The Council of State Governments

MEDICAID & THE FUTURE OF THE HEALTH CARE WORKFORCE

Medicaid 101 Policy Academy

September 20, 2023

Agenda

- Mental Health Matters Policy Framework
- National Center for State Long-Term Care Workforce Policy
- Telehealth Workforce: Kyle Zebley, American Telemedicine Association
- Behavioral Health Workforce: Clese Erikson, George Washington University
- Primary Care and Nursing Workforces: Hemi Tewarson, National Academy for State Health Policy
- Long-Term Care Workforce:
  - Natasha Bryant, LeadingAge LTSS Center
  - April Young, ADvancing States

Mental Health Matters: National Task Force on Workforce Mental Health Policy

- Created by the U.S. Department of Labor's State Exchange on Employment & Disability (SEED).
- Convened by CSG and the National Conference of State Legislatures (NCSL).
- Co-Chaired by Sen. Becky Massey (TN) and Lt. Gov. Dianne Primavera (CO).
- Included 31 state policymakers, 8 subject matter experts.
- Met twice in person and twice online.

Task Force on Workforce Mental Health Policy - Subcommittees

- Nondiscrimination, Parity and Benefits
- Workplace Care and Supports
- Underserved Rural, Racial and Ethnic Communities
- Behavioral Health Workforce Shortages & State Resource Systems

Behavioral Health Workforce Shortages – Policy Principles

- **Improve** the quality, transparency and availability of workforce data.
- **Strengthen** and diversify high-quality behavioral health care education and training pathways.
- **Remove** barriers to entry into the mental and behavioral health workforce.
- **Increase** retention by designing peer support models and programs; offering trauma-informed education; considering job-quality factors to avoid burnout; and supporting workforce satisfaction, well-being and resilience.

Task Force on Workforce Mental Health Policy – Policy Framework

- Read the Full Framework: https://www.ncsl.org/labor-and-employment/mental-health-matters-policy-framework-on-workforce-mental-health
- Additional resources coming soon.

Long-Term Care Policy Guide

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Effective and Sustainable Long-Term Care Task Force (2022)

- One legislative branch and one executive branch official from eight participating states:
  - Arizona, Georgia, Hawaii, Indiana, Minnesota, New York, Pennsylvania and Virginia
- Eight meetings of the full Task Force
- State-specific conversations for each state
- Development of Long-Term Care Policy Guide

Long-Term Care Focus Areas

- Optimize American Rescue Plan Act (ARPA) funding for Long-Term Services and Supports (LTSS) and Home and Community-Based Services (HCBS).
- Address state regulation of providers and services as states continue to recover from the COVID-19 pandemic.
- Promote economic recovery by revitalizing the direct care workforce and supporting family caregivers.

Revitalizing the Direct Care Workforce and Supporting Family Caregivers

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Section 3: Direct Care Workforce and Family Caregivers

- **Challenges:** Compensation, Training, Career Advancement and Economic Mobility, Worker Supply and Demand, Workforce Data, Structural Inequities
- **State Strategies:** Increasing Compensation, Employment Supports, Enhancing Training and Education, Facilitating Career Advancement, Expanding the Pipeline, Data Collection and Monitoring, Support for Family Caregivers
- **State Case Study:** New York's increase in the home care worker minimum wage

National Center for State Long-Term Care Workforce Policy (2023) Project Summary

- National Long-Term Care Workforce Network
- National Online Resource Center
- State Technical Assistance Services

Long-Term Care Workforce Network

- Expanded group of state policymakers from legislative and executive branches from all 50 states, U.S. territories
- Stakeholder groups in the long-term care space
- 10 virtual convenings through December
- Focus: information sharing, collaboration, relationship building
- Focus: state-level policy, federal-level barriers
- Focus: interbranch collaboration, cross-state cooperation

Moving Forward Coalition

- Released action plans in July: https://movingforwardcoalition.org/
- Phase 4: Engagement, testing and promotion (through June 2024)
- Workforce-related action plans:
  - Improving CNA Wages and Support through Medicaid Incentive Payment Programs
  - Expanding CNA Career Pathways

Dementia Care Workforce

- 20 states have been termed “dementia neurology deserts.”
- 12 states will need to increase the number of practicing geriatricians at least five-fold to care for those projected to have Alzheimer’s dementia in 2050.
- 49% of nursing home residents have a form of dementia.
- Statewide response required: public health, crisis response, licensure, workforce, Medicaid, aging and human services.
- Care navigation on dementia-care teams

Nursing Home Clinician Workforce

- Long-term care is significant component of state budgets
- Largest chunk of this money should go to the people delivering the care.
- Staffing and trained workforce are key to quality care.
- Shortage of labor across the board
- Poor quality care costs more.
- Opportunities to impact cost and quality of life.
- Role of the Medical Director is key, as are attending physicians and advance practice providers.

Home Care Workforce

- Policy challenges include wages, schedule variability and immigration.
- Elevating the profession is an important goal.
- Recommendations include:
  - standardizing training
  - embracing technology
  - evaluating impact of benefit cliffs

Building Career Pathways

- **Hawaii:** Collaborative, cross-sector effort in 2022 led to the creation of the CNA-to-LPN Glidepath, designed to strengthen the LPN workforce.
  - Enables working CNAs to pursue LPN education while remaining employed in the long-term care CNA workforce.
  - Serves as recruitment tool.
  - Inaugural January 2023 class, comprised of 32 students across 4 cohorts on 3 islands, has reached the halfway mark.
  - Outcomes will be determined upon completion of the program in December.
  - Initial enrollee data suggests the glidepath is effectively reaching its target audience.
- Other States Working on Career Pathways: Arizona, Colorado, Maine, Michigan, New York, North Carolina, Oregon, Tennessee, Washington, Wisconsin.

Expanding Career Pathways

- Next Wednesday, September 27 at 3pm EDT
  - Natasha Bryant, LeadingAge LTSS Center @UMass Boston
  - Kevin Coughlin, Wisconsin Division of Medicaid Services.
  - Elizabeth (Betsy) White, APRN, PhD, Brown University School of Public Health; Moving Forward Coalition's Workforce-Focused Committee
- Register Now: https://csg-org.zoom.us/webinar/register/WN_N-SX3SkgQQWg9FYS3j1WGw#/registration

National Online Resource Center

- Hub for information exchange and resource sharing
- State policy options identified in the policy guide
- State-specific resources and available tools
- State and national long-term care policy reports
- Reports from workforce policy experts and stakeholder groups
- Key state legislation
- New resources developed by CSG and its partners
- Analysis of new resources, developments by CSG staff
- Information on long-term care funding opportunities
- State and federal contacts on long-term care workforce policy

State Technical Assistance Services

- Five technical assistance site visits to states
- Technical assistance will consist of:
  - Instruction on existing state policies and programs
  - Discussion of best practices and future opportunities
  - Opportunities to connect with national, state and local subject-matter experts and stakeholder groups
  - State action planning

State Technical Assistance Services

- Eligibility: Any state elected or appointed official can request a technical assistance site visit event from CSG and its partners. Requests from legislative or executive branch staff may be accepted under some circumstances.
- Each request will be considered in relation to scheduling, travel costs, member engagement and other factors.
- State official (or office) should have the capacity to:
  - Bring a bipartisan, bicameral, interbranch group of policymakers to the table
  - Coordinate promotion and scheduling
  - Help identify the focus of the discussion, appropriate subject-matter experts, stakeholder groups
  - Engage in the development of a state action plan with the support of CSG staff, partners and stakeholders.
  - Provide a suitable venue (committee hearing room, etc.) for the event.

Thank You!

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