



A Vision for New Hampshire's Future Healthcare Workforce

*NHHA Annual Meeting
October 17, 2022*

FOCUSED ON NEEDS OF OUR HEALTHCARE WORKFORCE



“The transferred funds will be held as part of the Endowment for Health’s permanent fund, with the income only to be used to promote aid to health care providers servicing medically underserved populations”

- “Aid to health care providers” can be interpreted broadly
- “Medically underserved” is not limited to organizations physically located in medically underserved designated areas

The Forward Fund Advisory Group

Mary Bidgood-Wilson, NH Nurse Practitioner Association

Kathy Bizarro-Thunberg, NH Hospital Association

Alisa Druzba, NH Office of Rural Health and Primary Care

Kristina Fjeld-Sparks, NH Area Health Education Center

Bill Gunn, IDN Region 6

Laurie Harding, NH Commission on Primary Care Workforce

Gene Harkless, UNH Nursing and Telehealth Practice Center

JoAnne Malloy, Institute on Disability at UNH

Stephanie Pagliuca, Bi-State Primary Care Association

Jeanne Ryer, NH Citizens Health Initiative

Roxie Severance, Sector Partnership Initiative

Kristine Stoddard, Bi-State Primary Care Association

Kris van Bergen-Buteau, North Country Health Consortium

Geoff Vercauteren, Network4Health / Catholic Medical Center

- ▶ Stress, mental health challenges, and barriers to care
- ▶ Low wages and high costs to live in NH, including childcare, housing, and transportation
- ▶ Thin pipeline and barriers to post-secondary education and training
- ▶ Reimbursement issues
- ▶ Regulatory barriers and constraints
- ▶ Policy barriers
- ▶ Data challenges
- ▶ Siloed workforce development efforts

**Why are
we so
focused on
workforce?**

Siloed Workforce Development Efforts

Public
Health
Networks

Healthcare
Systems and
Providers

State
Legislative
Commissions

Regional
Workforce
Sector
Partnership
Initiatives

Public and
Private
Educational
Institutions

Licensure
Boards

Private
Industry/
Businesses

Area
Health
Education
Centers

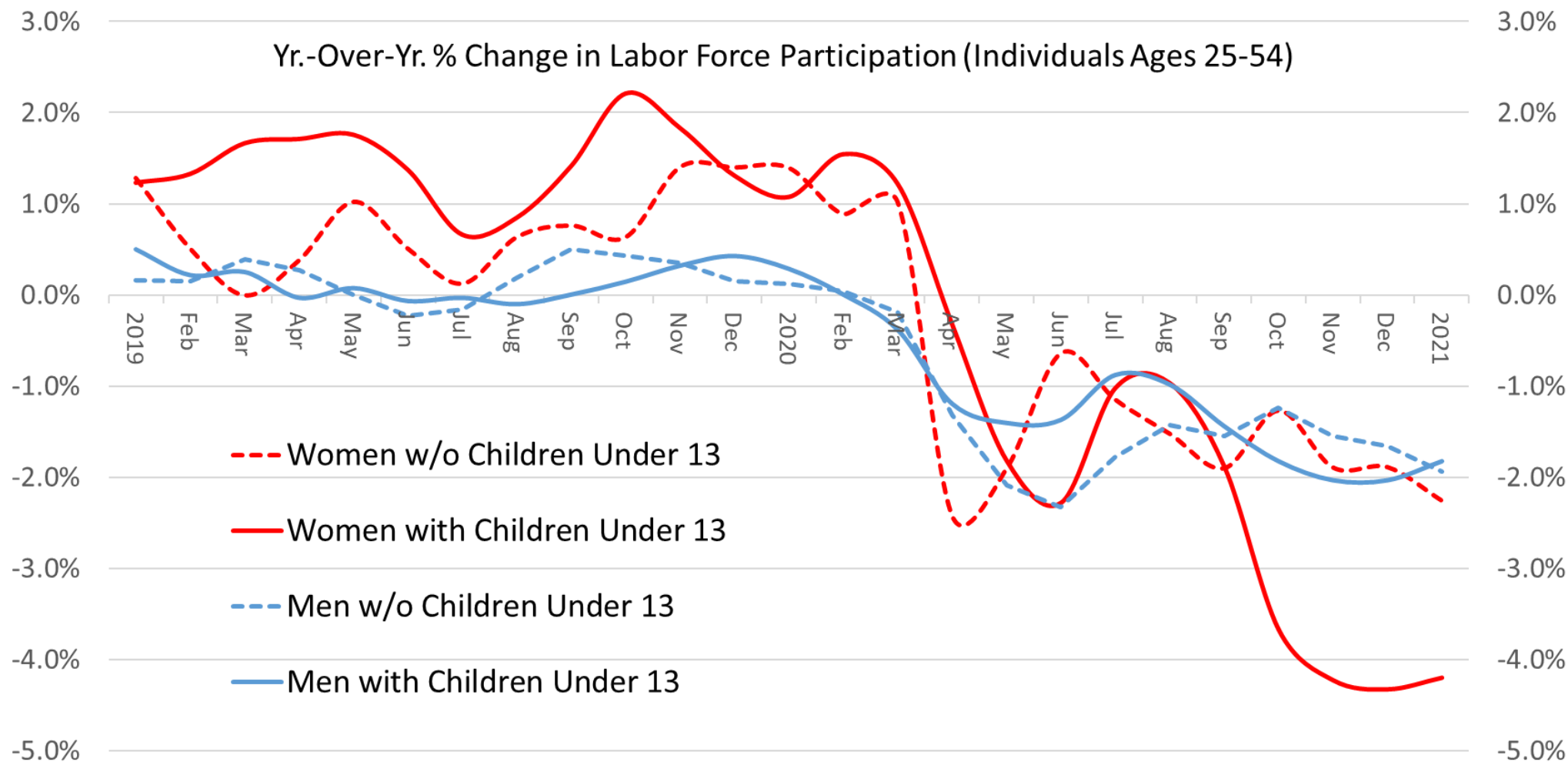
Federal,
State and
Local
Government
Agencies

Health
Insurance
Providers

Professional
Associations

Nationally, Women With Young Children Have Had the Largest Decrease in Labor Force Participation Since the Pandemic (Among Individuals in the Prime Working Age Labor Force)

(Among Individuals in the Prime Working Age Labor Force)



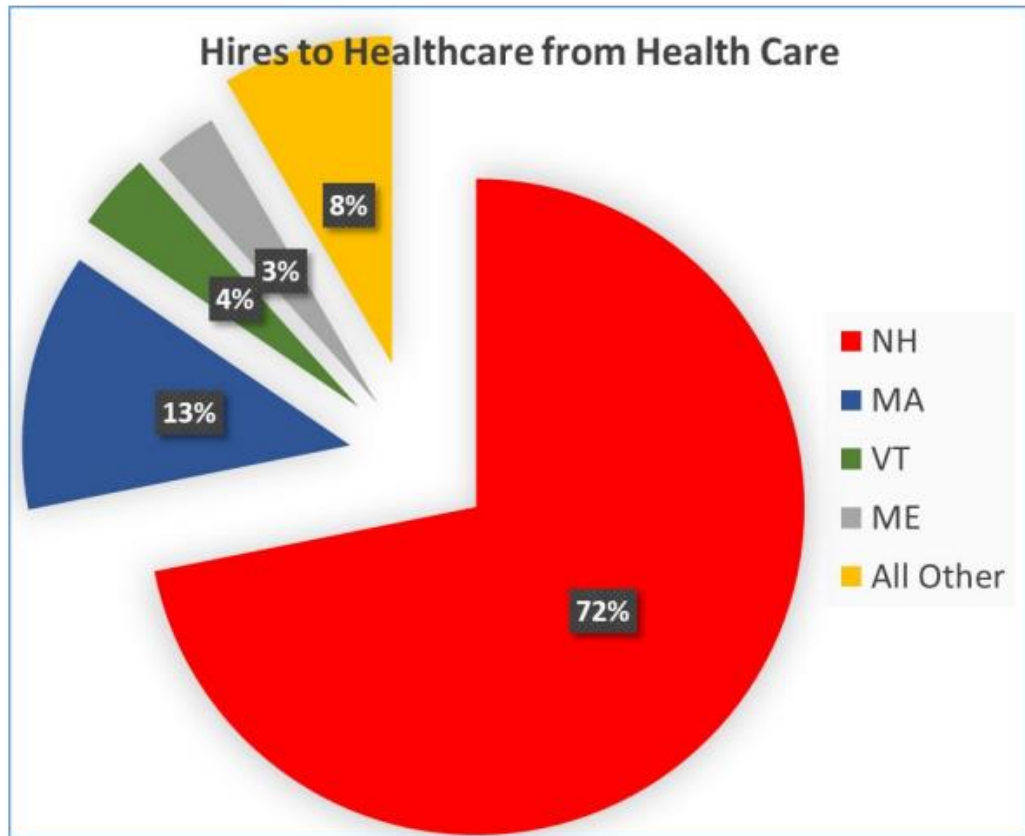
Annual Job Postings for Health Care Occupations in NH Increased 91% Between 2015 and 2020

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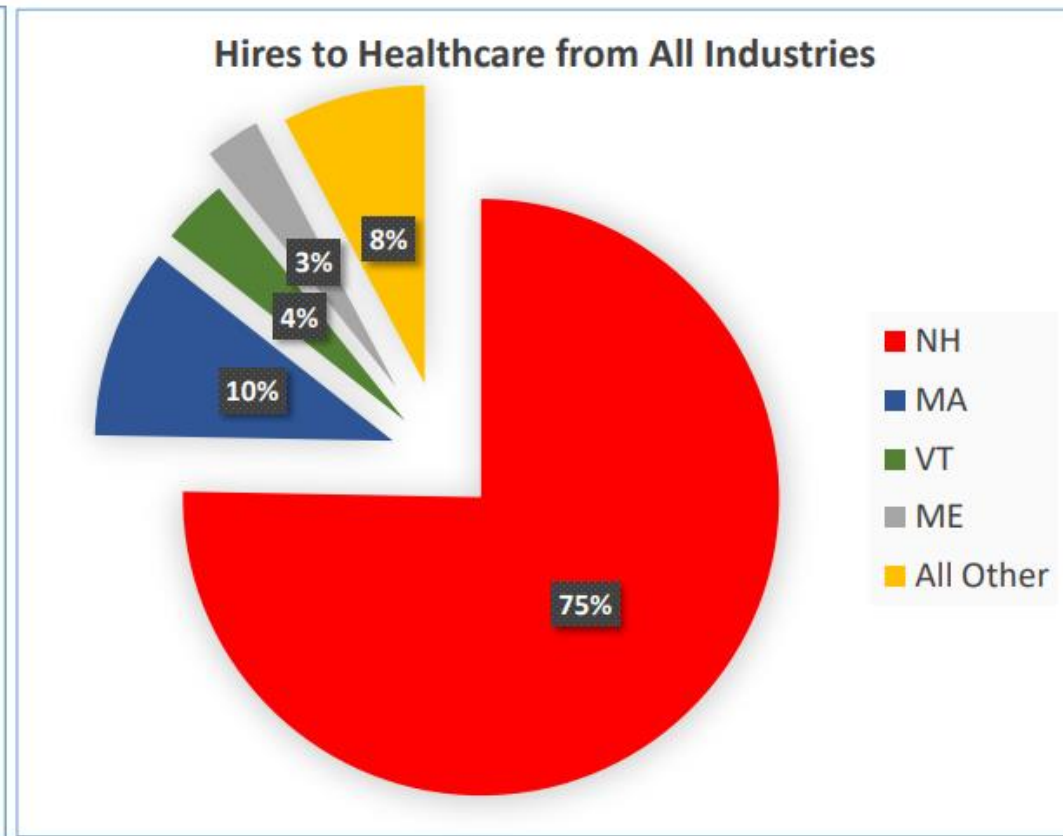


Most Hires to Health Care Jobs in New Hampshire (Among People Who Held a Prior Job) are From NH, But 20% Come From Neighboring States – Important to Facilitate Licensing Between NH & Those States

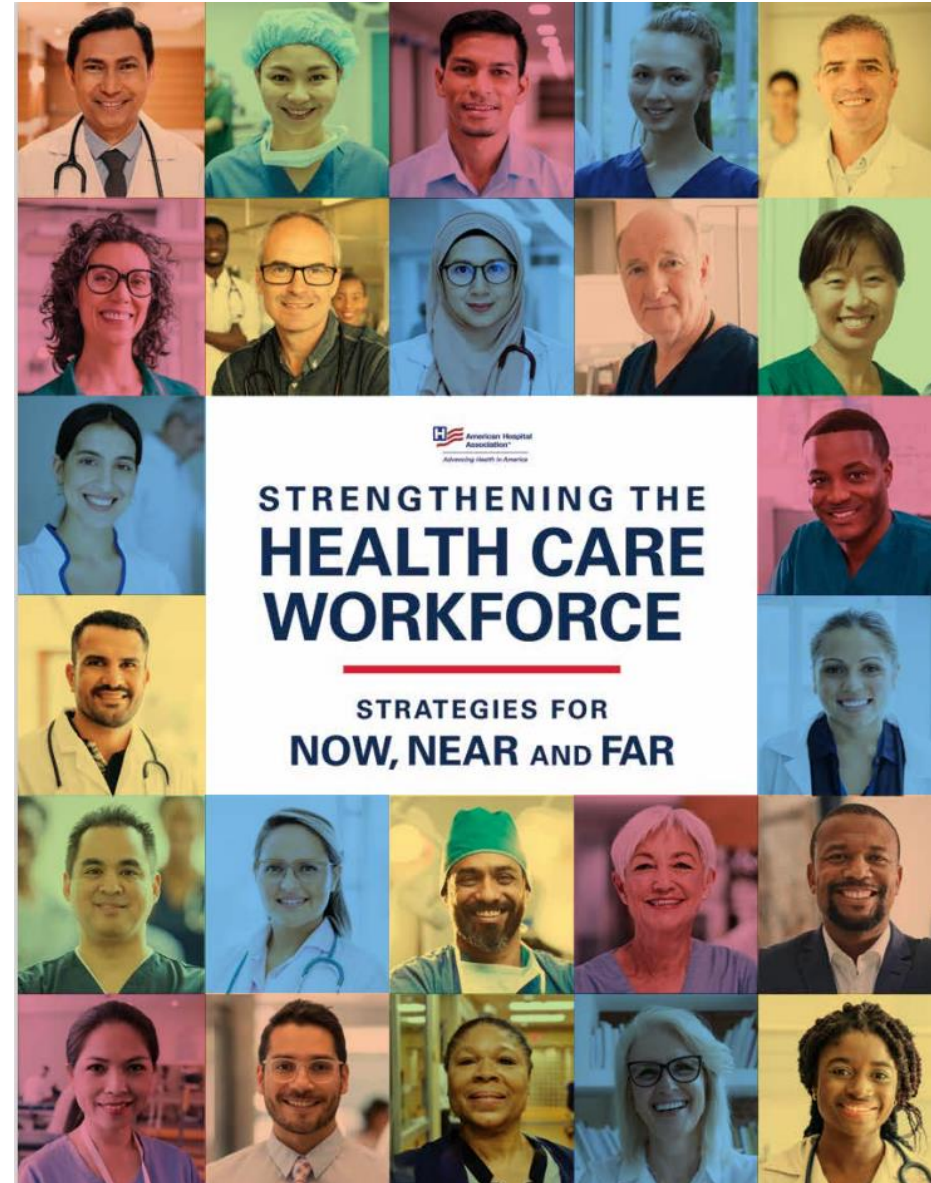
Hires To Healthcare in NH from Healthcare to Healthcare Industry



Hires To Healthcare in NH from all Industries



It's a National Problem



Giving Care: A Strategic Plan to Expand and Support New Hampshire's Health Care Workforce

Presented to working stakeholder group March 2022



Why The Urgency?

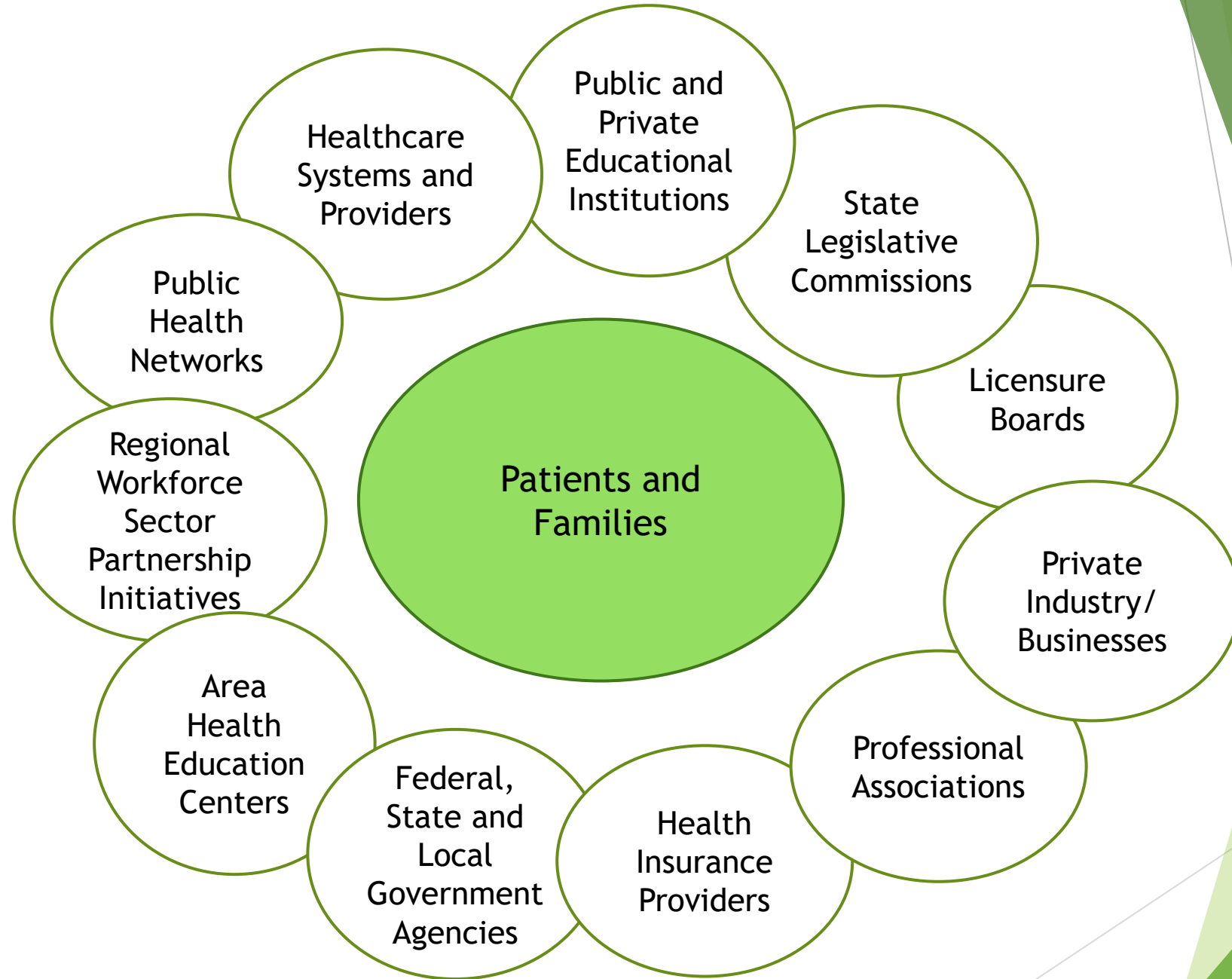
Prior to the pandemic, NH was second hardest hit state by labor shortages overall.

NH's health care workforce was fastest growing sector with most unfilled jobs between 2017 and 2019.

Aging of workforce and pandemic fuel departures.

Given its size and rate of growth, the health care sector is critical to the state's overall economy.

Health care "bench" not deep enough and lacks diversity sufficient to meet needs of NH's increasingly diverse population.



Workgroup goals and key concerns:

- ▶ **Pipeline, recruitment, and retention:** Ensure a current and future supply of qualified workers to meet the needs of NH residents.
 - * **Retention is critical.**
 - ▶ **Policy/regulatory:** Reduce the regulatory constraints and advance policies that support a workforce capable of meeting the health care needs of NH residents.
 - * **Must support change on a lasting basis.**
 - ▶ **Data:** Ensure that sufficient data infrastructure, processes, and resources exist to identify and address workforce gaps and trends as well as issues affecting pipeline, recruitment and retention.
 - * **Must begin from a common understanding.**
 - ▶ **Governance:** Ensure capacity for the study, coordination, and oversight of NH's health care workforce development.
 - * **Must have a coordinating entity for accountability and sustainability.**
- * **Overall: Resource identification critical to successful plan implementation.**

Highlights of Early Implementation Efforts



MEDIA OUTREACH
AND SPEAKERS
BUREAU



ENGAGING
MULTIPLE STATE
DEPARTMENTS



EARLY FUNDING
SUCCESS



FOCUSED
ADVOCACY



Coalescing Around a Sustainable Strategy

This Afternoon's Conversation:

Education → Licensure → Employment

Mark Rubinstein, PhD
Chancellor, Community
College System of New
Hampshire

Lindsey Courtney, JD
Executive Director, Office
of Professional Licensure
& Certification

Alison Madden, MD
Vice President, Medical
Affairs, St. Joseph
Hospital