
Specialty (except Psychiatric and Substance Abuse) Hospitals	2,467	6.9%	51.9%
Nursing Care Facilities (Skilled Nursing Facilities)	1,981	5.5%	19.3%
Pharmacies and Drug Stores	1,769	4.9%	45.0%
Home Healthcare Services	1,407	3.9%	27.1%
Offices of Dentists	1,357	3.8%	46.1%
Federal Government, Civilian, Excluding Postal Service	1,002	2.8%	12.4%
Outpatient Mental Health and Substance Abuse Centers	863	2.4%	48.6%
Offices of Physical, Occupational and Speech Therapists, and Audiologists	707	2.0%	44.1%

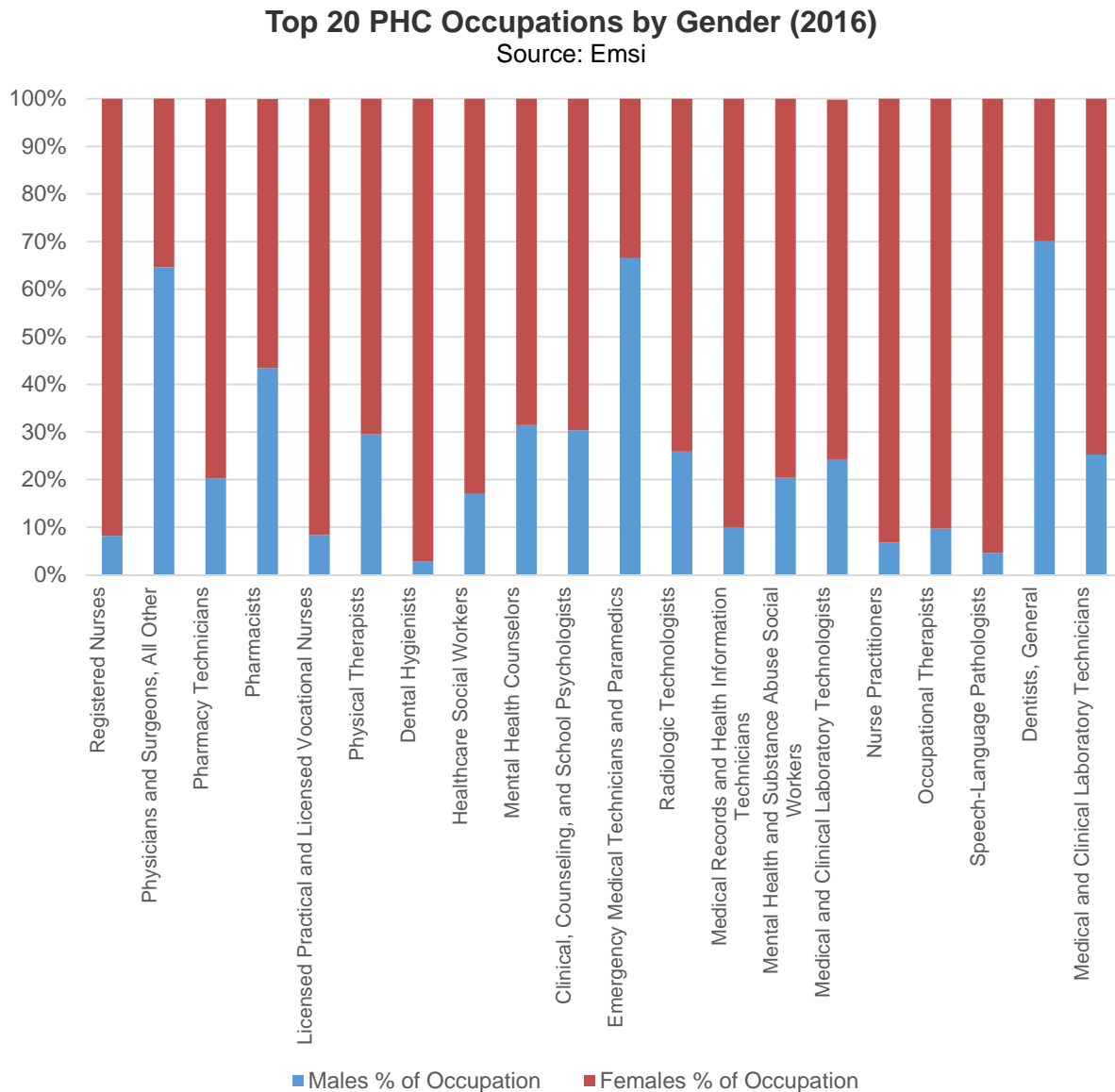
³ There were 75 industries that had at least 10 PHC jobs.

Industry	PHC Jobs by Industry (2016)	Distribution of PHC Jobs Across Industries (2016)	% of PHC Within Each Industry (2016)
All Other Outpatient Care Centers	592	1.6%	55.6%
Ambulance Services	518	1.4%	71.1%
Offices of Mental Health Practitioners (except Physicians)	512	1.4%	64.4%
Colleges, Universities, and Professional Schools	482	1.3%	2.1%
Hospitals (State Government)	482	1.3%	48.3%
State Government, Excluding Education and Hospitals	472	1.3%	4.6%
Elementary and Secondary Schools (Local Government)	414	1.2%	2.0%
Residential Mental Health and Substance Abuse Facilities	414	1.2%	25.1%
Freestanding Ambulatory Surgical and Emergency Centers	353	1.0%	53.7%
Local Government, excluding Education and Hospitals	309	0.9%	2.6%

DEMOGRAPHICS OF PHC OCCUPATIONS

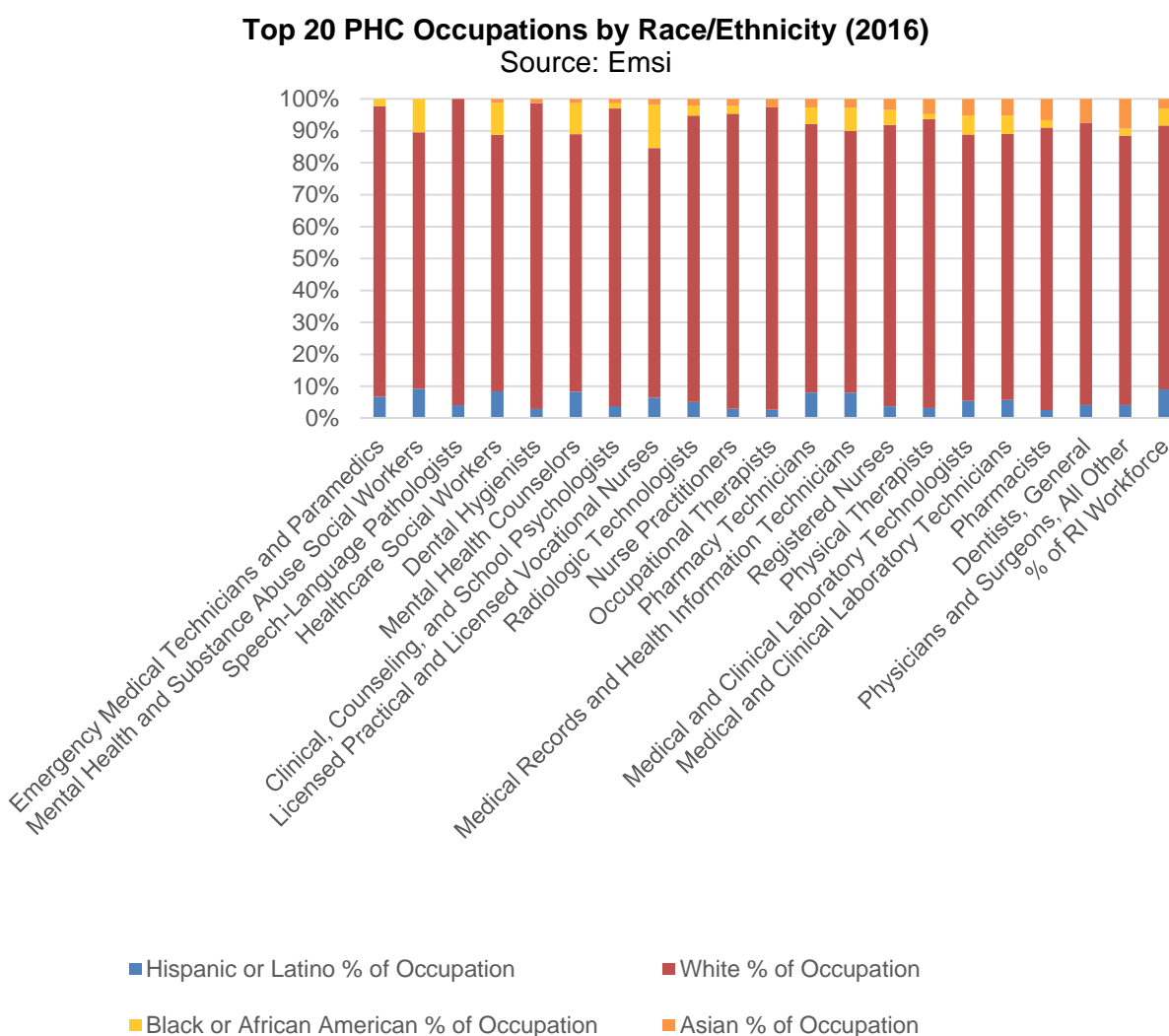
74.8 percent of the top 20 PHC occupations were held by women. Females comprised more than 70 percent of all but three of the top 20 PHC occupations: physicians, dentists, and emergency medical technicians and paramedics (Chart A1).

Chart A1



Compared to their representation in the overall workforce, white workers were overrepresented in all but four of the top 20 employing occupations in the PHC workforce.⁴ African-Americans were overrepresented in seven out of the 20. Hispanics were underrepresented in all but one of the PHC occupations—Hispanics who were 9 percent of the overall workforce accounted for 9 percent of the mental health and substance abuse social workers. Asian workers were underrepresented in all but six of the top 20 PHC occupations. (Chart A2).

Chart A2

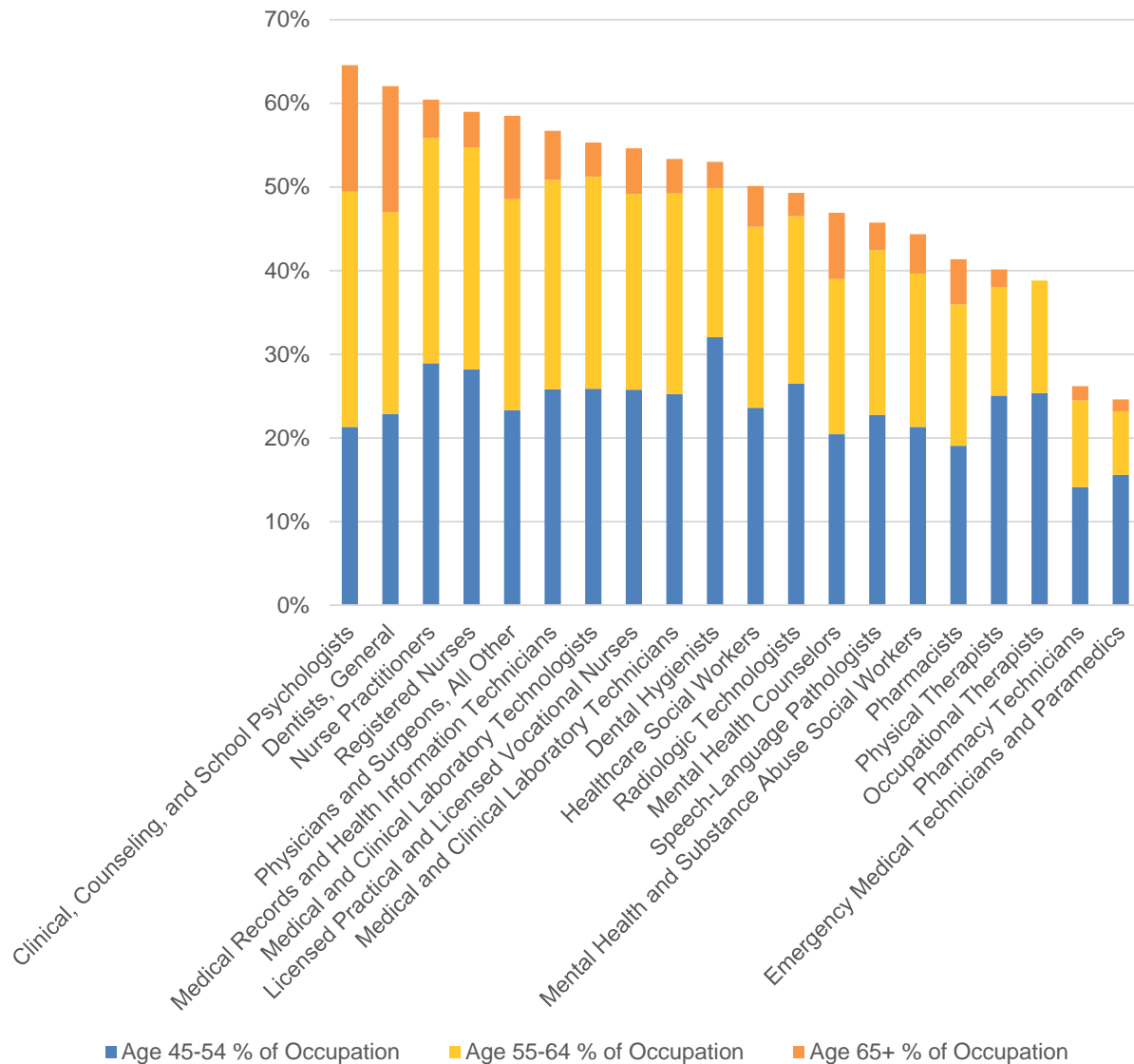


⁴ Population estimates of the race/ethnicity distribution in the state are somewhat different from the race/ethnic distribution among those employed. At the population level in Rhode Island, whites are the majority at 73.4 percent, followed by White, Hispanic (11.1 percent), Black, Non-Hispanic (5.8 percent), Asian, Non-Hispanic (3.5 percent), Black, Hispanic (2.2 percent), and Two or More races (2.0 percent). All other categories are less than 1 percent. Since the categories for race/ethnicity at the *population level* are different from the categories used in the *workforce* to assess representation, we used the workforce estimates.

Out the 20 top PHC occupations, 50 percent or more of incumbents in 11 occupations are over the age of 45 and are expected to retire in the next 20 years (Chart A3). Leading occupations for retirements were clinical, counseling, and school psychologists (65 percent), dentists (62 percent), and nurse practitioners (60 percent).

Chart A3

Expected retirements in Top 20 PHC Occupations (2016)



PROJECTED OPENINGS (2016-2026)

Table A3 shows total projected openings for the top 20 PHC occupations in the next 10 years (2016-2026): openings due to growth and openings due to replacement. Registered nurses (3,603) showed the highest projected openings, followed by physicians and surgeons, all other (857), LPNs (524), and physical therapists (512). The largest occupations for projected growth were registered nurses (696), physical therapists (191), and LPNs (173). The largest occupations for replacements were registered nurses (2,907), physicians and surgeons, all other (745), and pharmacists (374).

Table A3: Projected Openings, Growth, and Replacement (2016-2026)

Description	Total Projected Openings	Openings due to Growth	Openings due to Replacement
Registered Nurses	3,603	696	2,907
Physicians and Surgeons, All Other	857	112	745
Licensed Practical and Licensed Vocational Nurses	524	173	351
Physical Therapists	512	191	321
Pharmacists	316	-58	374
Mental Health Counselors	306	114	192
Healthcare Social Workers	304	83	221
Clinical, Counseling, and School Psychologists	270	85	185
Nurse Practitioners	242	99	143
Dental Hygienists	217	44	173
Medical Records and Health Information Technicians	211	58	153
Mental Health and Substance Abuse Social Workers	204	43	161
Occupational Therapists	183	76	107
Speech-Language Pathologists	180	56	124
Pharmacy Technicians	165	23	142
Emergency Medical Technicians and Paramedics	164	34	130
Medical and Clinical Laboratory Technologists	150	13	137
Radiologic Technologists	139	4	135
Medical and Clinical Laboratory Technicians	119	23	96
Dentists, General	100	-13	113

EDUCATION

In 2015, the latest year this data was available, 3,526 people completed postsecondary programs related to these PHC occupations in 60 different Rhode Island-based programs. Unlike Appendix 3 this table includes graduates from private as well as public postsecondary programs. Table A4 shows programs for completions in the PHC related fields of study.

Table A4: Completions in Professional and Technical Healthcare Fields from Rhode Island Public and Private Postsecondary Programs

Program	Completions (2015)
Registered Nursing/Registered Nurse	868
Psychology, General	587
Social Work	189
Kinesiology and Exercise Science	164
Pharmacy	114
Counseling Psychology	107
Medicine	106
Licensed Practical Nurse	93
Radiologic Technology/Science - Radiographer	67
Dietetics/Dietitian	56
Health Professions and Related Clinical Sciences, Other	53
Communication Sciences and Disorders, General	52

Appendix 2. Rhode Island Healthcare Labor Force: Healthcare Support Occupations⁵

In 2016, 61,155 persons were employed in the healthcare industry. Of those, 25,674 people were employed in 15 healthcare support occupations (HCS). There were 26 percent more people employed in the HCS workforce in Rhode Island than were employed in these HCS occupations nationally, as a percentage of the total workforce.

HCS occupations in Rhode Island are expected to grow 12.6 percent (or 3,234 jobs) by 2026, which is less than the national growth rate of 23.5 percent and 31.0 percent in neighboring Massachusetts. The median wage for the 15 HCS occupations was \$13.88 per hour compared with \$12.87 nationally and \$14.98 in Massachusetts. The overwhelming largest county for HCS employment was Providence County (19,110), followed by Kent County (4,579), Washington County (2,762), Newport County (1,436), and Bristol County (769).

TOP HEALTHCARE SUPPORT OCCUPATIONS

The top 15 occupations comprising the HCS workforce are shown in Table A5. Nursing assistants comprised the largest single occupation of those employed (9,279), followed by personal care aides (4,623) and home health aides (4,076). The average hourly wage for HCS occupations was less than the MIT living wage calculator for the state, which was \$16.08 for a family of four consisting of two adult earners and two children.⁶

⁵ Unless otherwise noted, data source is Emsi 2016 with projections to 2026. Note that because Emsi uses a different combination of federal data and different estimation methods to measure employment and wages, estimates derived by Emsi will differ from those derived by the Rhode Island Department of Labor and Training. Limited occupational data was available for occupational therapy aides and pharmacy aides, as such excluded from certain tables throughout.

⁶ Glasmeier, Amy K., and Massachusetts Institute of Technology. 2017. *Living Wage Calculation for Rhode Island*. Accessed from: <http://livingwage.mit.edu/states/44>.

Table A5: HCS Occupations by Employment (2016)

Occupation	2016 Jobs	Avg. Hourly Wage
Nursing Assistants	9,279	\$13.97
Personal Care Aides	4,623	\$11.20
Home Health Aides	4,076	\$12.78
Medical Assistants	2,929	\$16.33
Dental Assistants	952	\$18.82
Phlebotomists	768	\$17.84
Healthcare Support Workers, All Other	660	\$17.03
Psychiatric Aides	549	\$15.74
Massage Therapists	429	\$14.41
Physical Therapist Aides	327	\$13.08
Physical Therapist Assistants	322	\$25.65
Occupational Therapy Assistants	229	\$27.65
Medical Equipment Preparers	209	\$17.96
Medical Transcriptionists	194	\$17.67
Community Health Workers	130	\$21.01

TOP INDUSTRIES FOR HCS OCCUPATIONS

The top 20 industries employing the HCS workforce are shown in Table A6.⁷ The largest employer of this workforce was nursing care facilities (5,270) followed by general medical and surgical hospitals (2,695), and home healthcare services (2,217). The second column shows how the HCS workforce was distributed *across* the top 20 industries. Across all industries, this column would sum to 100 percent. This column shows that the largest of the HCS workforce was employed in nursing care facilities (skilled nursing facilities) (24.4 percent). In contrast, only a small percent of the HCS workforce was employed in medical laboratories (0.7 percent) and other residential care facilities (0.7 percent). The third column shows the share of the HCS workforce *within* each industry. The HCS workforce makes up over 50 percent of the total workforce in nursing care facilities (51.4 percent) and 42.8 percent of home healthcare services.

⁷ There were 52 industries that had at least 11 HCS jobs.

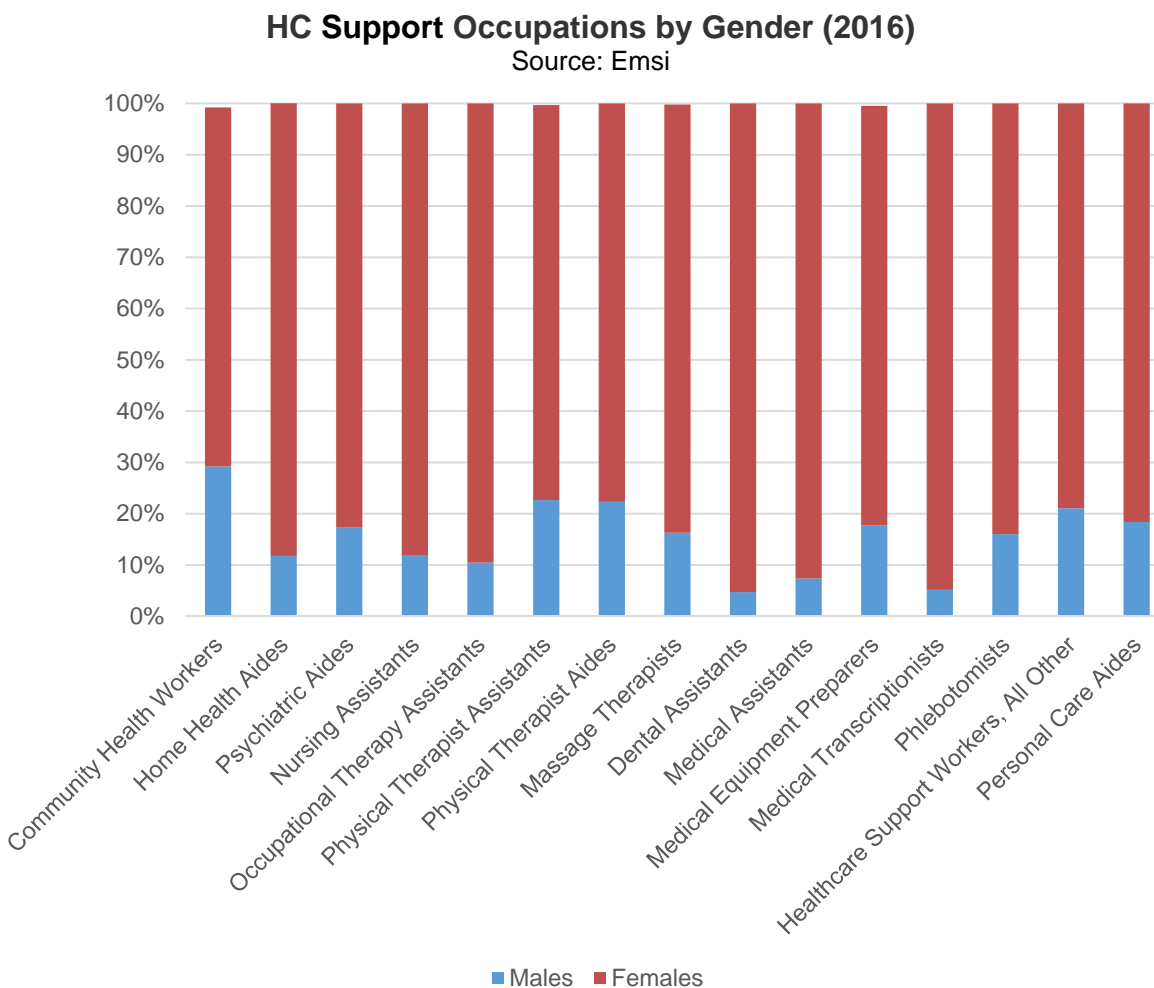
Table A6: Top Industries for HCS Occupations

Industry	HCS Jobs by Industry (2016)	Distribution of HCS Jobs Across Industries (2016)	% of HCS Within Each Industry (2016)
Nursing Care Facilities (Skilled Nursing Facilities)	5,270	24.4%	51.4%
General Medical and Surgical Hospitals	2,695	12.5%	14.9%
Home Healthcare Services	2,217	10.2%	42.8%
Offices of Physicians (except Mental Health Specialists)	1,771	8.2%	20.7%
Services for the Elderly and Persons with Disabilities	1,043	4.8%	24.6%
Specialty (except Psychiatric and Substance Abuse) Hospitals	963	4.5%	20.3%
Offices of Dentists	812	3.8%	27.6%
Residential Intellectual and Developmental Disability Facilities	743	3.4%	32.7%
Continuing Care Retirement Communities	663	3.1%	40.5%
Assisted Living Facilities for the Elderly	617	2.9%	40.5%
Offices of Physical, Occupational and Speech Therapists, and Audiologists	445	2.1%	27.8%
Colleges, Universities, and Professional Schools	327	1.5%	1.5%
State Government, Excluding Education and Hospitals	293	1.4%	2.9%
Temporary Help Services	283	1.3%	3.0%
Residential Mental Health and Substance Abuse Facilities	274	1.3%	16.6%
Federal Government, Civilian, Excluding Postal Service	194	0.9%	2.4%
Hospitals (State Government)	189	0.9%	18.9%
All Other Outpatient Care Centers	163	0.8%	15.3%
Other Residential Care Facilities	151	0.7%	15.8%
Medical Laboratories	150	0.7%	27.5%

DEMOGRAPHICS OF HCS OCCUPATIONS

88 percent of HCS occupations were held by women (Chart A4). In every HCS occupation, women comprised at least 70 percent of the occupation.

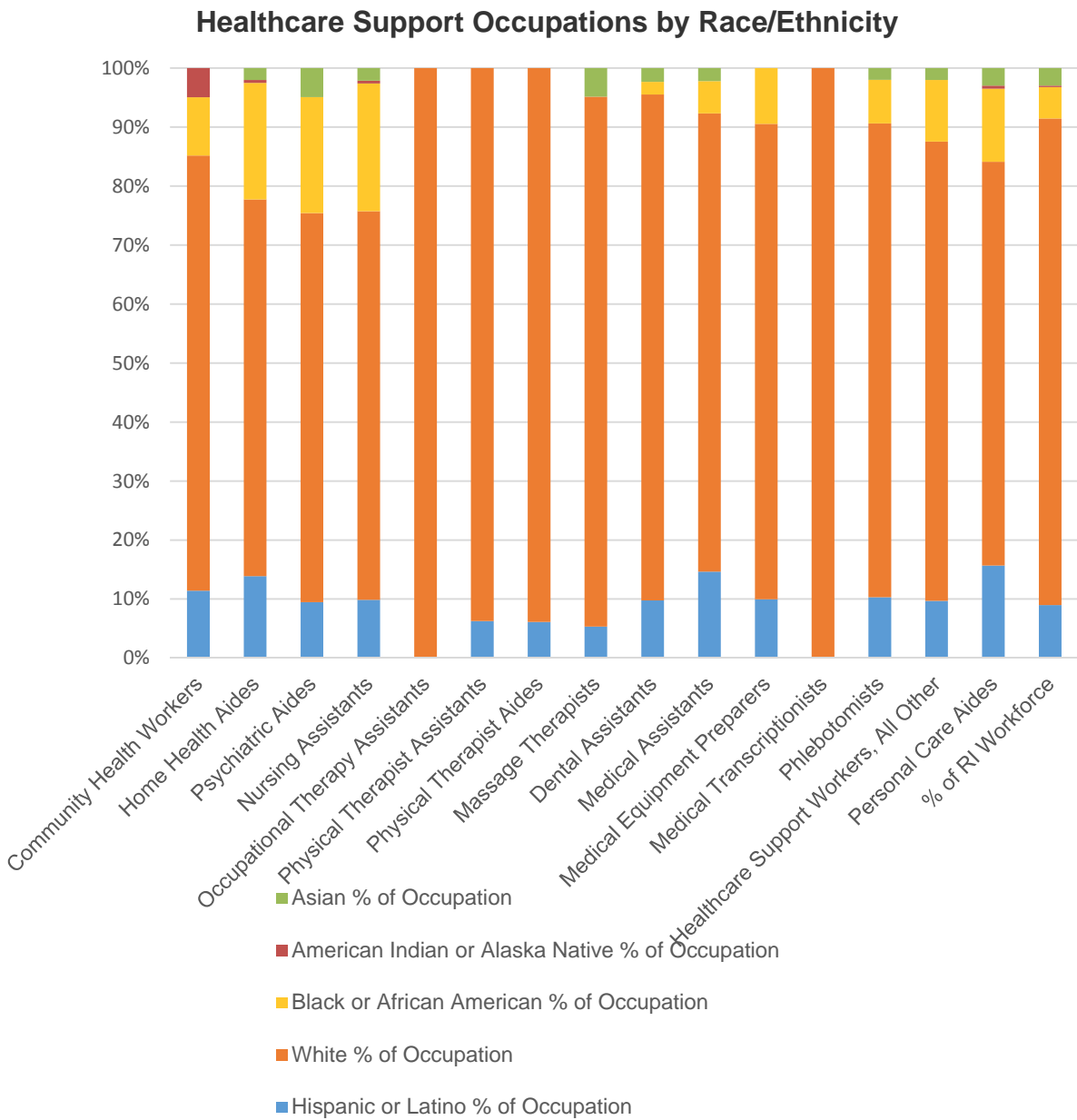
Chart A4



Compared to their representation in the overall workforce, white workers were underrepresented in many of the HCS occupations while Hispanic and African-American workers were overrepresented in about half of the HCS occupations.⁸

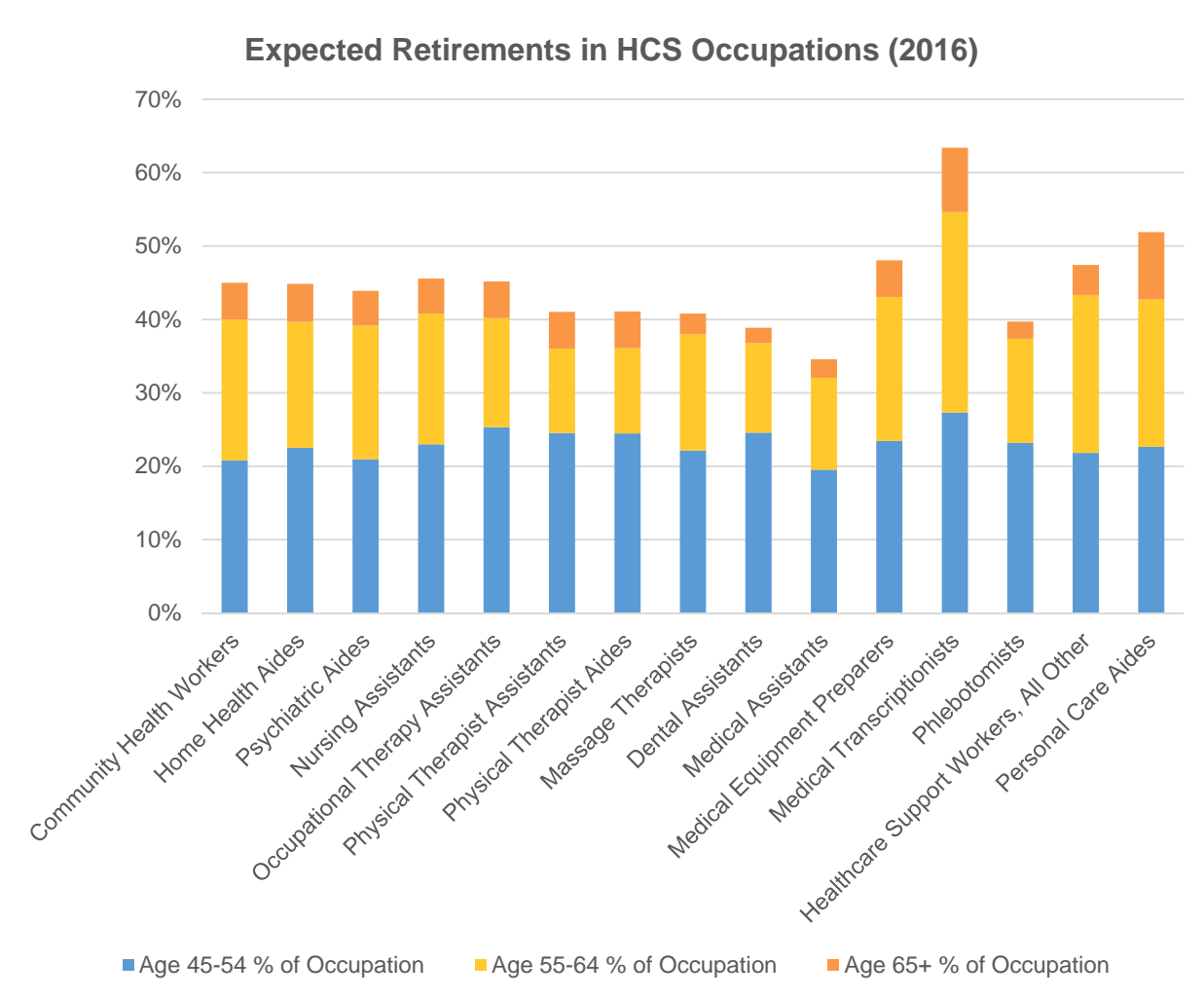
⁸ Population estimates of the race/ethnicity distribution in the state are somewhat different from the race/ethnic distribution among those employed. At the population level in Rhode Island, whites are the majority at 73.4 percent, followed by White, Hispanic (11.1 percent), Black, Non-Hispanic (5.8 percent), Asian, Non-Hispanic (3.5%), Black, Hispanic (2.2 percent), and Two or More races (2.0 percent). All other categories are less than 1 percent. Since the categories for race/ethnicity at the *population level* are different from the categories used in the *workforce*, we used the workforce estimates to compare representation within occupations.

Chart A5



In nine of the 15 occupations in the HCS workforce, more than 40 percent of the workforce are over the age of 45 and are expected to retire in the next 20 years (Chart A6). Medical transcriptionist lead the list for expected retirements in the next 20 years.

Chart A6



PROJECTED OPENINGS (2016-2026)

Table A7 shows total projected openings for HCS occupations in the next 10 years (2016-2026) along with its component parts: openings due to growth and openings due to replacement. Nursing assistants (2,653) show the highest projected openings, followed by home health aides (1,968), and personal care aides (1,763). The largest occupations for projected growth were personal care aides (1,320), followed by home health aides (918), and nursing assistants (492). The largest occupations for replacements were nursing assistants (2,161), home health aides (1,050), and medical assistants (652).

Table A7: Projected Openings, Growth, and Replacement (2016-2026)

Description	Total Projected Openings	Openings due to Growth	Openings due to Replacement
Nursing Assistants	2,653	492	2,161
Home Health Aides	1,968	918	1,050
Personal Care Aides	1,763	1,320	443
Medical Assistants	952	300	652
Dental Assistants	324	76	248
Phlebotomists	194	30	164
Physical Therapist Assistants	181	74	107
Healthcare Support Workers, All Other	165	22	143
Physical Therapist Aides	160	55	105
Occupational Therapy Assistants	120	45	75
Psychiatric Aides	119	-38	157
Massage Therapists	75	-70	145
Medical Equipment Preparers	59	13	46
Community Health Workers	41	13	28
Medical Transcriptionists	40	-13	53

EDUCATION PROGRAMS

In 2015, the latest year this data was available, 700 students completed postsecondary programs related to HCS occupations in 21 different Rhode Island-based programs (Table A8).⁹ Unlike Appendix 3, this table includes graduates from private as well as public postsecondary programs. Table A8 shows the top 15 programs for completions in the HCS related fields of study.

⁹ It should be noted that only programs from accredited 2- or 4-year colleges or universities are included in this list of data. Programs in these fields are often offered through other non-academic entities but are not included in this data.

Table A8: Completions in Healthcare Support Fields from Rhode Island Public and Private Postsecondary Programs

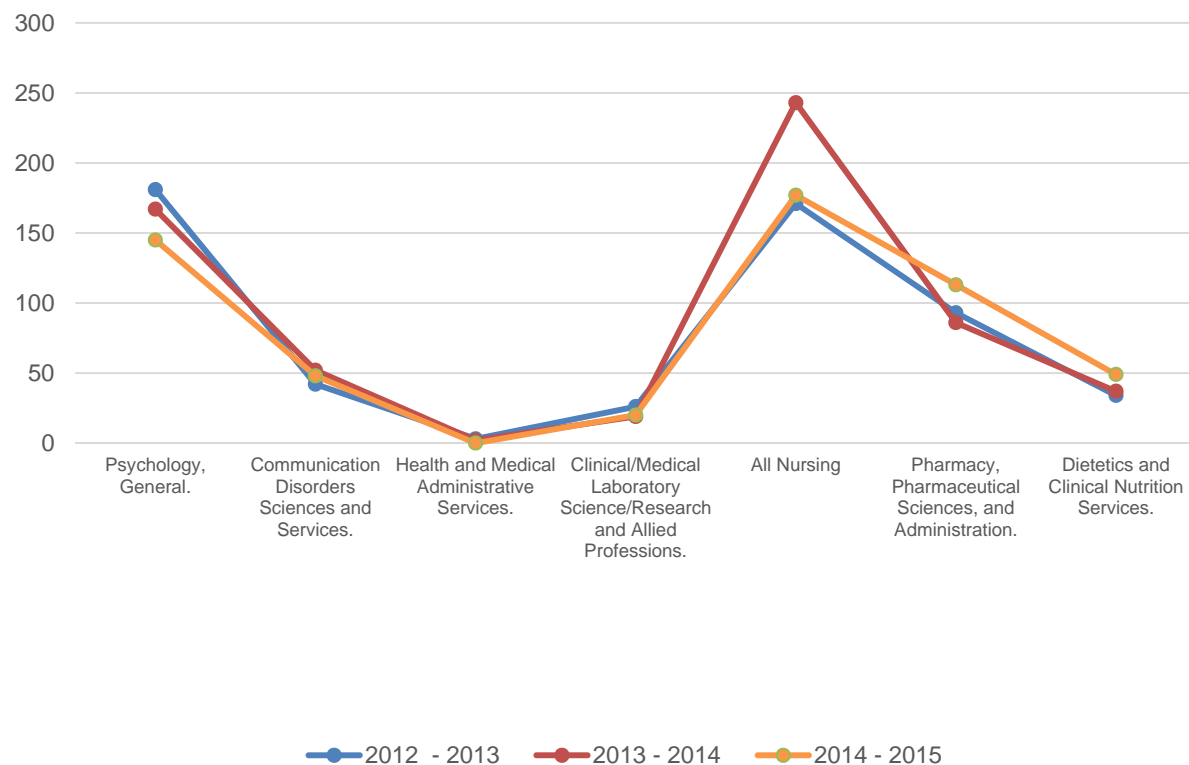
Program	Completions (2015)
Medical/Clinical Assistant	156
Dental Assisting/Assistant	107
Occupational Therapist Assistant	66
Public Health, General	56
Physical Therapy Technician/Assistant	52
Pharmacy Technician/Assistant	49
Massage Therapy/Therapeutic Massage	48
Phlebotomy Technician/Phlebotomist	26
Community Health and Preventive Medicine	25
Human Services, General	19
Health Services/Allied Health/Health Sciences, General	16
Community Organization and Advocacy	12
Medical Administrative/Executive Assistant and Medical Secretary	11
Community Health Services/Liaison/Counseling	7
Behavioral Aspects of Health	6

Appendix 3: Employment of Healthcare Graduates from Rhode Island Public Institutions of Higher Education¹⁰

UNIVERSITY OF RHODE ISLAND (URI)

Between 2012 and 2015, the number of students graduating from healthcare-related fields did not vary by much. Across all three years, the majority of the graduates were in nursing, psychology, and pharmacy. There were very few graduates in health and medical administrative services as well as clinical/medical laboratory science research.

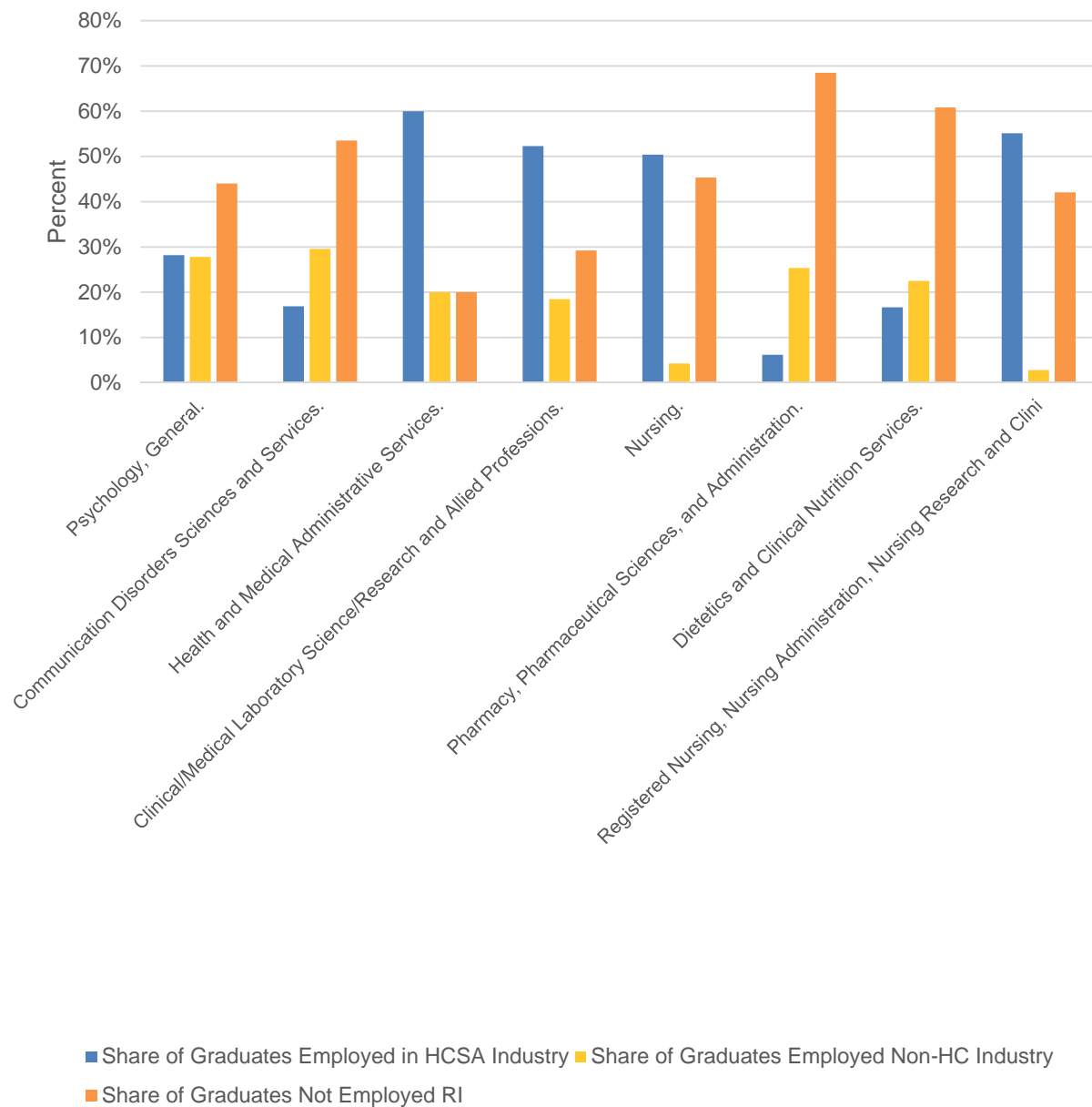
URI: Total Number of HC Graduates



¹⁰ DataSpark, which includes graduates from healthcare-related certificate, associate, bachelor, masters, and doctoral degree programs for the academic years 2012-2013, 2013-2014, and 2014-2015. Classification of Instructional Programs Codes (CIP) were linked to North American Industry Classification System Codes (NAICS) to assess industry employment outcomes by field of study for each graduate one year beyond their graduation.

While the majority of registered nursing, nursing,¹¹ clinical/medical laboratory research/science, and health and medical administrative services graduates were employed in a Rhode Island HC and Social Assistance (HCSA) industry, graduates in other fields were mostly employed in Rhode Island in a non-HCSA industry or not employed in Rhode Island.¹²

URI: Employment of HC Graduates (2012 - 2015)



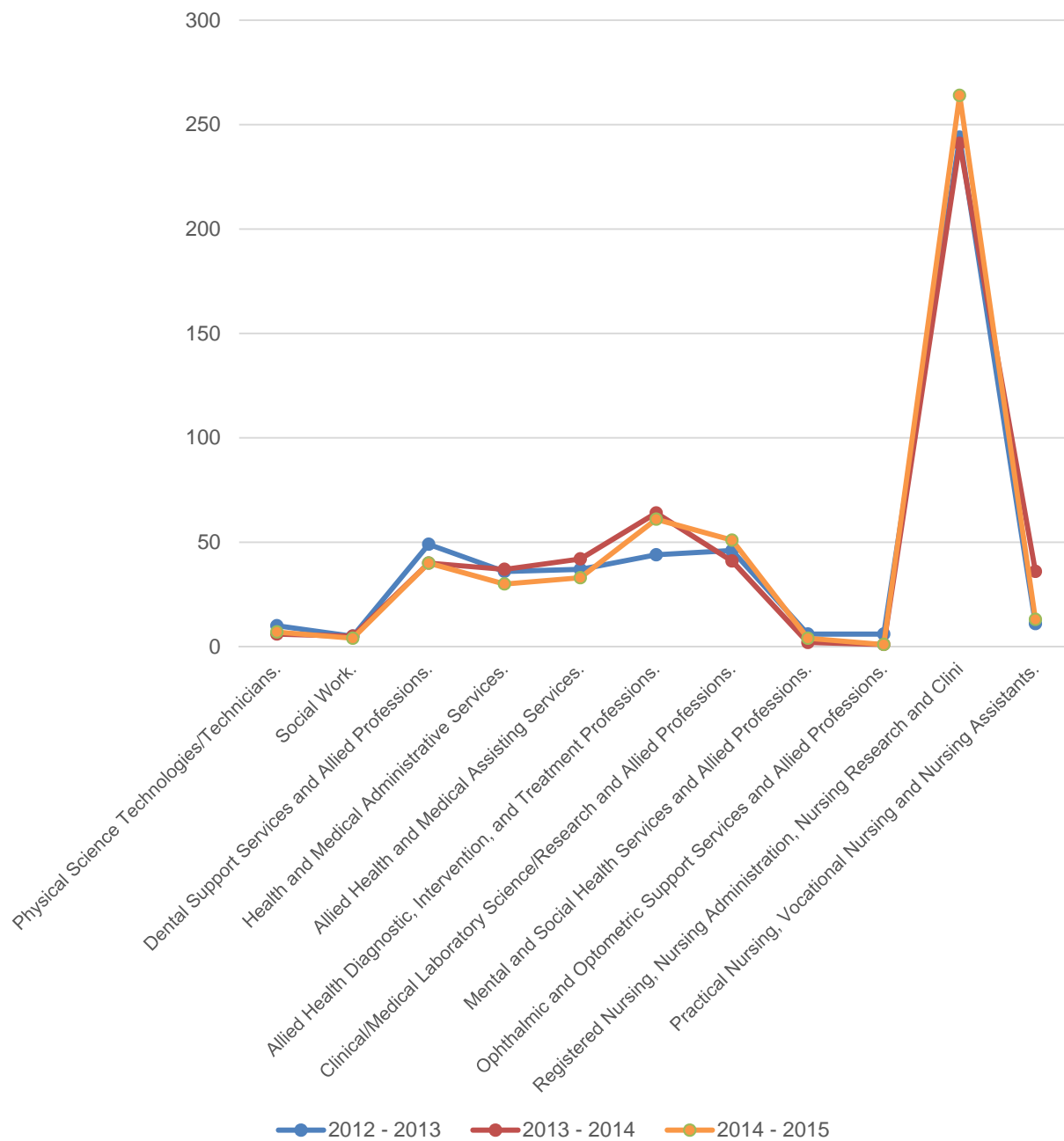
¹¹ Other nursing includes graduates from certificate and graduate level programs.

¹² Those graduates not employed in Rhode Island were either working out of state, unemployed, or out of the labor force.

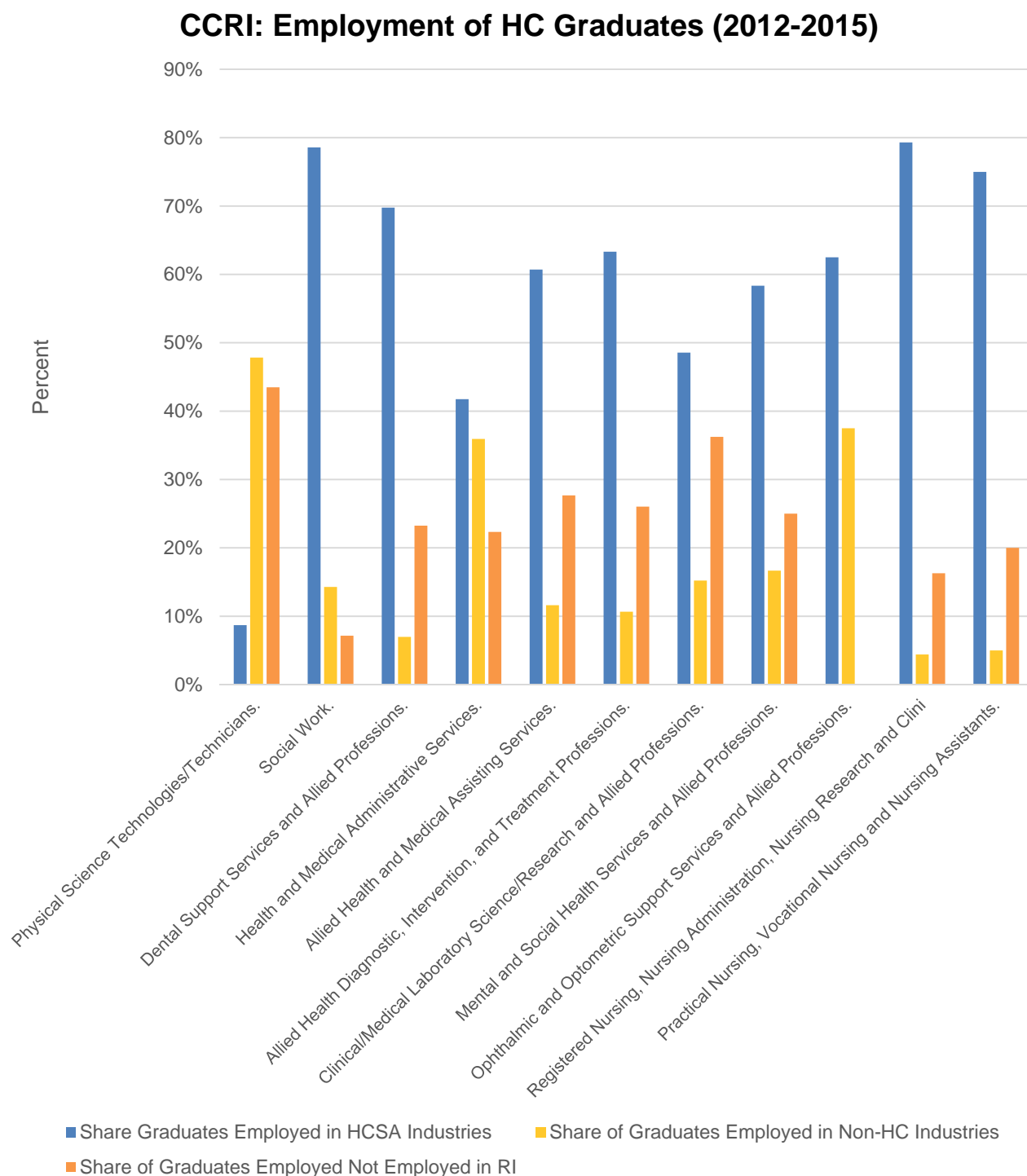
COMMUNITY COLLEGE OF RHODE ISLAND (CCRI)

Most of the healthcare graduates at CCRI were in registered nursing (including other nursing and nursing administration). Numbers of graduates across all fields remained steady between 2012 and 2015.

CCRI: Total Number of HC Graduates

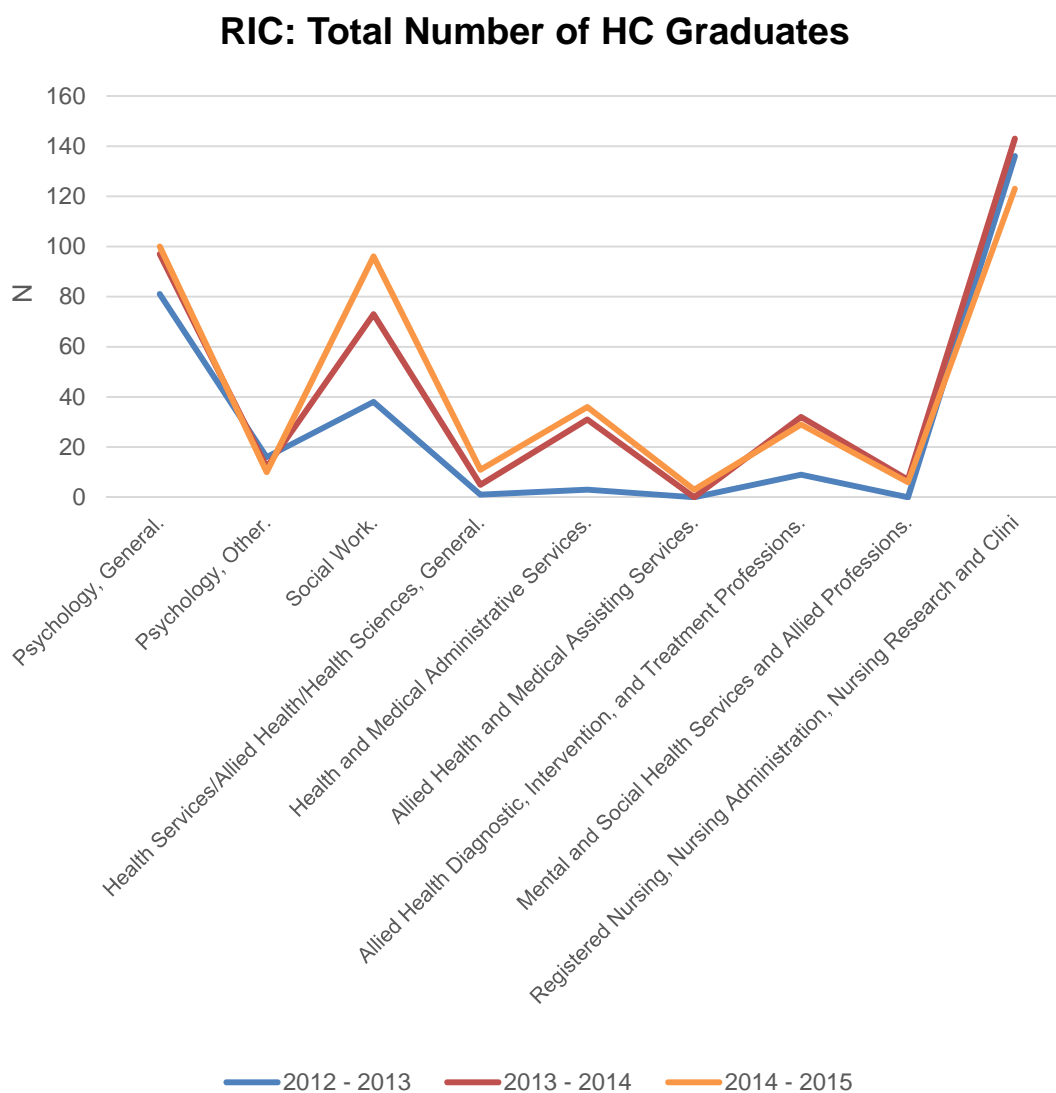


The majority of CCRI graduates were employed in Rhode Island HCSA industries. The two exceptions are health and medical administrative services, where a plurality of 42 percent was employed in a HCSA industry, and physical science technologists, who were more likely to be employed in Rhode Island in a non-HCSA industry or not employed in Rhode Island.



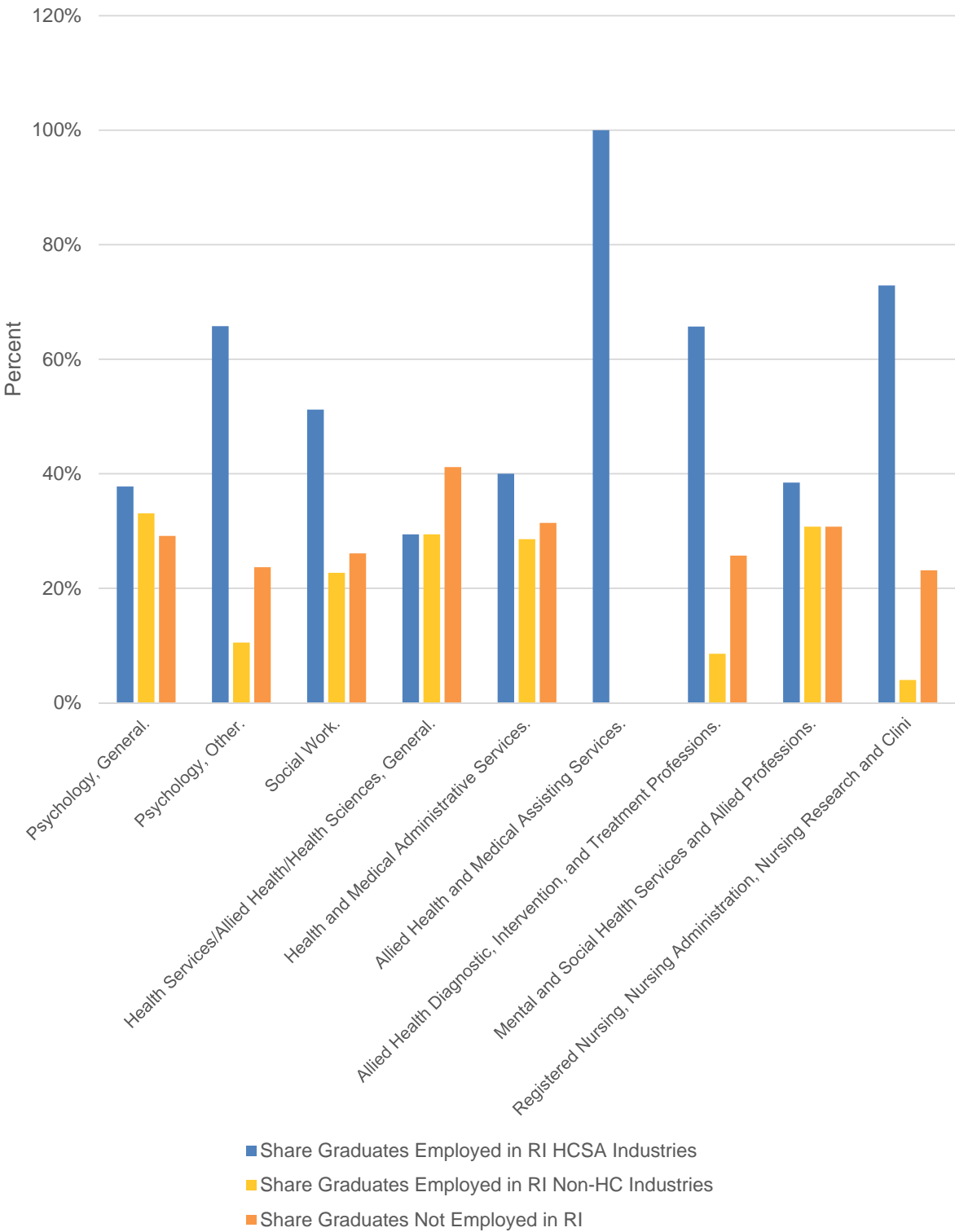
Rhode Island College (RIC)

Across all years, the largest numbers of RIC healthcare graduates were in the fields of registered nursing, followed by general psychology, and then social work. Health services, allied health and medical assisting services, and mental and social health services saw very few graduates over the same time-span. Between 2012 and 2015, there was some growth in the number of graduates in social work, health and medical administrative services, and allied health diagnostics.



With the exception of health services and psychology, most RIC healthcare graduates were employed in Rhode Island in HCSA industries.

RIC: Employment of HC Graduates (2012 - 2015)



SUMMARY

The final table summarizes the data from all the three institutions across all three years. Health-related fields of study where the majority of graduates were employed in Rhode Island HCSA industries included LPN and CNA (75 percent), dental support (70 percent), registered nursing (69 percent), optical support (63 percent), allied health (63 percent), social work (53 percent), and clinical medical (50 percent). Those fields with the fewest graduates employed in Rhode Island HCSA industries were pharmaceutical (6 percent), physical science technician/technologists (9 percent), communication disorders (17 percent), nutrition (17 percent), and public health (29 percent) and bodywork (20 percent). However, for pharmacy and physical science tech, a large share of graduates were employed in Rhode Island but in a non-Healthcare or Social Assistance industry.

Summary Table: Employment of Rhode Island Healthcare Graduates from all Public Colleges 2012-2015

Field of Study	Total Graduates	Total Employed in RI HCSA Industries	Total Employed in RI Non HCSA Industry	% Employed in RI HCSA Industries	% Employed in RI Non HCSA Industry
Nursing	1742	1195	71	69%	4%
Psychology	809	269	233	33%	29%
Allied Health	354	224	37	63%	10%
Pharmacy	292	18	74	6%	25%
Social Work	221	117	49	53%	22%
Medical Laboratory Technician	203	101	33	50%	16%
Health Admin	178	74	63	42%	35%
Communication Disorders	142	24	42	17%	30%
Dental Support	130	91	9	70%	7%
Nutrition	120	20	27	17%	23%
LPN & CNA	60	45	3	75%	5%
Mental Health	25	12	6	48%	24%
Physical Science Technician	23	2	11	9%	48%
Bodywork	21	6	11	29%	52%
Health Services	17	5	10	29%	59%
Optical Support	8	5	3	63%	38%
Public Health	7	2	3	29%	43%

Appendix 4. Rhode Island Healthcare Occupations Licensure Data¹³

Occupation	Total Licensed	Licensed by Endorsement from Another State	Licensed by Examination (Trained in RI)	Licensed by Examination (Trained Outside RI)	% Licensed by Endorsement from Another State	% Licensed by Examination (Trained in RI)	% Licensed by Examination (Trained Outside RI)
Audiologist	5	1	0	4	20%	0%	80%
Certified Nurse Midwife	9	4	0	5	44%	0%	56%
Dental Hygienist	46	18	23	5	39%	50%	11%
Dentist	31	22	1	8	71%	3%	26%
Marriage and Family Therapist	8	6	2	0	75%	25%	0%
Medication Aide	382	0	276	106	0%	72%	28%
Mental Health Counselor	72	11	39	22	15%	54%	31%
Nuclear Medicine Technologist	5	2	0	3	40%	0%	60%
Nursing Assistant	1183	0	1120	63	0%	95%	5%
Nursing Home Administrator	7	0	1	6	0%	14%	86%
Occupational Therapist	72	34	15	23	47%	21%	32%
Occupational Therapist Assistant	78	24	28	26	31%	36%	33%
Optometrist-TX RX Amplified	4	4	0	0	100%	0%	0%
Optometrist-TX RX Amplified Glaucoma	12	2	0	10	17%	0%	83%
Physician – Allopathic (MD)	410	301	11	98	73%	3%	24%
Pharmacist	55	0	38	17	0%	69%	31%
Pharmacy Tech II	2	0	1	1	0%	50%	50%
Physical Therapist	83	52	12	19	63%	14%	23%

¹³ Professional Boards and Commissions, Rhode Island Department of Health: Summary of All Professions for CY2016 Issue Dates.

Occupation	Total Licensed	Licensed by Endorsement from Another State	Licensed by Examination (Trained in RI)	Licensed by Examination (Trained Outside RI)	% Licensed by Endorsement from Another State	% Licensed by Examination (Trained in RI)	% Licensed by Examination (Trained Outside RI)
Physical Therapist Assistant	49	13	36	0	27%	73%	0%
Physician Assistant	73	34	0	39	47%	0%	53%
Podiatrist	4	2	0	2	50%	0%	50%
Practical Nurse	129	66	5	58	51%	4%	45%
Psychologist	60	18	2	40	30%	3%	67%
Radiation Therapist	5	4	0	1	80%	0%	20%
Radiographer	71	22	0	49	31%	0%	69%
Registered Nurse	1611	1025	263	323	64%	16%	20%
Respiratory Care Practitioner	45	23	21	1	51%	47%	2%
Social Worker (LCSW)	110	20	48	42	18%	44%	38%
Social Worker (LCSW)	90	33	31	26	37%	34%	29%
Speech Language Pathologist	50	36	5	9	72%	10%	18%

Appendix 5. Rhode Island Healthcare Workforce Development Resource Guide

EDUCATION AND TRAINING PROGRAMS¹⁴

Advanced Practice Nurse

[Rhode Island College](#)
[University of Rhode Island](#)

Certified Nursing Assistant

[911 Programs Inc.](#)
[Access Healthcare](#)
[Alpine Nursing Home](#)
[Aquidneck Island Adult Learning Center](#)
[Bastien Academy](#)
[Brentwood Nursing Home](#)
[Chariho Career & Technical Center](#)
[Community College of Rhode Island Center for Workforce and Community Education](#)
[Coventry CTE](#)
[Cranston Adult Education Programs](#)
[Cranston Area Career and Technical Center](#)
[Crossroads Rhode Island](#)
[East Providence Career and Technical Center](#)
[Exeter Job Corps Academy](#)
[Friendly Home, Inc.](#)
[Generations Health and Rehabilitative Services](#)
[Grace Barker Nursing Center](#)
[Grand Islander Genesis Healthcare](#)
[Health Care Connections Nursing Services Inc.](#)
[Hitep Inc.](#)
[Homefront Health Care](#)
[Hope Nursing Home Care LLC](#)
[International School for Health Careers](#)
[Medical Skills Training Center](#)
[New England Medical Training](#)
[New England Medical Training Institute](#)
[Nursing Placement Inc.](#)
[Ocean State Nursing Services Inc.](#)
[Overlook Nursing and Rehabilitation Center](#)
[People in Partnerships, a Division of Access Point RI](#)
[Phenix Home Care Inc.](#)
[Red Cross \(MA\)](#)
[Regional Career Center at Coventry H S](#)
[Rhode Island Nurses Institute Middle College](#)
[Saint Elizabeth Home East Greenwich](#)
[Seven Hills RI](#)
[St Antoine Residence](#)
[STAT – Lifespan](#)

[Warwick Area Career & Technical Center](#)
[William M. Davies Jr. Career and Tech](#)
[Woonsocket Area Career and Technical Center](#)
[Woonsocket Health and Rehabilitation Centre](#)

Certified Tobacco Treatment Specialist [CODAC](#)

Community Health Worker

[Clinica Esperanza](#)
[Community Health Innovations of Rhode Island](#)
[Dorcas International Institute](#)
[Rhode Island College](#)
[Rhode Island College Healthy Jobs at Central Falls Parent College](#)
[Rhode Island Department of Health](#)
[Rhode Island Parent Information Network](#)
[Roger Williams University School of Continuing Studies](#)

Dental Assistant

[Community College of Rhode Island](#)
[Cranston Adult Education Programs](#)
[Lincoln Institute of Technology](#)
[Ridley-Lowell Business & Technical Institute](#)

Dental Hygienist

[Community College of Rhode Island](#)

Diabetes Educator

[Diabetes Education Partners of Rhode Island](#)
[Rhode Island Certified Diabetes Outpatient Educators](#)

Dietician / Nutritionist

[Johnson & Wales University](#)
[University of Rhode Island](#)

Emergency Medical Technician

[911 Programs Inc.](#)
[American Safety Programs and Training](#)
[Brown University](#)
[Community College of Rhode Island](#)
[Foster Ambulance Corps](#)

¹⁴ Some education and training programs do not have their own web page. In these cases, links have been provided to the agency website, a Facebook page, or an email address, if available.

[New England Emergency Medical Training \(NEEMT\)](#)
[Ozga EMS Training](#)
[Roger Williams University \(Providence Campus\)](#)
[University of Rhode Island](#)
[Westerly Ambulance Corps](#)

General Entry-level Healthcare

[Dorcas International Institute](#)
[Genesis Center](#)
[Stepping Up](#)

Geriatric Healthcare Workforce

[URI GWEP](#)

Licensed Chemical Dependency Professional

[Johnson & Wales University](#) (MS in Counseling
with focus on LCD)
[Rhode Island College](#)
[University of Rhode Island](#) (Certificate Program)

Licensed Practical Nurse

[Community College of Rhode Island](#)
[Lincoln Technical Institute](#)
[New England Institute of Technology](#)

**Licensed Clinical Social Worker (LCSW -
Master's Degree)**

[Rhode Island College](#)

Licensed Marriage and Family Therapist

[University of Rhode Island](#)

Licensed Mental Health Counselor

[Johnson & Wales University](#)
[Rhode Island College](#)
[Salve Regina University](#)

Massage Therapist

[Community College of Rhode Island](#)
[Lincoln Technical Institute](#)
[Newport Massage School at SAMA](#)
[Ridley-Lowell Business & Technical Institute](#)

Medical Assistant

[911 Programs Inc.](#)
[Cranston Adult Education Programs](#)
[Genesis Center](#)
[Lincoln Technical Institute](#)
[MTTI](#)
[New England Medical Training Institute](#)
[Rhode Island College](#)
[Ridley-Lowell Business & Technical Institute](#)

Medical Coding & Billing

[Community College of Rhode Island](#)
[Lincoln Technical Institute](#)
[New England Medical Training Institute](#)
[Ridley-Lowell Business & Technical Institute](#)

Medical Interpreter

[Community College of Rhode Island](#)
[Dorcas International Institute](#)

Medication Aide

[Roger Williams University School of
Continuing Studies](#)
[University of Rhode Island](#)

Occupational Therapist

[New England Institute of Technology](#)

Occupational Therapy Assistant

[Community College of Rhode Island](#)
[New England Institute of Technology](#)

Peer Recovery Specialist

[Anchor/The Providence Center](#)
[Parent Support Network of Rhode Island](#)

Pharmacist

[University of Rhode Island](#)

Pharmacy Technician

[911 Programs Inc.](#)
[Bastien Academy](#)
[Chariho Career & Technical Center](#)
[Community College of Rhode Island](#)
[Lincoln Technical Institute](#)
[William M. Davies Jr Career and Tech](#)

Phlebotomy

[911 Programs Inc.](#)
[Bastien Academy](#)
[Cranston Adult Education Programs](#)
[New England Medical Training](#)
[New England Medical Training Institute](#)

Physical Therapist

[University of Rhode Island](#)

Physical Therapy Assistant

[Community College of Rhode Island](#)
[New England Institute of Technology](#)

Physician

[Brown University](#)

Physician Assistant[Bryant University](#)[Johnson & Wales University](#)**Practice Transformation**[Care Transformation Collaborative](#)[Center for Integrated Primary Care](#)[Healthcentric Advisors](#)[Rhode Island Quality Institute](#)**Psychologist (Graduate Schools)**[Brown University](#)[Rhode Island College](#)[University of Rhode Island](#)**Radiologic Technologist (include X-Ray, MRI, Ultrasound, CT Scan, Nuclear Medicine)**[Community College of Rhode Island](#)[Rhode Island College—Rhode Island Hospital](#)**Registered Nurse**[Rhode Island College](#)[Salve Regina University](#)[St. Joseph School of Nursing](#)[University of Rhode Island](#)**Respiratory Therapist**[Community College of Rhode Island](#)[New England Institute of Technology](#)**Speech & Language Pathologist**[University of Rhode Island](#)

Grants and Scholarships to Individuals**State of Rhode Island**[Wavemaker Fellowship](#)[Rhode Island State Loan Repayment Program](#)**Philanthropic**[Primary care loan forgiveness \(Rhode Island Foundation\)](#)**Federal Government**[Nursing Workforce Diversity Program \(HRSA\)](#)[National Health Service Corps \(NHSC\) Loan Repayment Program](#)[NURSE Corps Scholarship Program](#)[NURSE Corps Loan Repayment Program](#)[Students-to-Service \(S2S\) Program](#)[Pell Grant](#)[Public Service Tax Credit](#)[The Indian Health Services Scholarship Program](#)**U.S. Military**[US Army](#)[U.S. Army Health Professions Scholarship Program](#)[US Navy](#)[US Air Force](#)[U.S. Veterans Affairs Loan Forgiveness](#)

Grants and Scholarships to Businesses[Governor's Workforce Board Incumbent Worker Training Grants](#)[Real Jobs Rhode Island \(DLT\)](#)