

State Challenges and Priorities for the Health Workforce

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About NASHP



The National Academy for State Health Policy (NASHP) is a nonpartisan organization committed to developing and advancing state health policy innovations and solutions.

NASHP provides a unique forum for the productive exchange of strategies across state government, including the executive and legislative branches.



- To improve the health and well-being of all people across every state.
To be of, by, and for all state by providing nonpartisan support for the development of policies that promote and sustain healthy people and communities, advance high quality and affordable health care, and address health equity.
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NASHP Engagement of State Leaders



How NASHP Accomplishes Our Mission

Advance innovation by supporting states in the development of new policies and programs.

Surface and support the implementation and spread of best practices by engaging states to inform data driven policy making at the state and federal level.

Ensure states have the information, data, and tools to successfully design and implement policy.

Encourage sustainable cross sector solutions by strengthening partnerships across state agencies, executive and legislative branches, and the private sector.

Elevate the state perspective for a broad group of stakeholders, partners, and the public.

Landscape of Health Workforce

State Agency Workers

Maternal Health

- Doulas
- Non-certified nurse midwives

Social Drivers of Health

- Community Health Workers
- Community-based organizations

Primary care

- Nurses, Nurse Practitioners, and Advanced Practice Registered Nurses
- Physicians, Physician Associates
- Technicians, Admin Support

Behavioral Health

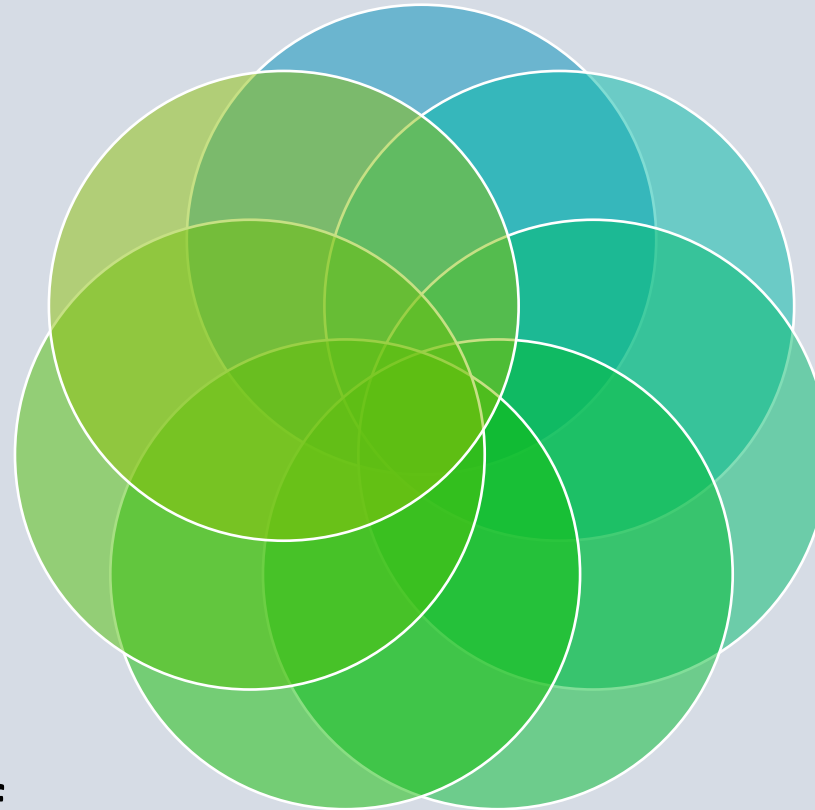
- Psychiatrists
- Crisis Service Providers
- Peers
- School mental health

Long Term Care

- Nursing facility staff
- Direct care workers
- Family caregivers

Public Health

- Immunization workforce
- Local public health agencies



Landscape of Health Workforce

Context

- The “Great Resignation” and Early Retirements
- States Have a lot of One-Time Funds
- Impact of COVID-19 on Workforce and Needs for Services
- Disproportionate Impacts on Rural and Underserved
- End of the Federal Public Health Emergency

Statewide Approaches

- State Planning, Workgroups, and Committees
- Investments Based on Identified Shortages
- Licensure Data Collections and Analysis
- Investing in Education and Training
- Pathways Programs (Especially for Rural and Underserved Areas)
- Leveraging Telehealth and Workforce Extenders
- Supporting Community-Based Workforce
- Facilitating Practice at the Top of the License

Primary Care and Nurse Workforce

Long-Standing Challenges Exacerbated by COVID-19



Growing Concerns



State Policy Approaches:

- Health, wellness, and violence prevention
- Interstate compacts
- Safe staffing approaches
- Reducing administrative burden
- Pathway training programs
- Scholarships and loan repayment
- Telehealth, hub and spoke, and extenders
- Improved data collection
- Improved Medicaid reimbursement rates
- Paying for value

Direct Care

- The pandemic exacerbated the shortage of direct care workers and the reliance on family caregivers
- State Activities to Support Direct Care Workers:
 - Developing career ladders and reducing barriers to employment
 - Increasing wages or Medicaid reimbursement rates
 - Facilitating remote and virtual options for evaluation, assessments, and planning
- State Activities to Support Family Caregivers:
 - Medicaid payment for family caregivers and increasing consumer direction options
 - Providing training, respite care, and including the caregiver in care and discharge planning

Behavioral Health Workforce

Context

- Historical under-investment in the workforce
- Increased demand for behavioral health treatment and diminished capacity

State Strategies

- Prioritizing and allocating resources
- Aligning rates with other Medicaid services
- Implementing new allowable provider types
- Supporting the workforce through educational, hiring, and retention incentives
- Reducing administrative barriers that hamper credentialing and licensure
- Continuing telehealth and interstate compact flexibilities

Community Health Workers (CHWs)

Sustainable Funding

- Medicaid reimbursement (SPA, 1115, and managed care)
- Diversifying, braiding, and blending other sources

Defining the Workforce

- Clear definition of CHW role
- Certification and training
- Covered services and role in care teams
- Supporting the workforce

Partnerships with Community

- CHW Associations
- Community-Based Organizations
- Broader community

Maternal and Perinatal Care

Midwives: Trained birth workers who provide care during the perinatal period.

- All 50 state & DC Medicaid programs reimburse certified nurse midwives (CNM)
- 19 state Medicaid programs reimburse midwives without a nursing degree
- States are also:
 - Expanding the services CNMs may be reimbursed for
 - Allowing CNMs to be identified as primary care providers
 - Implementing payment reforms

Doulas: Nonclinical birth workers trained to provide support during the perinatal period.

- At least half of all states have taken action to increase access to doula services
- States are:
 - Implementing doula benefits in their Medicaid programs (8 states and DC)
 - Encouraging managed care entities to offer doula services
 - Using Title V dollars or pilot programs to support access to doulas
 - Establishing training and certification requirements

Recent NASHP Workforce Resources

- Primary Care and Nursing
 - [State Strategies to Support the Future of the Primary Care Physician and Nursing Workforce](#) (Dec 2022)
- Direct Care
 - [State Strategies to Support Family and Professional Caregivers](#) (Nov 2022)
 - [RAISE Act State Policy Roadmap for Family Caregivers](#) (Oct 2022)
- Community Health Workers
 - [State Approaches to Community Health Worker Financing Through Medicaid State Plan Amendments](#) (Dec 2022)
 - [Developing Meaningful and Effective Partnerships Between State Leaders and Community Health Worker Associations](#) (Sep 2022)

Recent NASHP Workforce Resources

- Maternal and Perinatal Care
 - [State Medicaid Strategies for the Contraceptive Care Workforce](#) (Mar 2023)
 - [Expanding the Perinatal Workforce Through Medicaid Coverage of Doula and Midwifery Services](#) (Dec 2022)
 - [State Enhance Children's Mental Health Services Through Workforce Supports](#) (Sep 2022)
- Behavioral Health
 - [Increasing Access to Behavioral Health Services: Opportunities at the State and Federal Level](#) (Apr 2023)
 - [States' Use of Peers in the Mental Health Crisis Continuum](#) (Aug 2022)

Thank you!

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