

Review Themes from April 4th Breakouts



Hannah Maxey
President and Founder

Themes from 4/4 Discussion



Process/Approach

- Individual documentation of each idea, organized by strategy area and sector
- Determination of primary and secondary themes
- Determination of idea level (State, Private, State/Private)



Opportunities	Allied Health	Behavioral Health	Direct Care	Nursing	Other/All	Total
Education	12	10	5	10	17	54
Incentives	8	10	2	15	14	49
Funding	2	8	15	4	12	41
Apprenticeships	8	2	5	4	9	28
Workforce Wellness	2	4	3	5	11	25
Regulation	2	2	1	6	6	17
Career Pathways	3	1	2	5	5	16
Medicaid	1	2	3	1	9	16
Other					8	8
Scope of Practice		2		1	4	7
Strengthen Licensure Pathways				1	5	6
Data	1	1	1	1	1	5
Emerging Workforce	2	3				5
Marketing Campaign	2		1	1	1	5
Education Provisions	1	1	1		2	5
Faculty Provisions			1	4		5
Streamline Licensure				3	2	5
Delivery System Provisions				1	1	2
Licensure Compacts					2	2
Licensure Portability					1	1
TOTAL	44	46	40	62	110	302



Where do we go from here?



Leverage Existing Momentum: Education and Training

- Regional funding to support training, wages and wrap around (**direct care, allied health and nursing**)
- Behavioral health provider funding to support supervision costs and wages (**behavioral health counselors**)
- Regional coordination support for expansion of youth apprenticeships (**direct, allied health, nursing**)
- Funding to employers to cover trainings and bonuses (**CNAs, direct care**)
- Loan forgiveness for nursing faculty (**nursing**)



Leverage Existing Momentum: Recruitment and Retention

- Flexible funds to employers to support recruitment and retention (**direct care, allied health, nursing**)
- Flexible funding to support regional planning and strategic workforce development (**all workforces**)
- Funding for marketplace navigators to connect workers to benefit opportunities (**direct care, allied health**)
- State health facility staffing support to address vacancy (**direct care, nursing, behavioral health**)



Leverage Existing Momentum: Recruitment and Retention

➤ Medicaid:

- Expansion to increase federal match to support strategic initiatives, including health workforce (estimates suggest additional \$1.6 billion).
- Rate increases (direct care, behavioral health)



Leverage Existing Momentum: Regulatory Policy

- Staffing support to streamline and expedite regulatory processes.



Transitioning to Initiate Development of Task Force Recommendations

- Values:
 - Leveraging current/previous momentum
 - Maximizing Task Force expertise
- Scope:
 - Focus on state/public solutions, acknowledging the important role of private sector in implementation



State Policy Levers



What state levers are accessible?



**EDUCATION AND
TRAINING**



**RECRUITMENT AND
RETENTION**



REGULATORY





Education Policy Levers

- Faculty Loan Repayment Programming
- Preceptor Tax Credits
- Statutory definitions of faculty
- Statutory guidance for licensure-qualifying programs
- Expedited programs (ex. 4+1 or bachelor's in 3)
- Appropriation
 - Education expansion
 - Early pipeline programming





Recruitment and Retention Policy Levers

- Loan repayment
- Scholarships
- Tax credits
- Prioritized health-sector professions for free/reduced training costs (through federal workforce dollars or state appropriations)
- Appropriation
 - Bridge programs
 - Education expansion
 - Wraparound services
 - Apprenticeship development (state or federal)
 - Marketing
 - Medicaid (increasing coverage, services/rates, wages, etc.)





Regulatory Policy Levers

- Interstate Mobility
- Scope of Practice
- Emerging occupations/licenses
 - Sunrise review
- Medicaid appropriations (additional population coverage, service lines, staffing/system enhancements)
- Incentivizing provider Medicaid participation through workforce development incentives



Breakout Discussion Groups



Task Force Brainstorming

1. What opportunities exist as state levers to support...?

- Workforce Wellness
- Career Pathways
- Emerging Workforce Roles

2. Are there any additional opportunities or ideas that have not yet been shared?

3. Are there any areas where there is a need for more research prior to next month's prioritization conversations?



Task Force Brainstorming Report Out – Top Takeaways

- 1: Decreasing barriers to enrollment – dual enrollment for high schoolers for technical degree (LPN, surg tech) and incentivizing apprenticeship programs.
- 2: Individual and institutional incentives to delaying retirement, reskill clinicians to be educators
- 3: Medicaid Expansion
- 4: Incentivizing childcare options -
- 5: Tax incentives for individual preceptors, rural areas.
Reimbursement for costs of precepting (tax incentives),
technology grants



Task Force Brainstorming Report Out – Top Takeaways

1. Support and incorporate resiliency and emotional intelligence training into professional skills training
2. Support wrap around services
3. Support and encourage utilization of employee assistance programs for trainees and employees – on paid time
4. Target funding in state based on "priority index" positions/need (geography, need)
5. Support funding to encourage the sharing and implementation of successful pilot programs in new areas of the state.
6. Competency-based licensure
7. **MEDICAID EXPANSION – JUST DO IT!**



Task Force Brainstorming Report Out – Top Takeaways

1. **Fund and support entry-level workers**
2. **Adequate financing (Medicaid/ Expansion)**
3. **Invest in current programs (apprenticeships, education, CNA training, innovation grants, rural supports)**
4. **Support educators (tax credits, loan forgiveness)**



Task Force Brainstorming Report Out – Top Takeaways

1. **Marketing campaign to promote health care careers**
2. **Need research to identify root causes and the costs associated with "ghosting" in the recruitment process**
3. **State solution to remove benefits cliff as barrier to career advancement**



Task Force Brainstorming Report Out – Top Takeaways

1. **Continue/expand appropriations for apprenticeship and career pathways, including set standards for programs, evaluation, and fidelity.**
2. **Tiered eligibility for benefits to support workforce ability to work to their capacity.**
3. **Expand Medicaid and use increased federal match to support a livable wage for healthcare workforce.**
4. **Appropriations for marketing.**



Next Steps

- Please review and reference shared reading materials
- June meeting will focus on review of previous ideas translated into initial recommendations for prioritization
 - Considerations:
 - Impact (on Wisconsinites) (How significant is the problem this is seeking to solve?)
 - Effectiveness (How well does the recommendation solve the problem?)
 - Efficiency (How impactful would the cost investment be?)
 - Equity (How well does the recommendation address the needs of specific regions and populations?)

