

NH Health Care Workforce Coalition Roundtable

March 8, 2024



Welcome



NEW HAMPSHIRE
**Health Care
Workforce**
COALITION

NH Health Care Workforce Coalition Roundtable

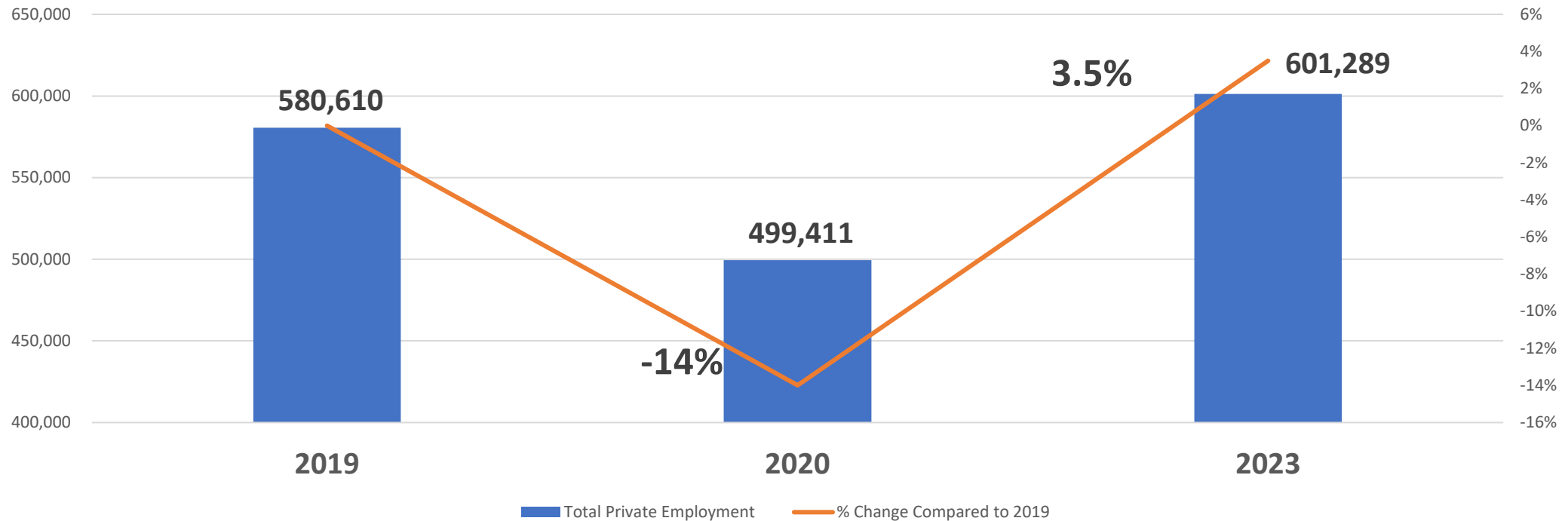


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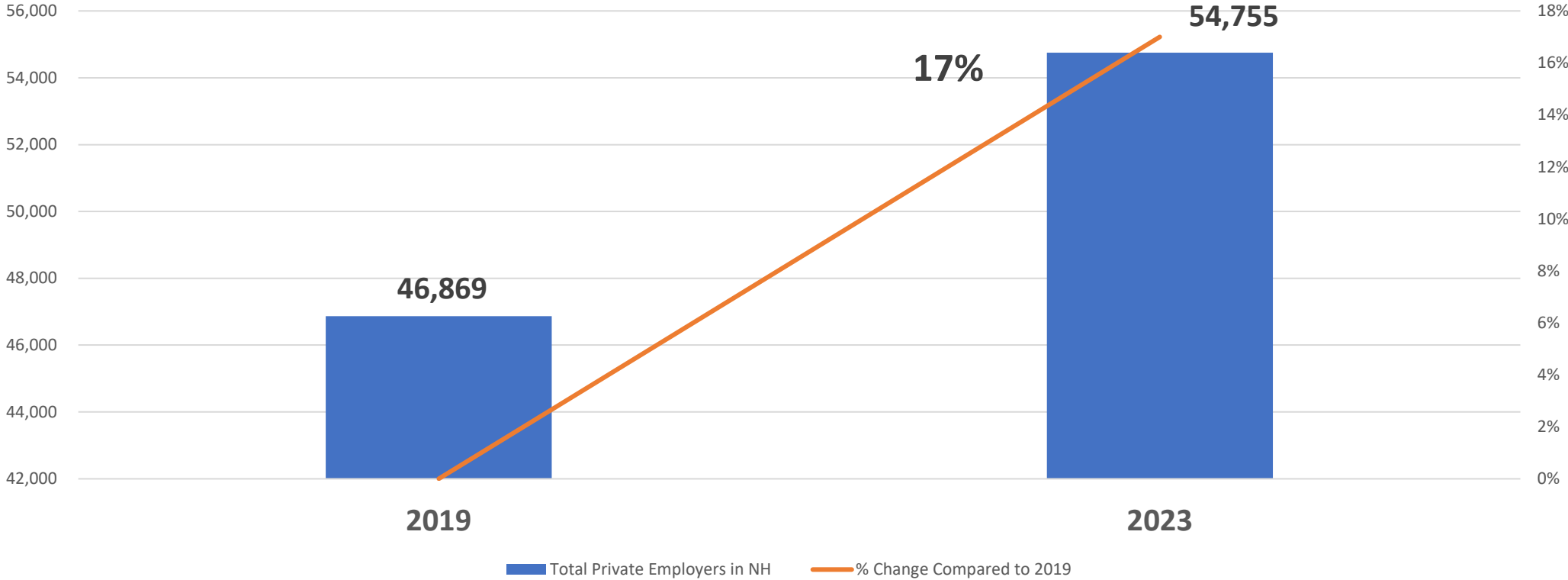
Labor Market Trends in New Hampshire's Health Care Sector

Presentation to:
NH Health Care Workforce Coalition Roundtable
March 8, 2024

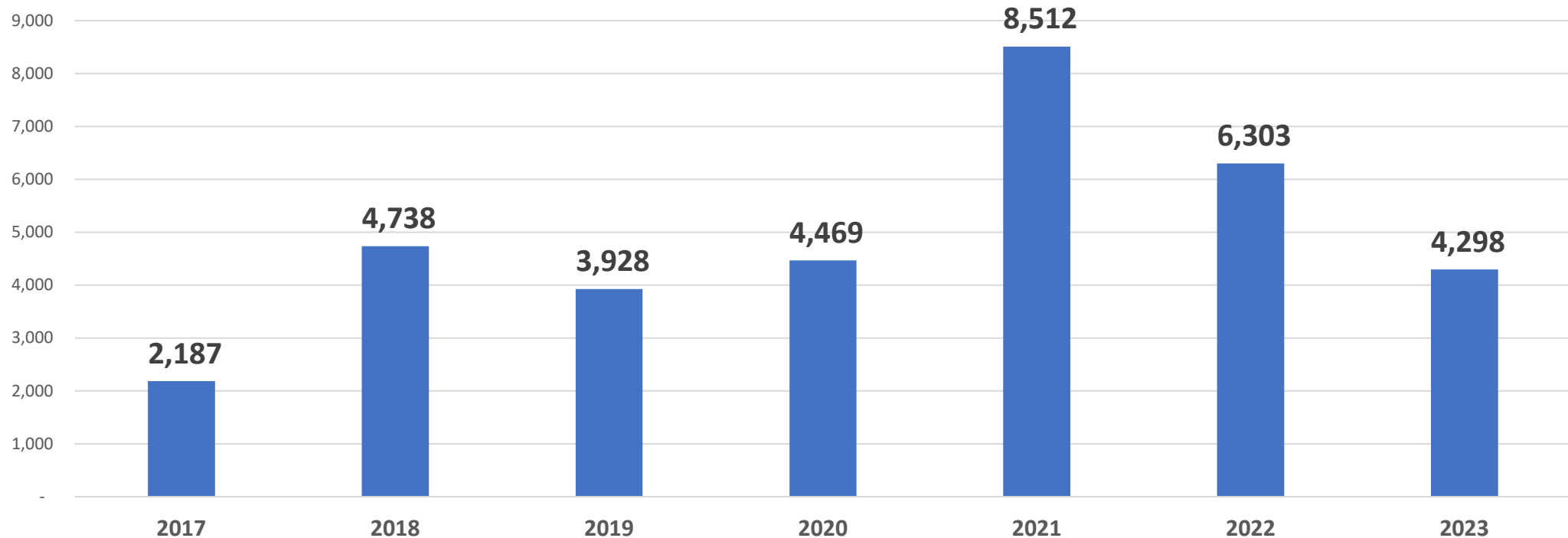
New Hampshire's Private Sector has added nearly 21,000 jobs since 2019, an increase of +3.5% despite temporary pandemic losses of -14%



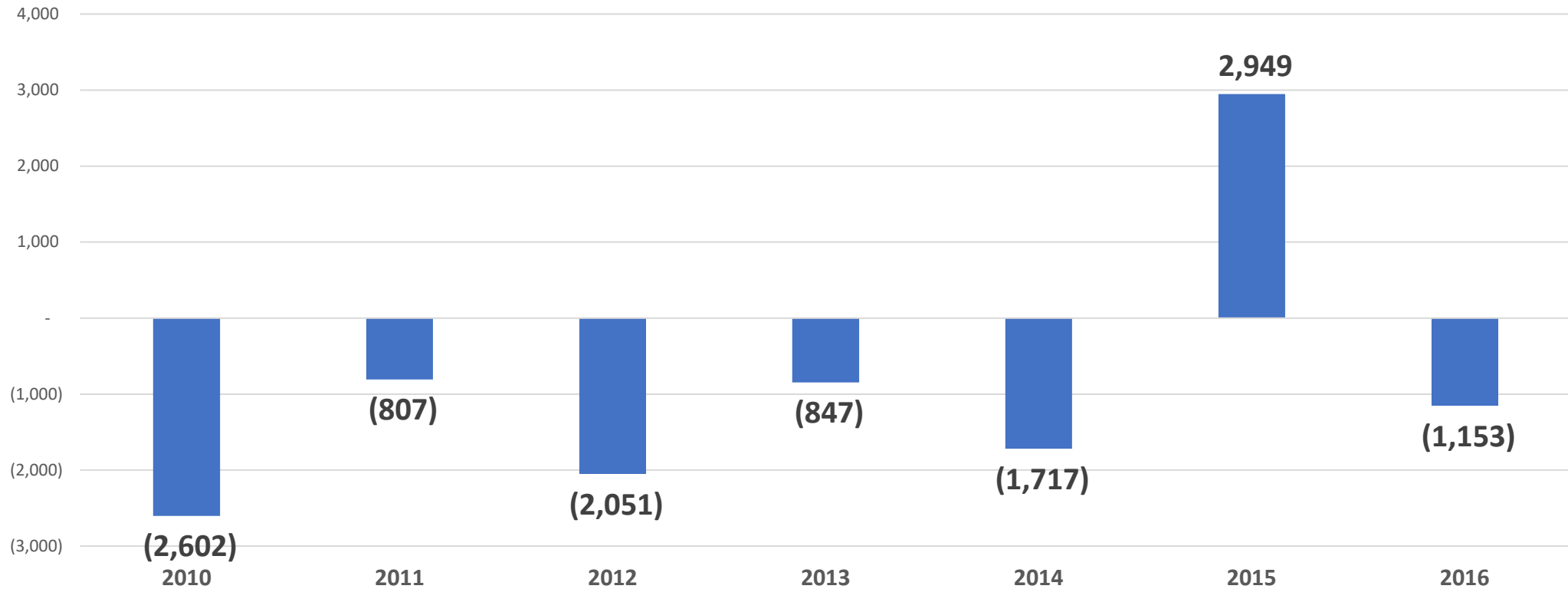
NH has added nearly 8,000 private sector employers since 2019, growing the employer base by +17%. This increases competition.



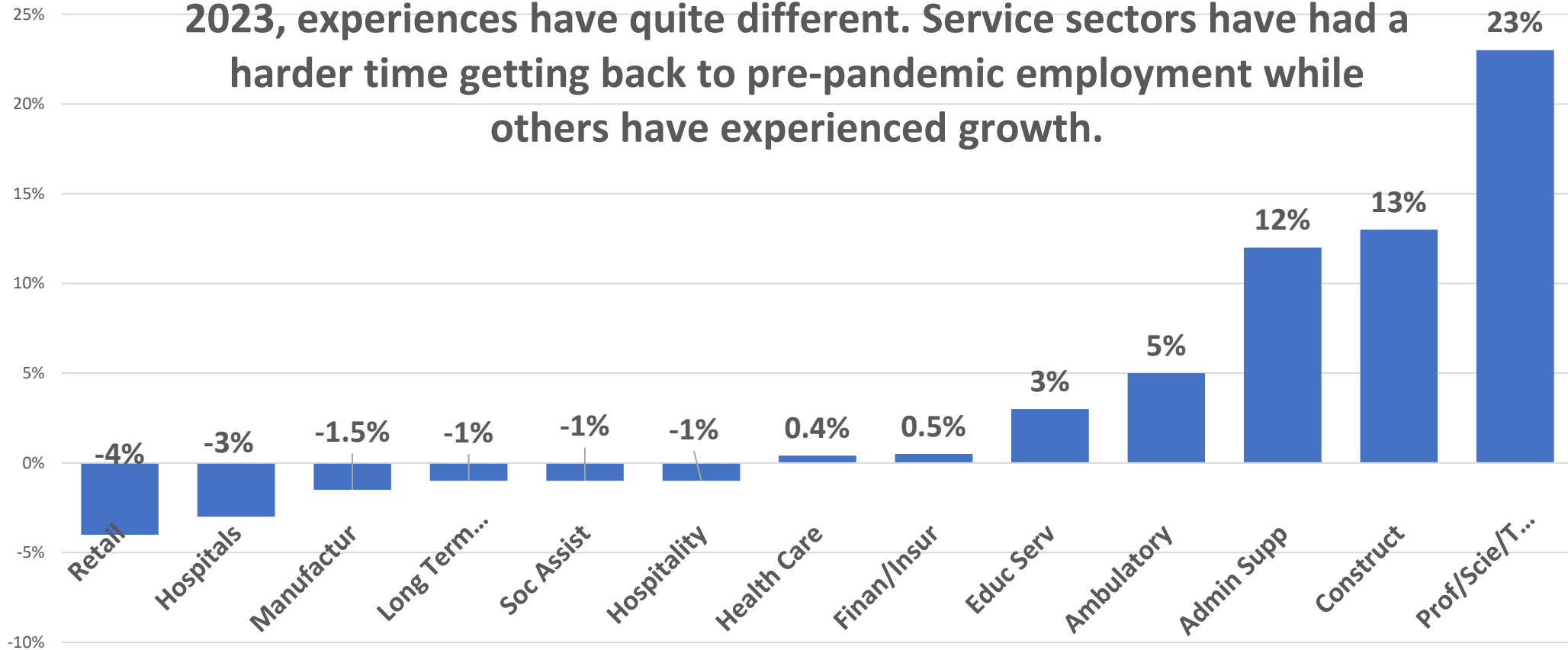
NH has been experiencing a surge in domestic migration, adding over 34,000 residents since 2017 which has accelerated coming out of the pandemic



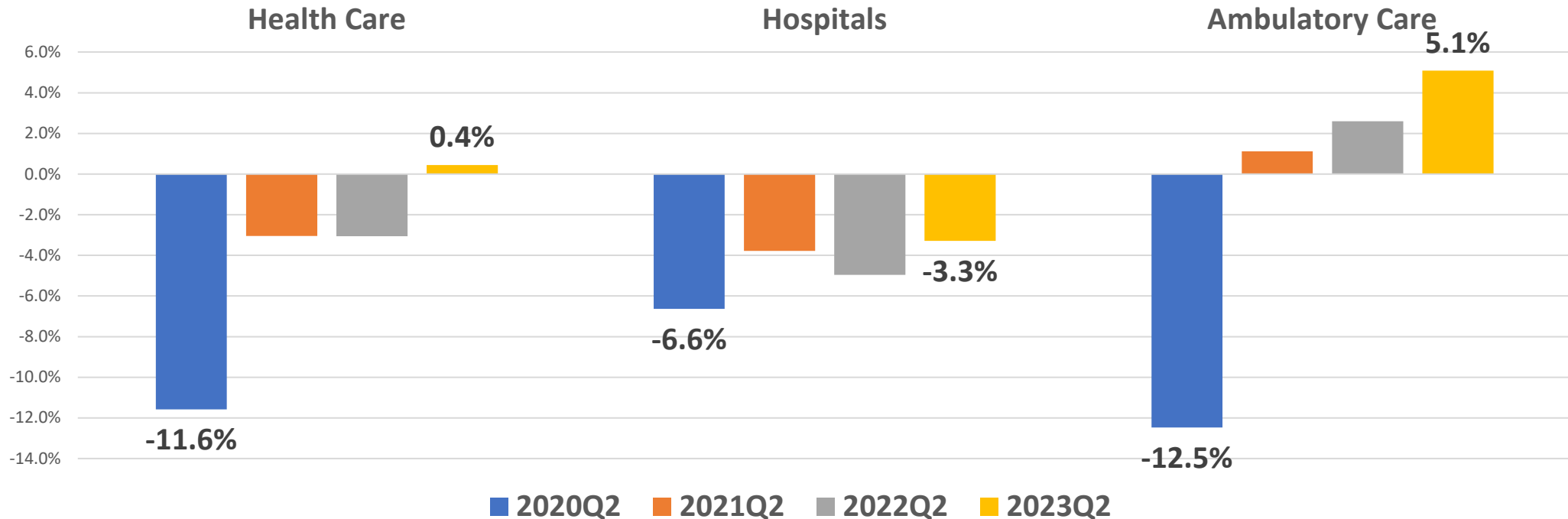
The recent surge in domestic migration is a stark change from the declines experienced 2010-2016 when NH lost over 6,000 residents



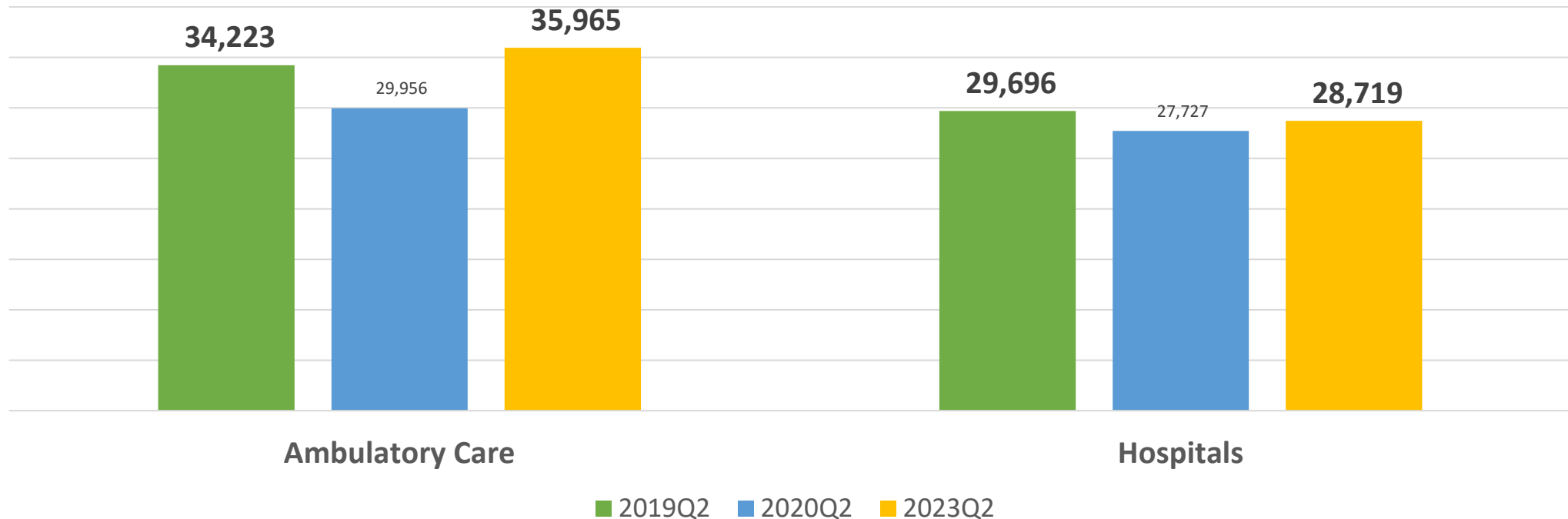
Looking at employment trends across all major sectors from 2019-2023, experiences have quite different. Service sectors have had a harder time getting back to pre-pandemic employment while others have experienced growth.



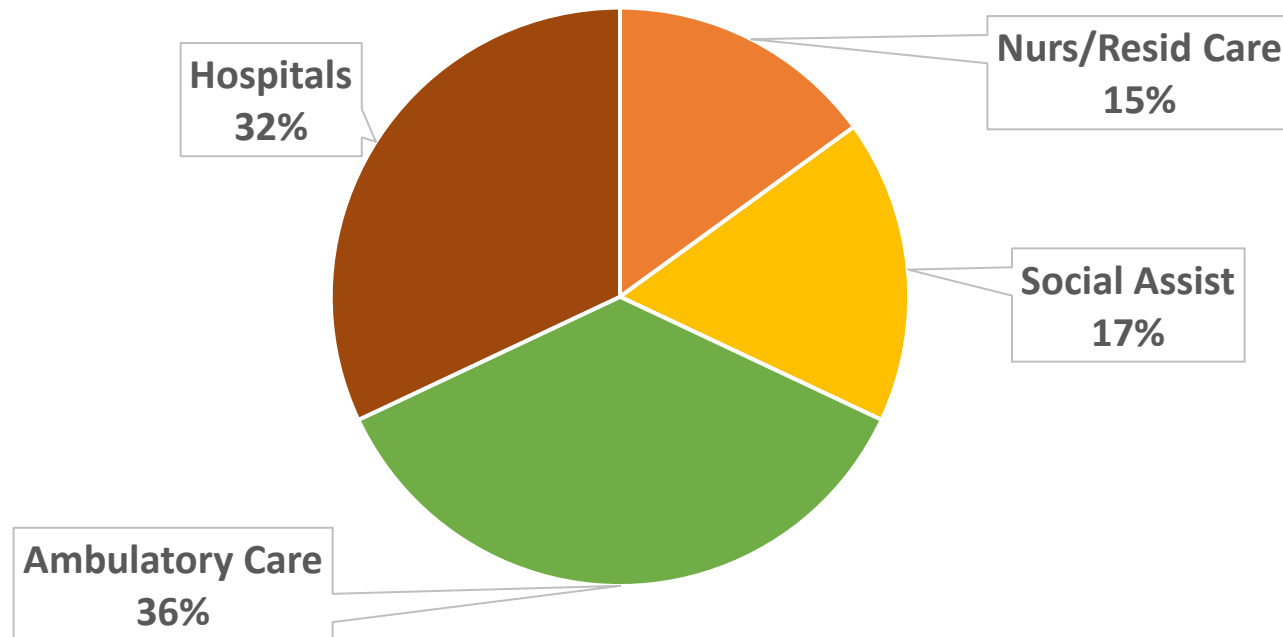
Focusing on Health Care, the trend since the pandemic has been mixed. Ambulatory Care recovered faster and has gained workers while Health Care overall is flat and Hospitals are down.



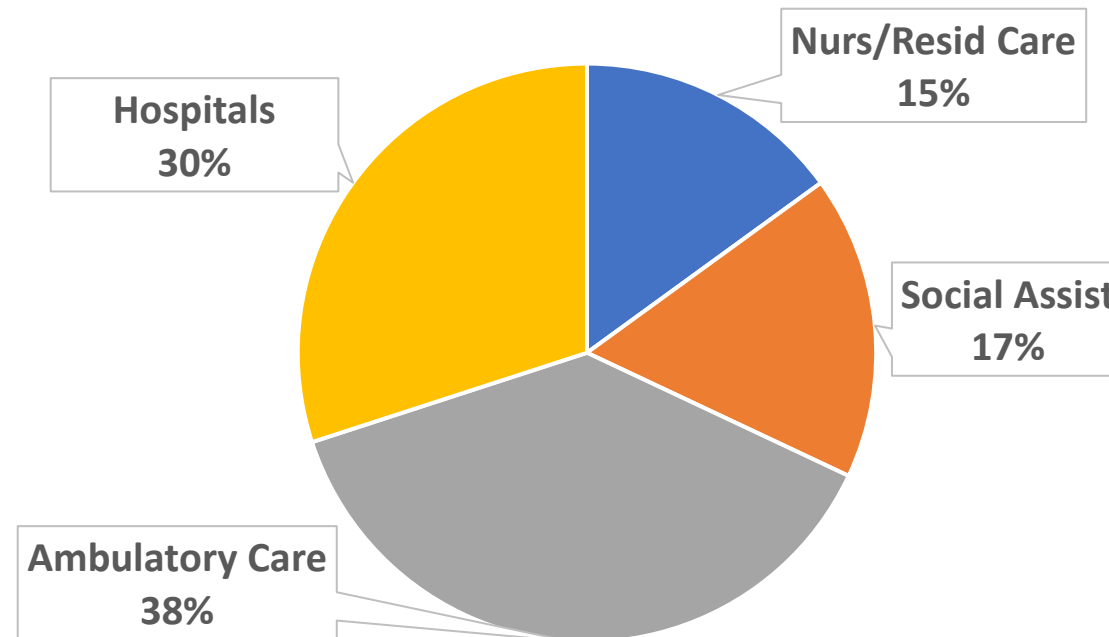
While Ambulatory Care initially lost more workers in the pandemic, this was brief and has since grown surpassing pre-pandemic totals by +1,700 while Hospitals are down -1,000 workers



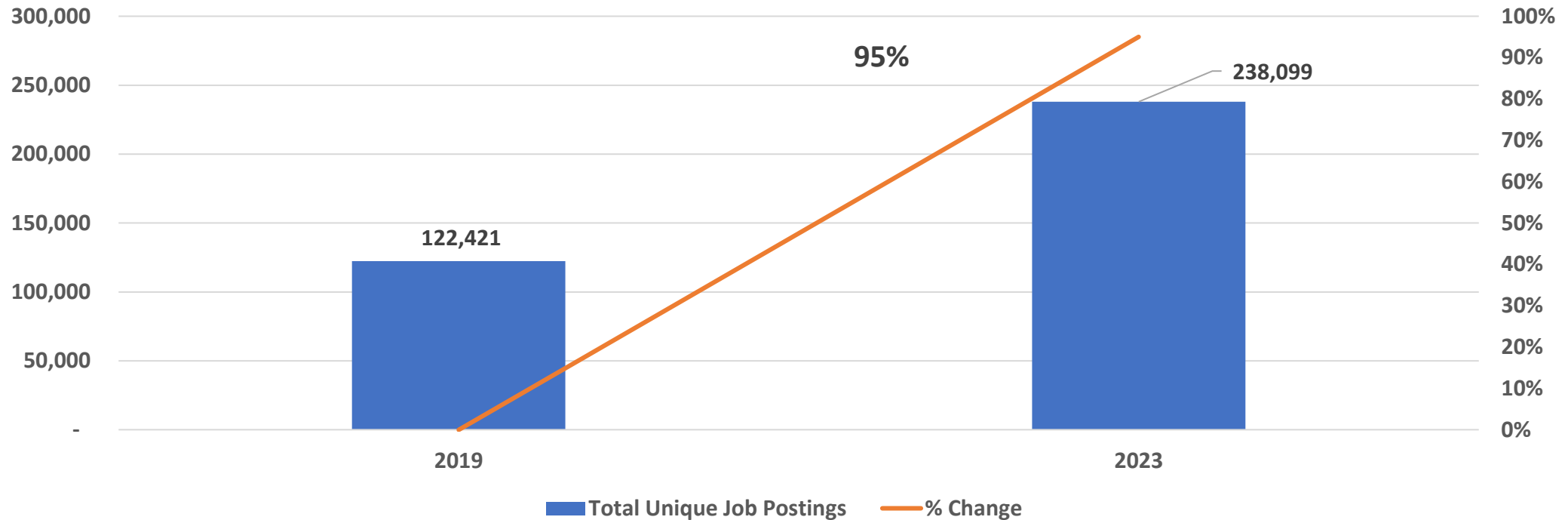
Employment trends within Health Care after the pandemic have seen a change in the distribution of health care workers from hospitals to ambulatory. Here is the 2019 distribution.



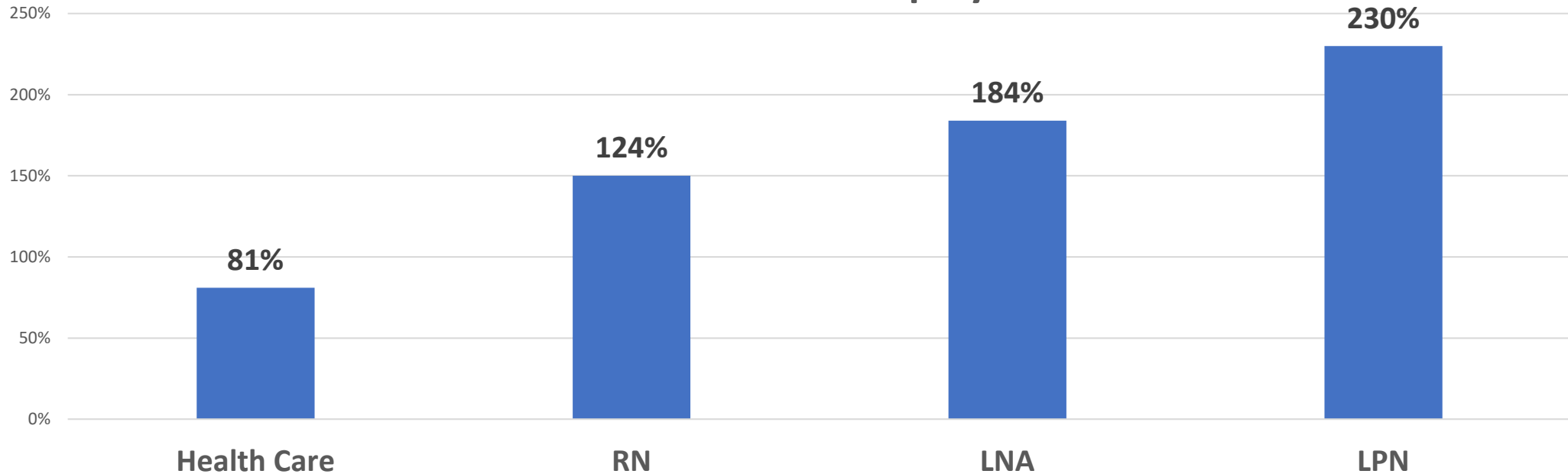
Looking at the distribution in 2023 we see that ambulatory care has increased it's share of health care employment while the share of health care employment within hospitals has declined.



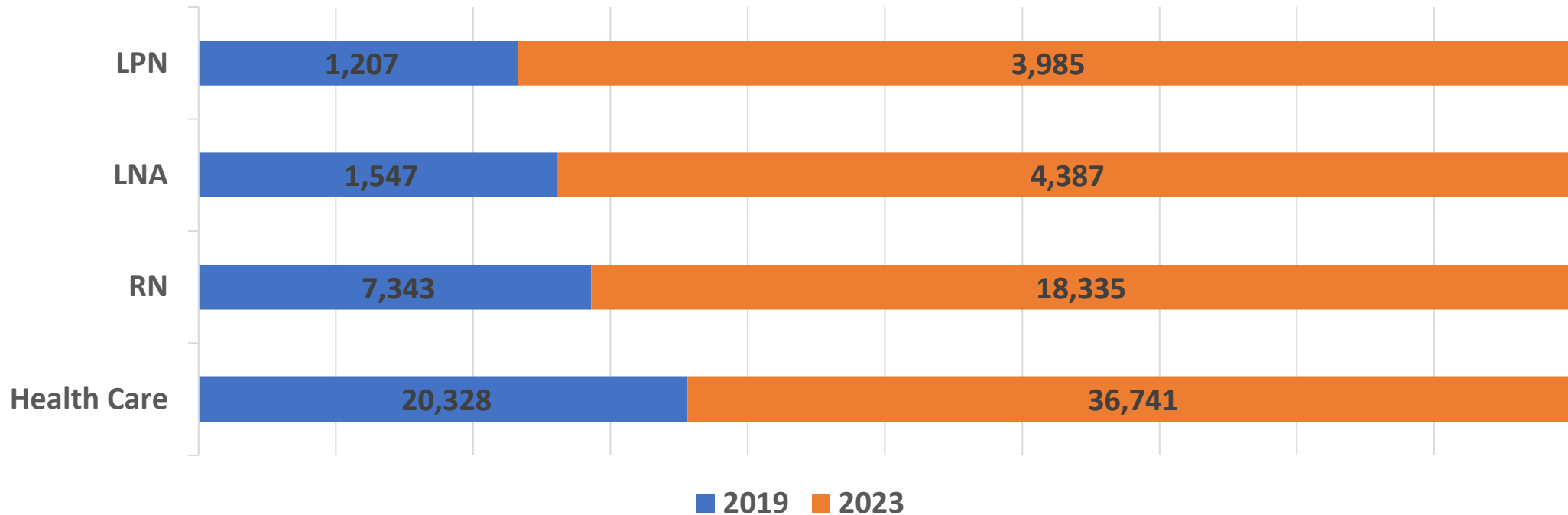
Looking at changes in demand, job postings across all industries have nearly doubled since 2019 driven by local employers but also by out of state employers looking to scoop local talent.



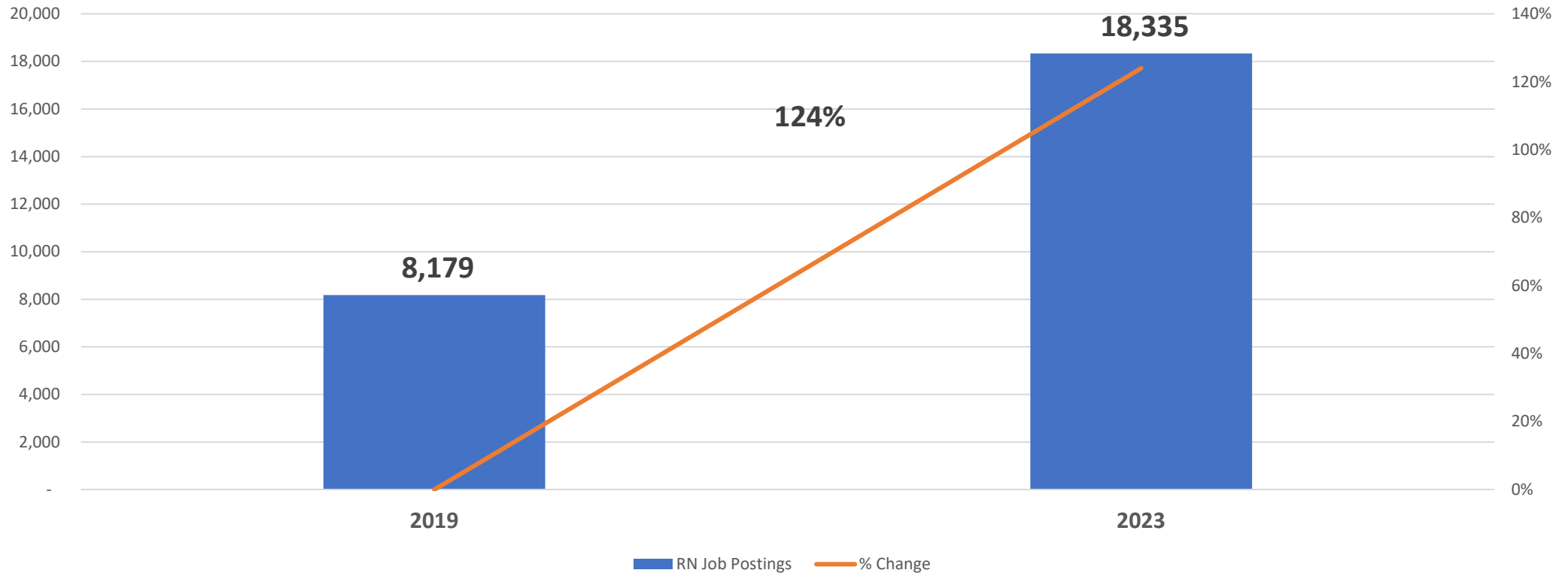
While Health Care employers have added to this increase with an 81% jump in job postings, this is overshadowed by the skyrocketing demand for health care occupations by health care and non-health care employers



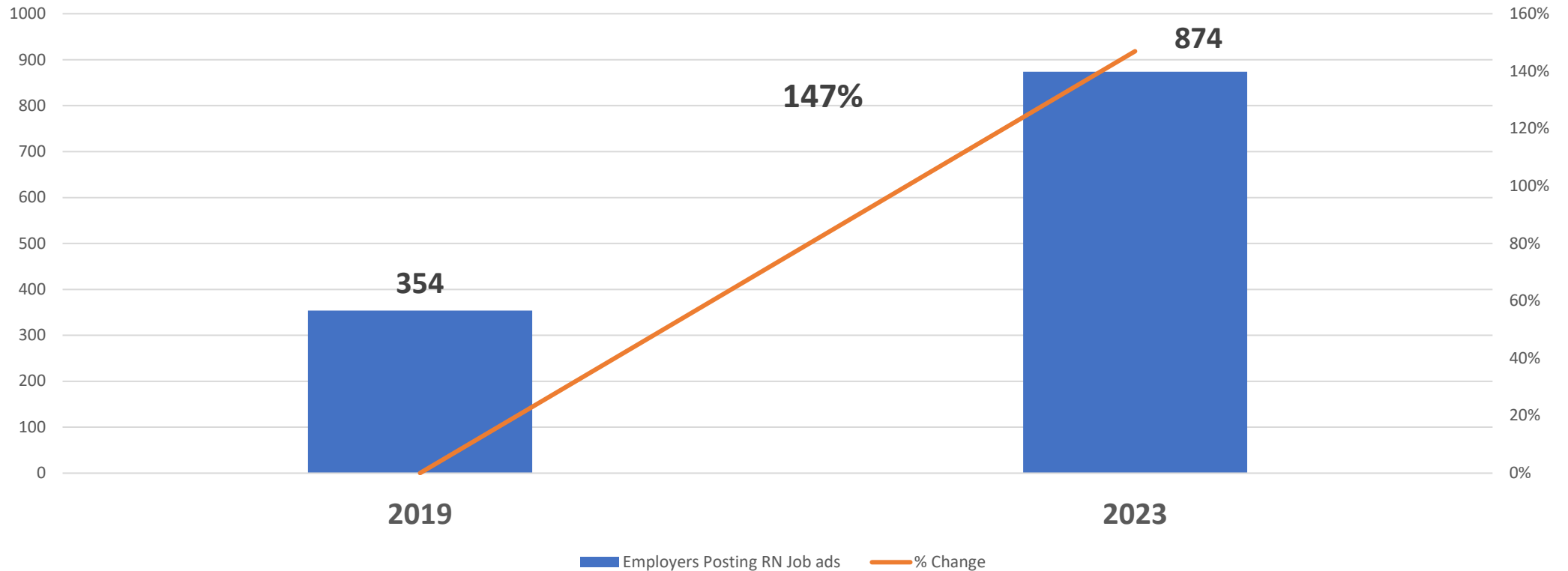
While the increase in demand for LNAs and LPNs has been stronger by a % increase, nothing comes close to the large volume increase in demand for RNs



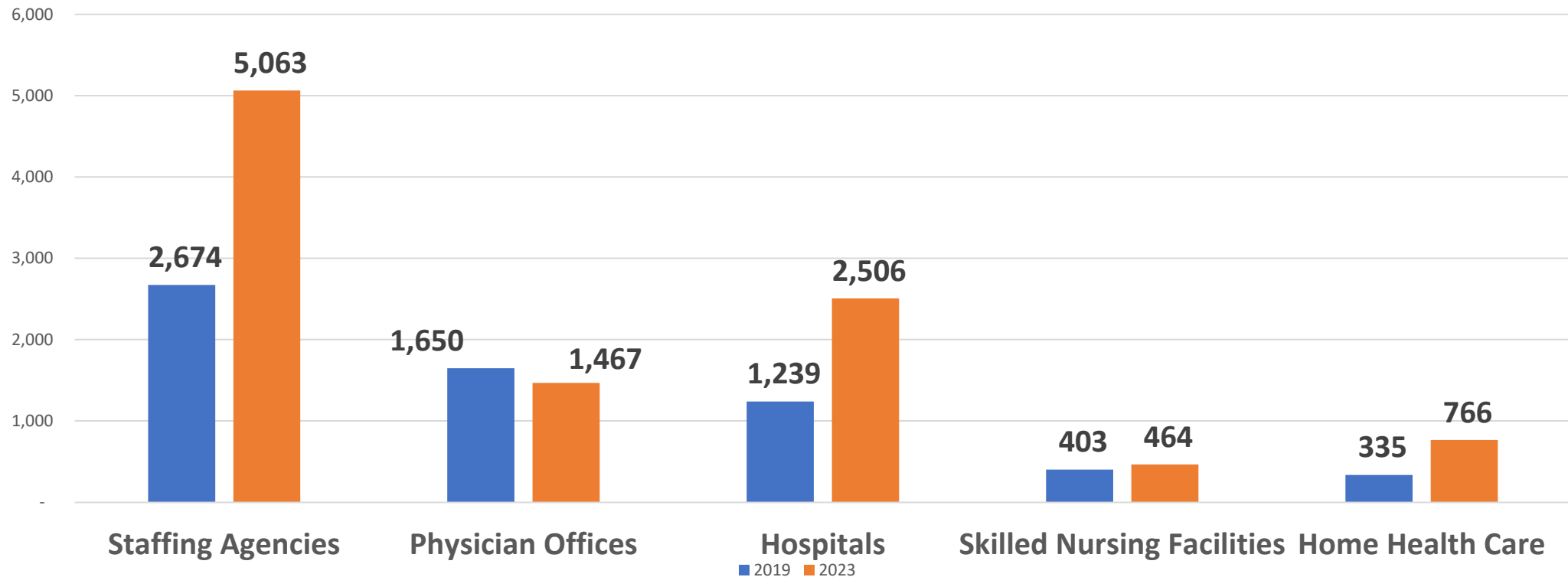
The number of RN job postings has exploded by 124% comparing 2019 to 2023



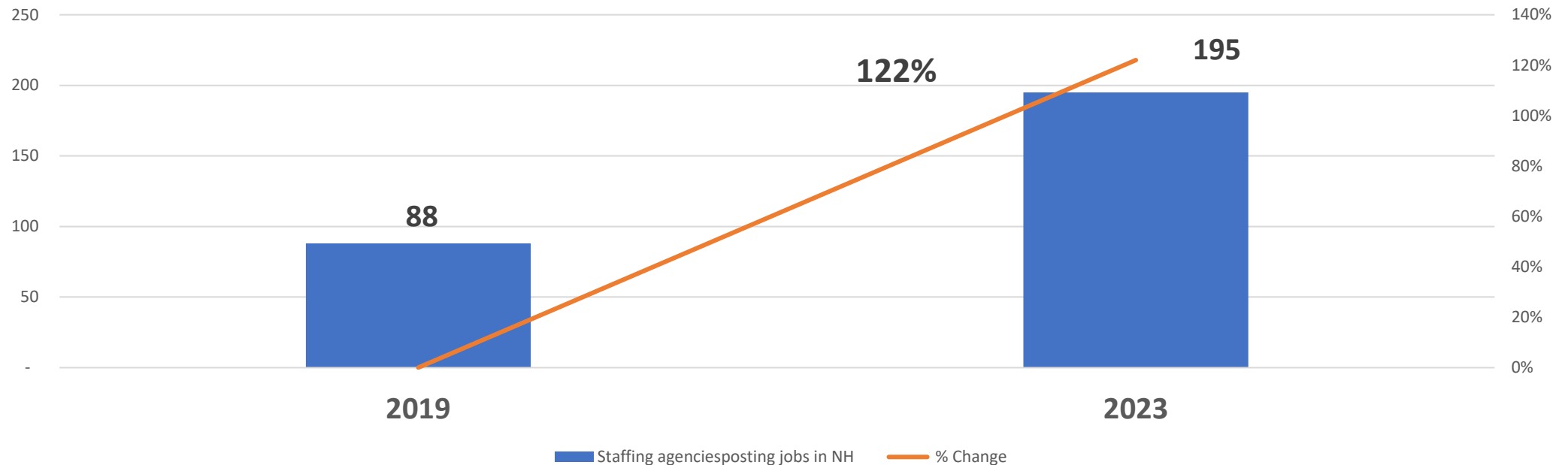
However, the number of employers seeking RNs grew even more,
increasing by nearly 150%



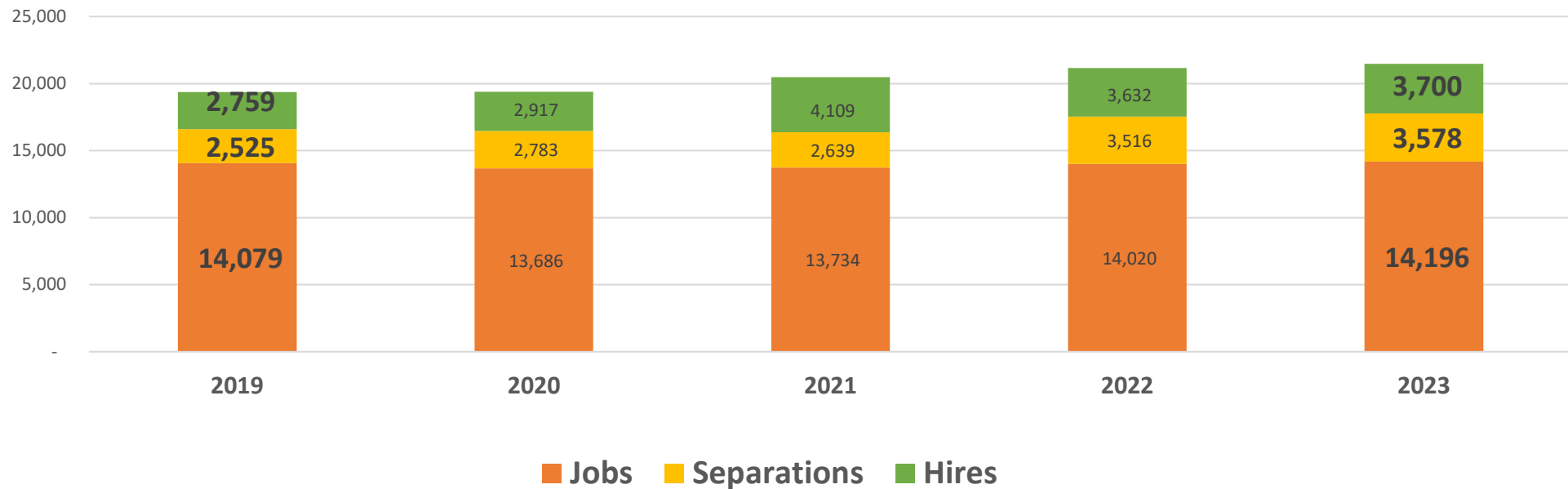
Looking at the changes in RN posting volume by type of employer, the competition is really being driven by staffing agencies



In fact, the number of staffing agencies posting job ads seeking RNs in NH has more than doubled since 2019. Many of these are national companies not necessarily looking to fill NH jobs but instead scoop NH talent.



The pandemic together with increased demand driven by staffing agencies has brought increased churn to the RN occupation. We have more RNs now than prior to the pandemic. We are hiring more RNs compared to prior to the pandemic but more RNs are leaving th



How do we navigate these workforce trends

- We know Registered Nurses are the highest demand occupation in the state and competition has intensified fueled by staffing agencies.
- The current cycle does not seem to be sustainable. Counter this trend by incentivizing retention.
- Provide more scheduling flexibility to direct employed staff.
- Provide more workplace location flexibility.
- Provide better paid benefits to help with work-life balance.
- **If you solve retention then you will solve recruitment.**

2024 Health Care Workforce Pipeline Development Proposal

SB 403



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Family Medicine Residency Program in the North Country

Appropriation Requested:

\$1 million drawn from reallocations of Coronavirus State Fiscal Recovery Funds provided by the American Rescue Plan Act.



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Community Health Worker Voluntary Certification and Deployment

Appropriation Requested:

\$3 million, drawn from reallocations of Coronavirus State Fiscal Recovery Funds provided by the American Rescue Plan Act.



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Area Health Education Center Workforce Pipeline Development

Appropriation Requested:

\$10 million, drawn from reallocations of Coronavirus State Fiscal Recovery Funds provided by the American Rescue Plan Act



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Expansion of the State Loan Repayment Program

Appropriation Requested:

\$12 million, drawn from reallocations of Coronavirus State Fiscal Recovery Funds provided by the American Rescue Plan Act.



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National Marketing Campaign Support

Appropriation Requested:

\$500,000, drawn from reallocations of Coronavirus State Fiscal Recovery Funds provided by the American Rescue Plan Act.



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Funding for Nursing Student Supervisors (Preceptors) and Financial Support for Host Organizations

Appropriation Requested:

\$2 million, drawn from reallocations of Coronavirus State Fiscal Recovery Funds provided by the American Rescue Plan Act.



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Sector Partnership Initiative

Appropriation Requested:

\$900,000, drawn from reallocations of Coronavirus State Fiscal Recovery Funds provided by the American Rescue Plan Act.



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New Hampshire Needs Caregivers

Appropriation Requested:

\$1.5 million, drawn from reallocations of Coronavirus State Fiscal Recovery Funds provided by the American Rescue Plan Act.



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NH Needs Caregivers Program

- Established in March 2020
- **Purpose**
 - Promote awareness and opportunities for licensed nursing assistant (LNA) training and employment throughout the state
 - Support individuals in finding training, funding, and employment
- **Current funding**
 - Nursing Home & Long-Term Care Facility Strike Team and Infrastructure Project/ American Rescue Plan Act of 2021
 - 6/1/2023- 5/10/2024

Program Outcomes, 6/1/23 to 2/29/24

- **148 Scholarships** Awarded
- **128 Completed LNA course**
- **112 obtained LNA license**
- **68 working in a skilled nursing or long-term care facility**
- **1,512 individuals** have requested information about the program



Healthcare Heroes in the Making Program

NH *needs*
HIGH SCHOOL
Caregi♥ers!

Healthcare Heroes in the Making

Purpose

- Provide **opportunities for high school students** unable to participate in Career and Technical Education (CTE) programs
- **Grow a pipeline of caregivers** by recruiting and training up to 284 high school students to become **licensed nursing assistants (LNAs)**
- **Collaborate with Extended Learning Opportunity (ELO) programs** that support student career explorations and offer educational credits for those who participate
- Provide **paid tuition, uniform, licensing fees for participants**

Program Outcomes, 2/1/22-6/30/23

- 17 months (included planning, startup)
- **246 applications processed**
- **135 completed LNA course**
- **126 obtained LNA license**
- **Confirmed employment for 105 participants**
- **16 participants are currently in a nursing (RN) program**

Institute on Disability at the University of New Hampshire

Appropriation Requested:

\$1.2 million, drawn from reallocations of Coronavirus State Fiscal Recovery Funds provided by the American Rescue Plan Act.



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**University of
New Hampshire**
Institute on Disability

**Building Futures Together:
UNH Workforce Development Program for Peers and
Paraprofessionals**

Peers and Paraprofessionals are a Critical Element of the Workforce

- Paraprofessionals, are an under-utilized workforce resource (Dorman, 2017)
- Paraprofessionals and peers bring unique skills to the field of SUD and mental health
- Paraprofessional can contribute to improved integrated care (Briggs, Miller, & Briggs, 2016)
- Services need to support all the needs of children and youth (Calhoun, Cormier, Miller, & Messina, 2015)



What is the Building Futures Together program?

Building Futures Together is a U.S. Department of Labor apprenticeship program designed to prepare paraprofessionals in healthcare or school settings to provide specialized enhanced care coordination to children, youth, and their caregivers impacted by opioid use disorders (OUD) and other substance use disorders (SUD).



Building Futures Together

Program Elements

Coursework: 3 online
asynchronous
courses

On-the Job Training:
@2,000 hours

Graduation:
Stackable credentials
and certification



Graduates Receive UNH and Department of Labor Certifications and College Credit- 102 people have been in the program (beginning January 2021)



Type: Experience

Level: Foundational

Time: Days

[Additional Details](#)



Building Futures Together

Program Elements

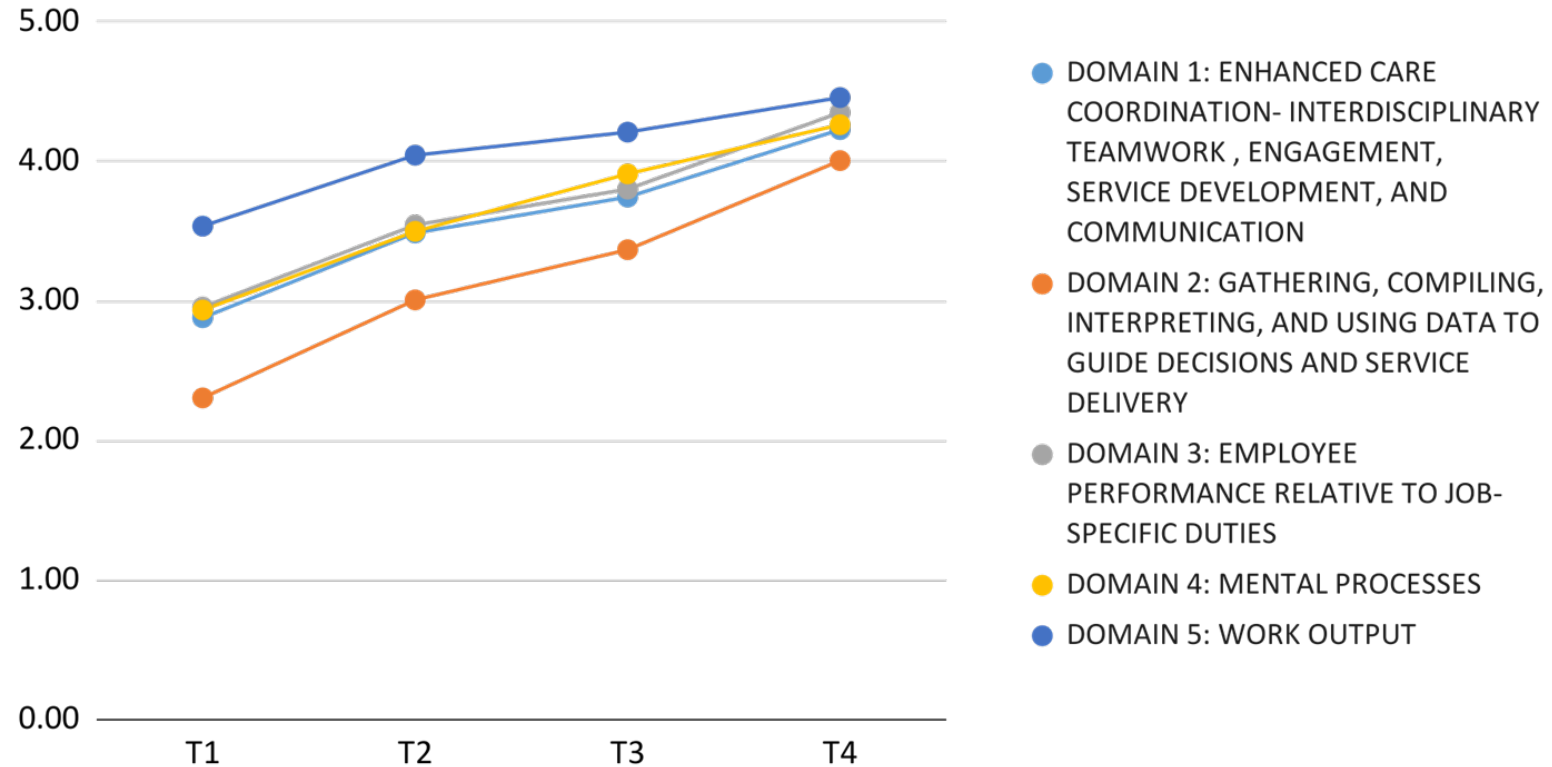
Coursework: 3 online
asynchronous
courses

On-the Job Training:
@2,000 hours

Graduation:
Stackable credentials
and certification



Competency Increases

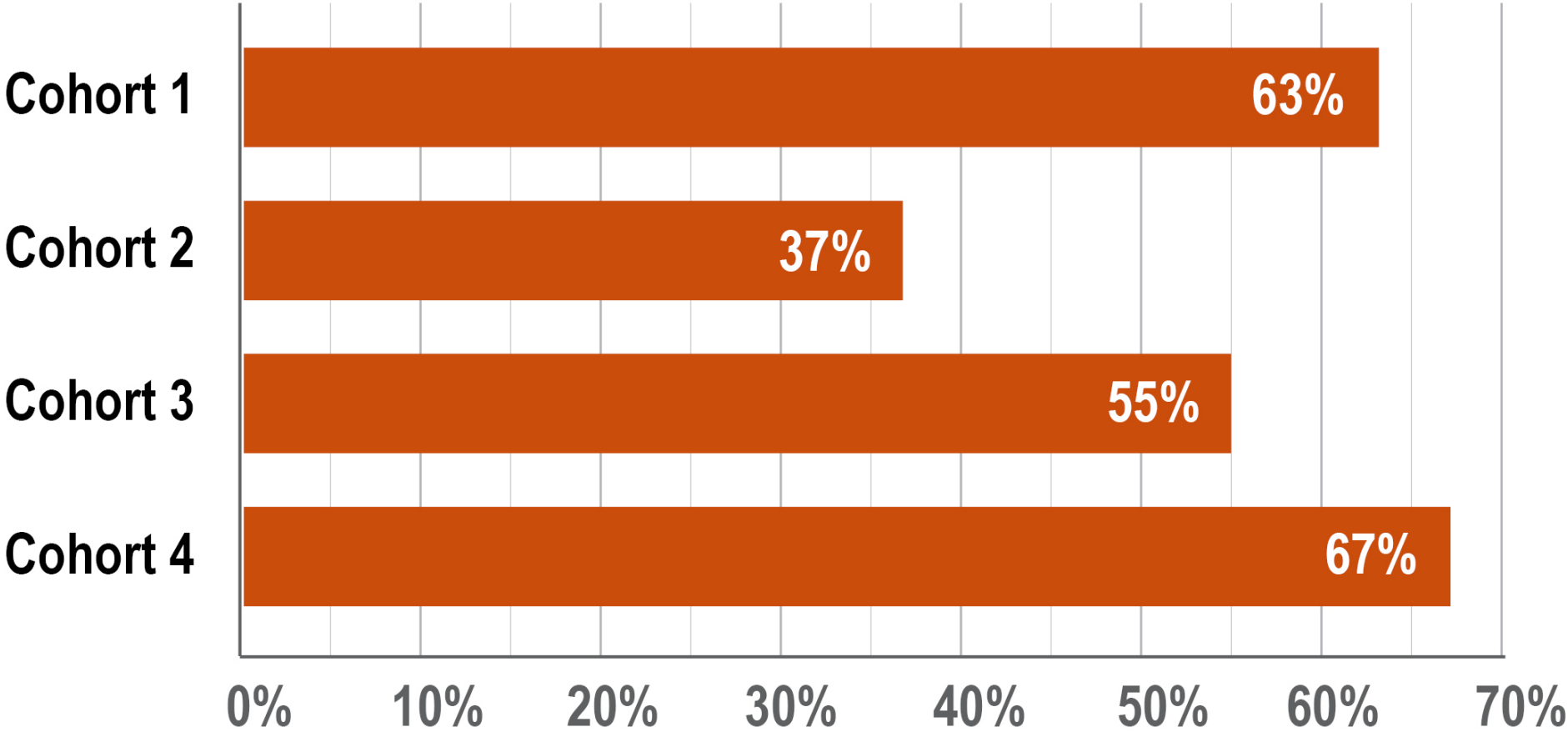


***Note: Scores range from 0 (Learning) to 5 (Master). Level 3 (Competent) ratings are expected for each performance indicator within each competency for successful completion of an apprenticeship program.**

T3 and T4 are incomplete data sets due to delays in competency ratings for some trainees



BFT Trainee Participants Planning to Pursue Higher Education in a Related Field



Partners



Hope on Haven Hill



The grant ends in August 2024. Why should we continue to fund this program?

- The program brings new people into the behavioral health workforce pipeline.
- The program provides essential training to on-the-ground staff who work with children, young people, and families.
- The program supports employers - “I do think the peer and para-professional workforce is a great answer to the workforce shortage.”



Learn more

Visit Us At: <https://www.iod.unh.edu/projects/building-futures-together>

Or Contact: JoAnne Malloy, Project Director
Email: joanne.malloy@unh.edu

Or Macey Muller, Project Coordinator
Email: Macey.Muller@unh.edu



This project is supported by the Health Resources and Services Administration (HRSA) of the U.S. Department of Health and Human Services (HHS) under Opioid-Impacted Family Support Program HRSA-20-014, Building Futures Together, \$2.4M. This information or content and conclusions are those of the author and should not be construed as the official position or policy of, nor should any endorsements be inferred by HRSA, HHS or the U.S. Government.

Opioid-Impacted Family Support Program (OIFSP) HRSA-20-014

\$2,400,000



Other statutory amendments:

Allows a licensed nursing assistant who has been employed as a licensed nursing assistant for one full year apply for a certificate of medication administration.

Defines *case management services* under the Home Health Care Provider and Individual Home Care Services Providers statutes.

Extends the Legislative Commission on the Interdisciplinary Primary Care Workforce.



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Appropriations:

A bit of a Swing and a Miss – So Far!

Total Ask: \$32 Million

Drawn From future Reallocation of Coronavirus State Fiscal Recovery Funds provided by the American Rescue Plan Act.
1/10 of 1 percent to Total \$1.1 Billion block grant

So Far, the Legislature has “Balked” at having a role in the Reallocation



Questions



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Break



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NH Health Care Workforce Coalition Roundtable



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NEW HAMPSHIRE'S FLEXIBLE FEDERAL FUNDS AND STATE REVENUES: AN EARLY 2024 REVIEW

PRESENTED BY PHIL SLETTEN, RESEARCH DIRECTOR

NEW HAMPSHIRE HEALTH CARE WORKFORCE COALITION
ROUNDTABLE MEETING

MARCH 8, 2024

KEY STATE RESOURCES IN 2024

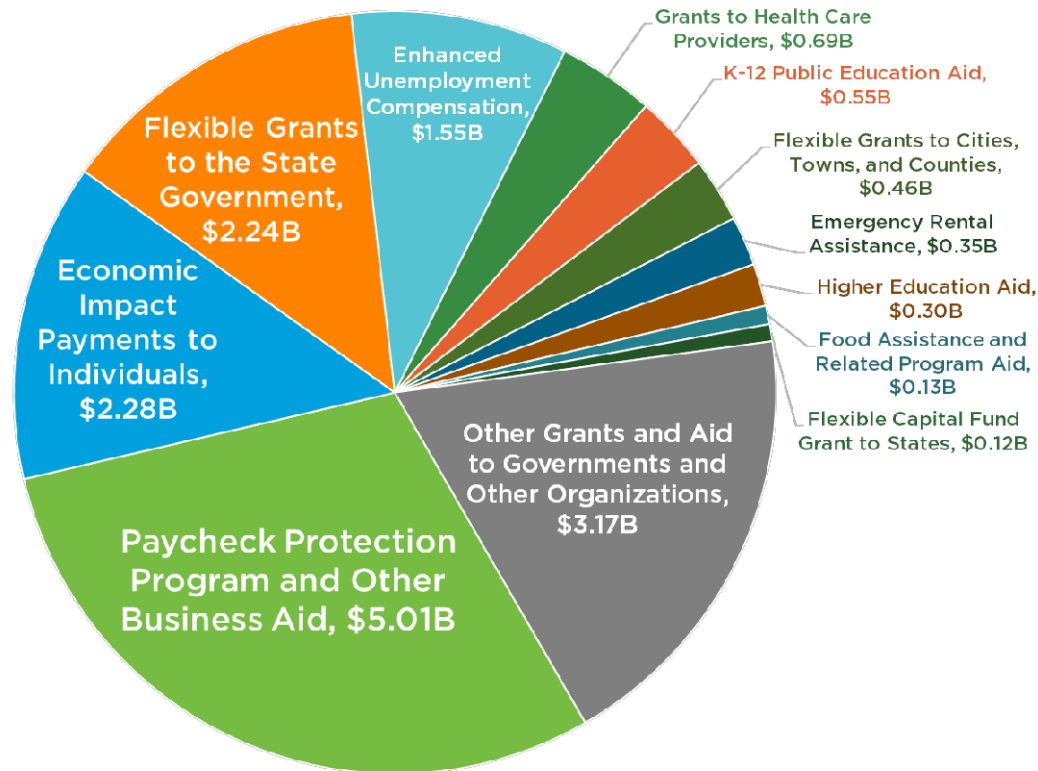
- Remaining and reallocated flexible federal funds from the American Rescue Plan Act
- State revenue surpluses
- Unspent funds
- Rainy Day Fund

THE AMERICAN RESCUE PLAN ACT'S CORONAVIRUS STATE AND LOCAL FISCAL RECOVERY FUNDS

ABOUT \$17 BILLION IN FEDERAL FUNDS TO NEW HAMPSHIRE, ONE-TIME INVESTMENTS

FEDERAL ASSISTANCE RELATED TO COVID-19 IN NEW HAMPSHIRE

Total of Nearly \$16.9 billion Through July 7, 2022



- Response to COVID-19 brought more federal aid to economy
- Most federal aid one-time, not all has been spent yet
- Larger than two-year State Budget
- Equal to about 20 percent of statewide economy in 2019
- Includes significant aid to businesses, individuals, education

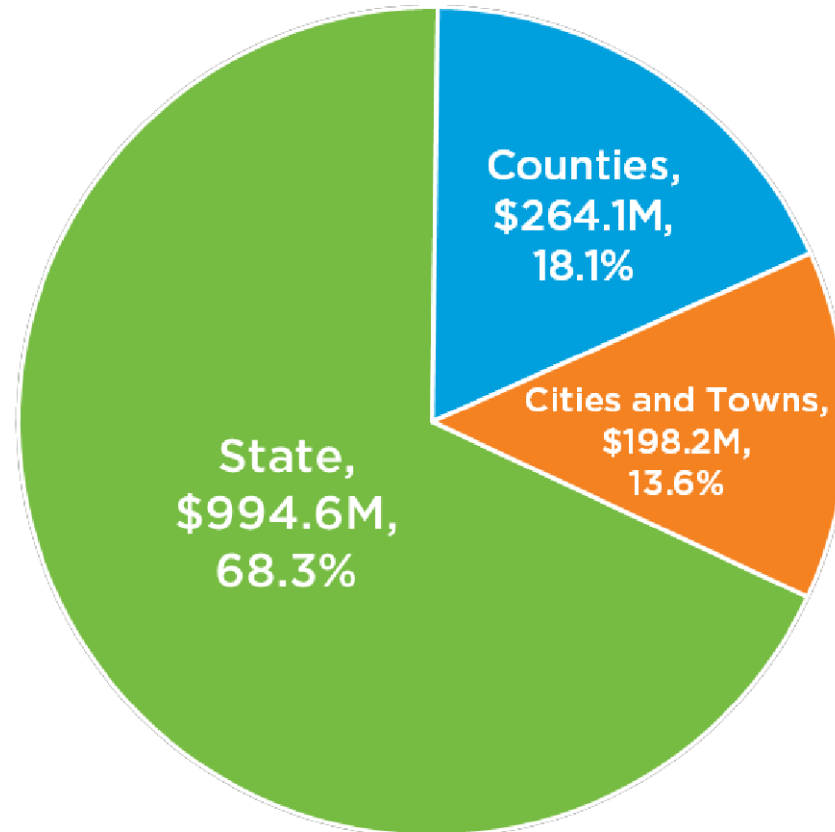
Note: Sums may include small amounts of double-counting due to summation mismatches. Totals presented are derivations. Small amounts of aid to individuals are also included in the "Other Grants and Aid" section, including aid for funeral expenses.

Source: New Hampshire Office of Legislative Budget Assistant, Federal COVID-19 Funds, New Hampshire Allocations, July 7, 2022.

Sources: Office of Legislative Budget Assistant, U.S. Bureau of Economic Analysis

CORONAVIRUS STATE AND LOCAL FISCAL RECOVERY FUNDS IN NEW HAMPSHIRE

NEW HAMPSHIRE'S ALLOCATIONS OF AMERICAN RESCUE PLAN ACT CORONAVIRUS STATE AND LOCAL FISCAL RECOVERY FUNDS



Funds must be obligated by December 31, 2024 and spent by December 31, 2026.

Source: U.S. Department of the Treasury

FISCAL RECOVERY FUNDS PERMITTED USES

Relatively flexible funds designed to:

- Respond to the public health and economic impacts of the pandemic
- Provide premium pay for essential workers
- Replace lost public sector revenue
- Invest in necessary water, sewer, and broadband infrastructure
- Provide services to “impacted” households or communities (generally, below 300 percent of the Federal Poverty Guidelines, or experiencing certain conditions or hardships or qualifying for existing programs)¹

U.S. Treasury Department:

- “...encourages recipients to consider funding uses that foster a strong, inclusive, and equitable recovery, especially uses with long-term benefits for health and economic outcomes.”²
- Fiscal Recovery Funds can help address “...systemic public health and economic challenges that may have contributed to more severe impacts of the pandemic among low-income communities and people of color.”²

1. U.S. Department of the Treasury, Coronavirus State & Local Fiscal Recovery Funds: Overview of the Final Rule, January 2022
2. U.S. Department of the Treasury, Interim Final Rule, May 10, 2021

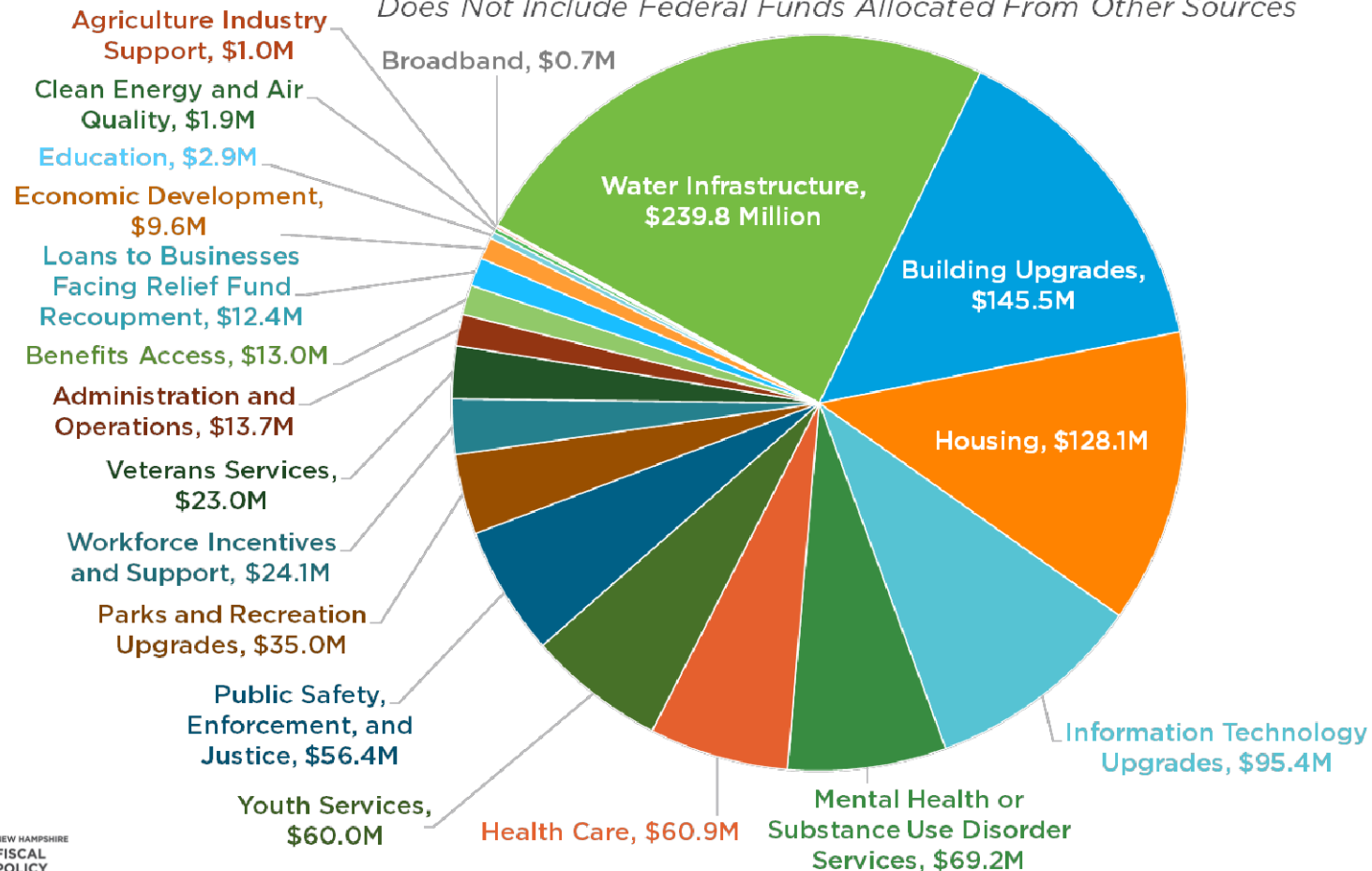
PROCESS FOR ACCEPTING FEDERAL FUNDS IN NEW HAMPSHIRE

- A pre-existing process and legal framework for accepting federal funds outside budget processes used for pandemic-related funds
- Different process during the State of Emergency, when the Governor directed the flexible Coronavirus Relief Funds from the CARES Act
- Process for ARPA Coronavirus State Fiscal Recovery Funds:
 1. State agencies generate proposal for expenditures
 2. Joint Legislative Fiscal Committee and the Executive Council approvals are required for any transfer of funds over \$100,000, including federal grants
 3. Executive Council approval is also required to enter contracts of over \$10,000
 4. Spending authority lasts through the end of the State Budget biennium
- Reporting required to U.S. Treasury Department, but no specific application is required for the use of these flexible funds
- Tracking and certain administration of these funds conducted by the Governor's Office for Emergency Relief and Recovery (GOFERR)

IN THREE YEARS, NEARLY ALL FUNDS BUDGETED FOR VARIETY OF PURPOSES

NEW HAMPSHIRE'S CORONAVIRUS STATE FISCAL RECOVERY FUND ALLOCATIONS, AS OF SEPTEMBER 29, 2023

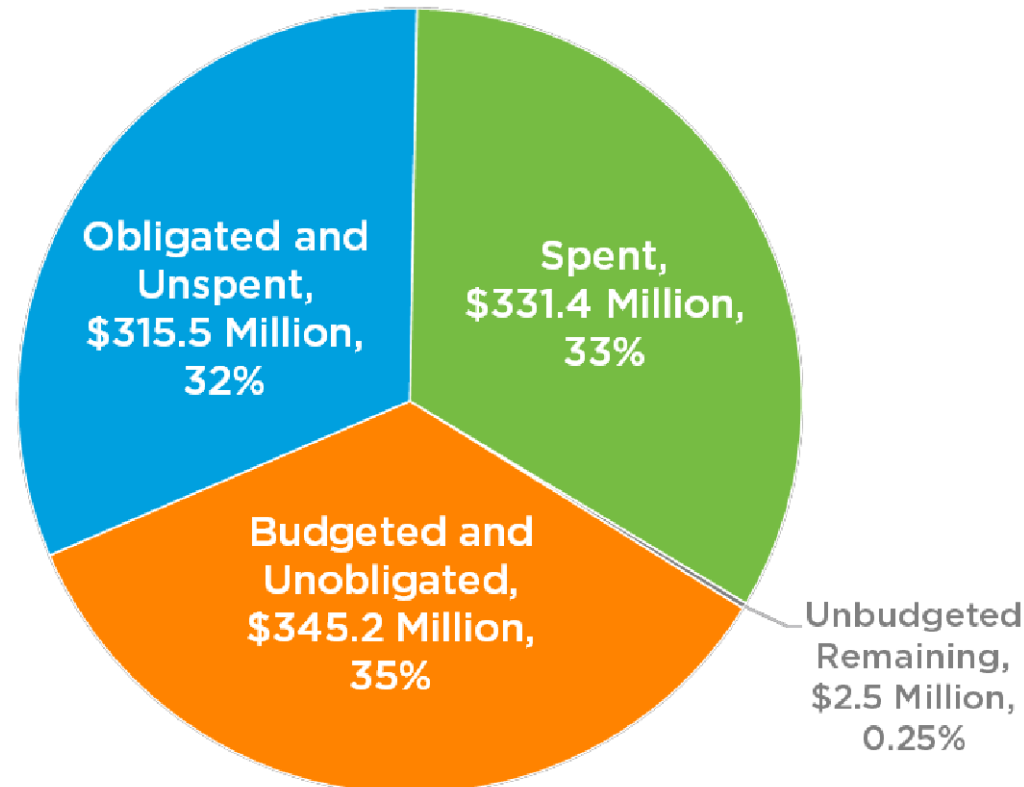
Does Not Include Federal Funds Allocated From Other Sources



ABOUT ONE IN THREE DOLLARS WERE UNOBLIGATED WITH ONE YEAR REMAINING

AMERICAN RESCUE PLAN ACT CORONAVIRUS STATE FISCAL RECOVERY FUND EXPENDITURES IN NEW HAMPSHIRE

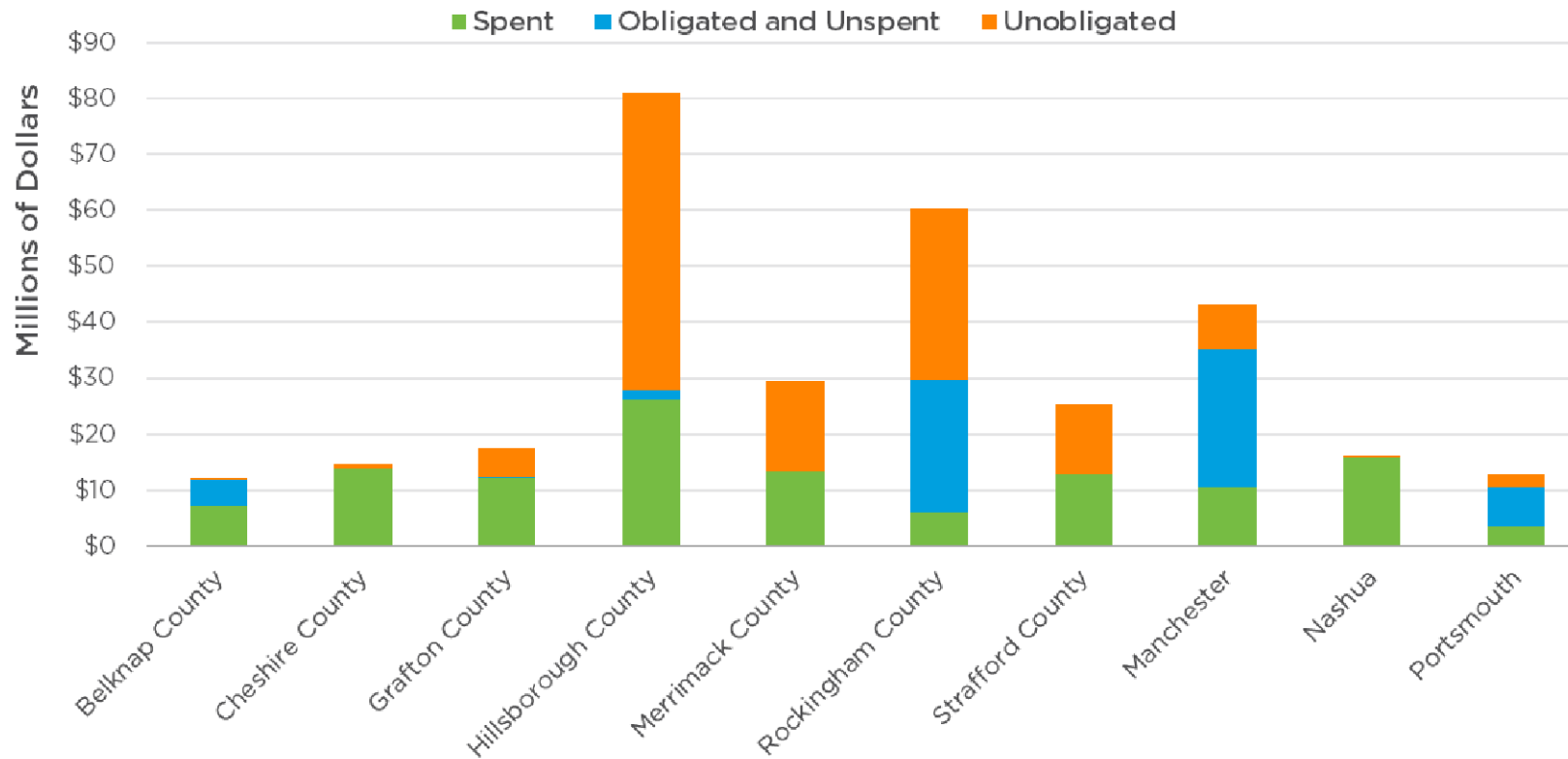
As of December 31, 2023



LOCAL GOVERNMENT PROGRESS ON OBLIGATIONS AND EXPENDITURES VARIES

CORONAVIRUS LOCAL FISCAL RECOVERY FUNDS FOR LARGEST NEW HAMPSHIRE COUNTY AND MUNICIPAL RECIPIENTS

As of September 30, 2023



New Hampshire Geography

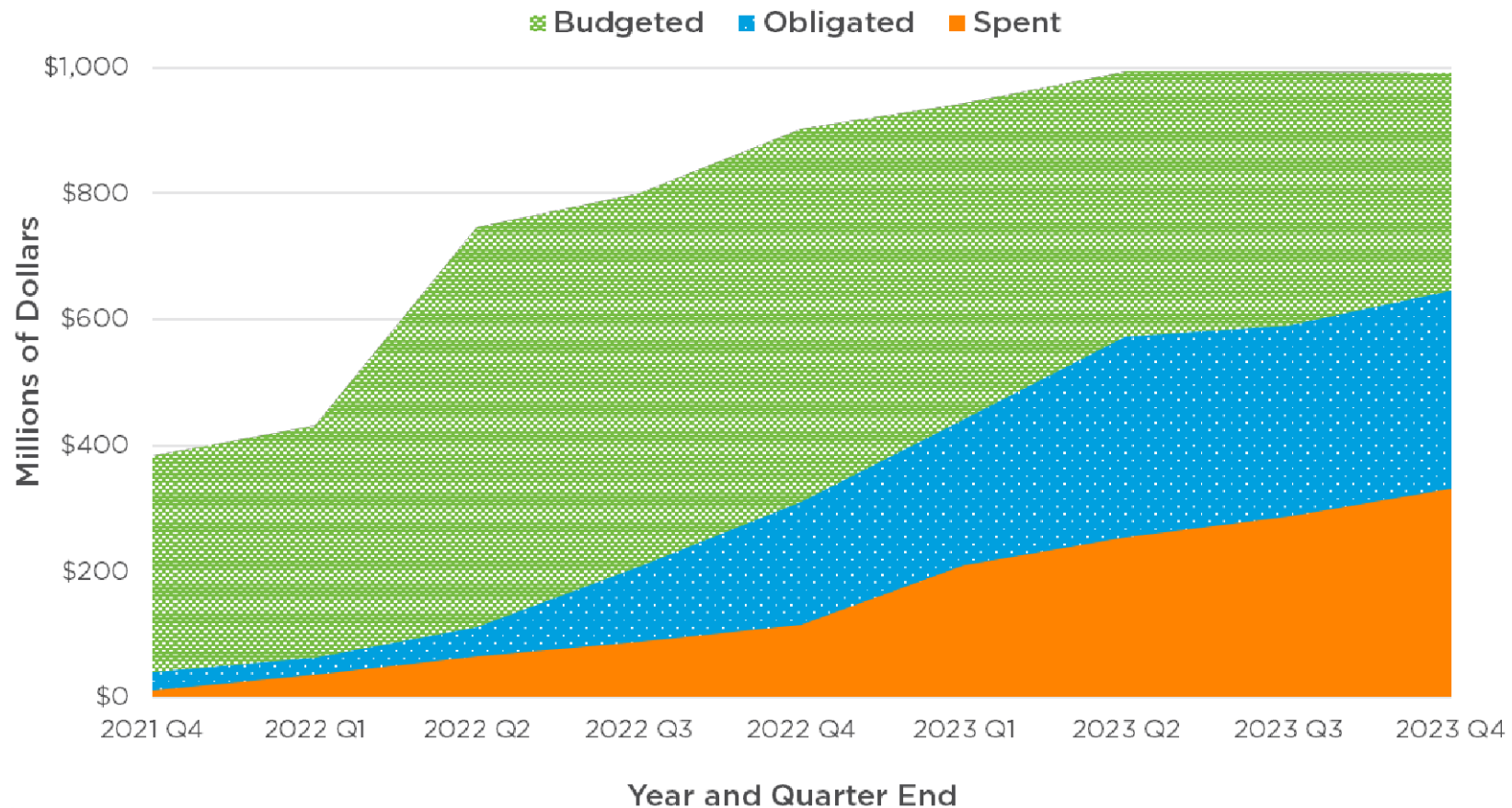
Source: U.S Department of the Treasury

FUNDS MUST BE OBLIGATED BY END OF 2024

- Coronavirus State and Local Fiscal Recovery Funds not obligated by December 31, 2024 must be given back to federal government
- “[O]bligation means ‘an order placed for property and services and entering into contracts, subawards, and similar transactions that require payment.’”¹
- Contracts or awards to nonprofits appear to qualify
- All CSLFRF must be spent by December 31, 2026, or be returned to the federal government
- New Hampshire has begun a reallocation process, started with GOFERR reallocating funds it administered directly to other projects, through Joint Legislative Fiscal Committee
- Identified \$38.7 million available, \$26.2 million rebudgeted
- GOFERR website offers details on project funding levels, obligations, and expenditures thus far

PACE OF EXPENDITURES OVER TIME SUGGESTS MORE REALLOCATIONS PENDING

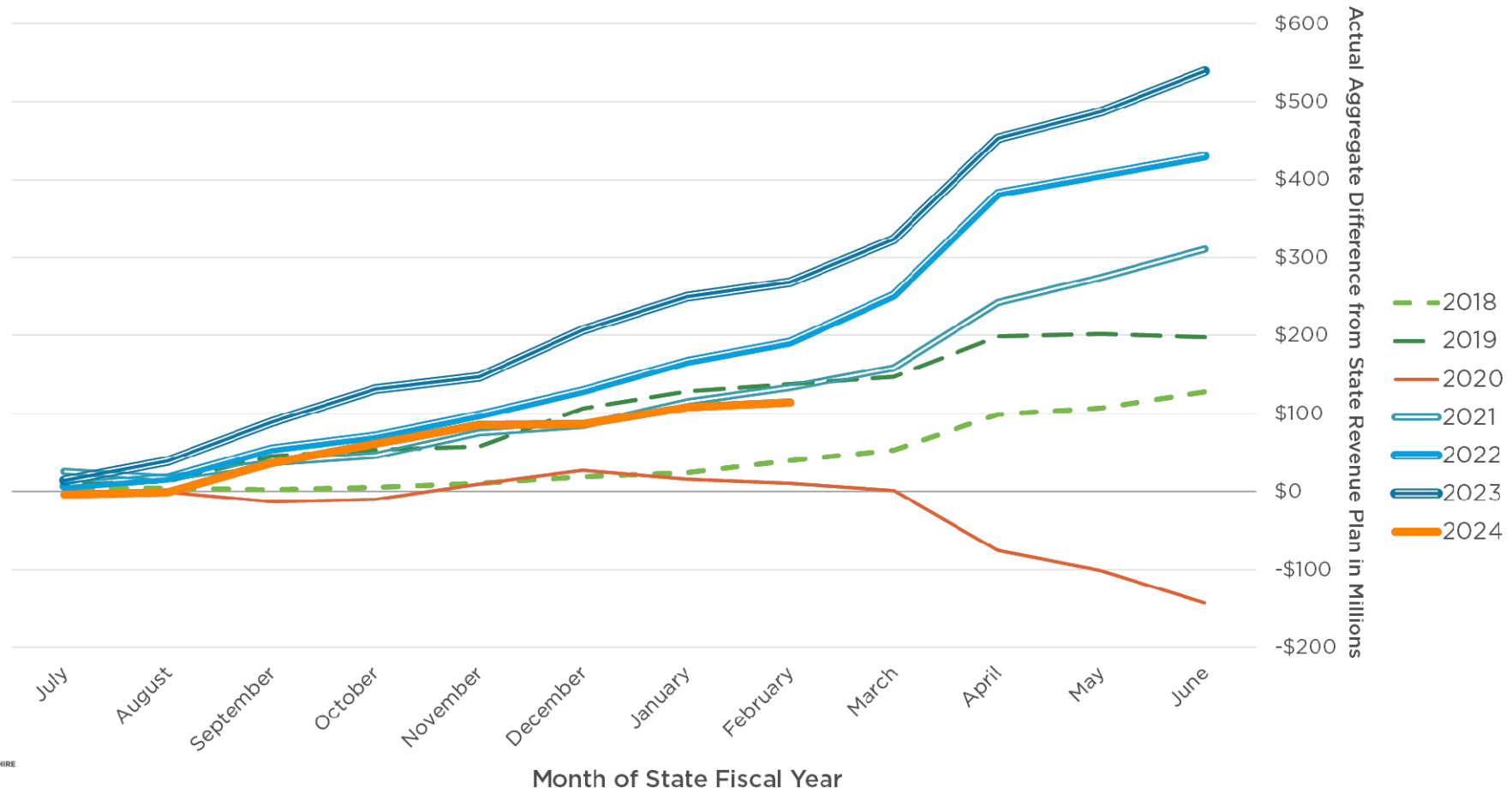
NEW HAMPSHIRE CORONAVIRUS STATE FISCAL RECOVERY FUND APPROPRIATIONS, OBLIGATIONS, AND EXPENDITURES



STATUS OF STATE REVENUES

CURRENT SURPLUS OF \$114.6 MILLION IN GENERAL AND EDUCATION TRUST FUNDS

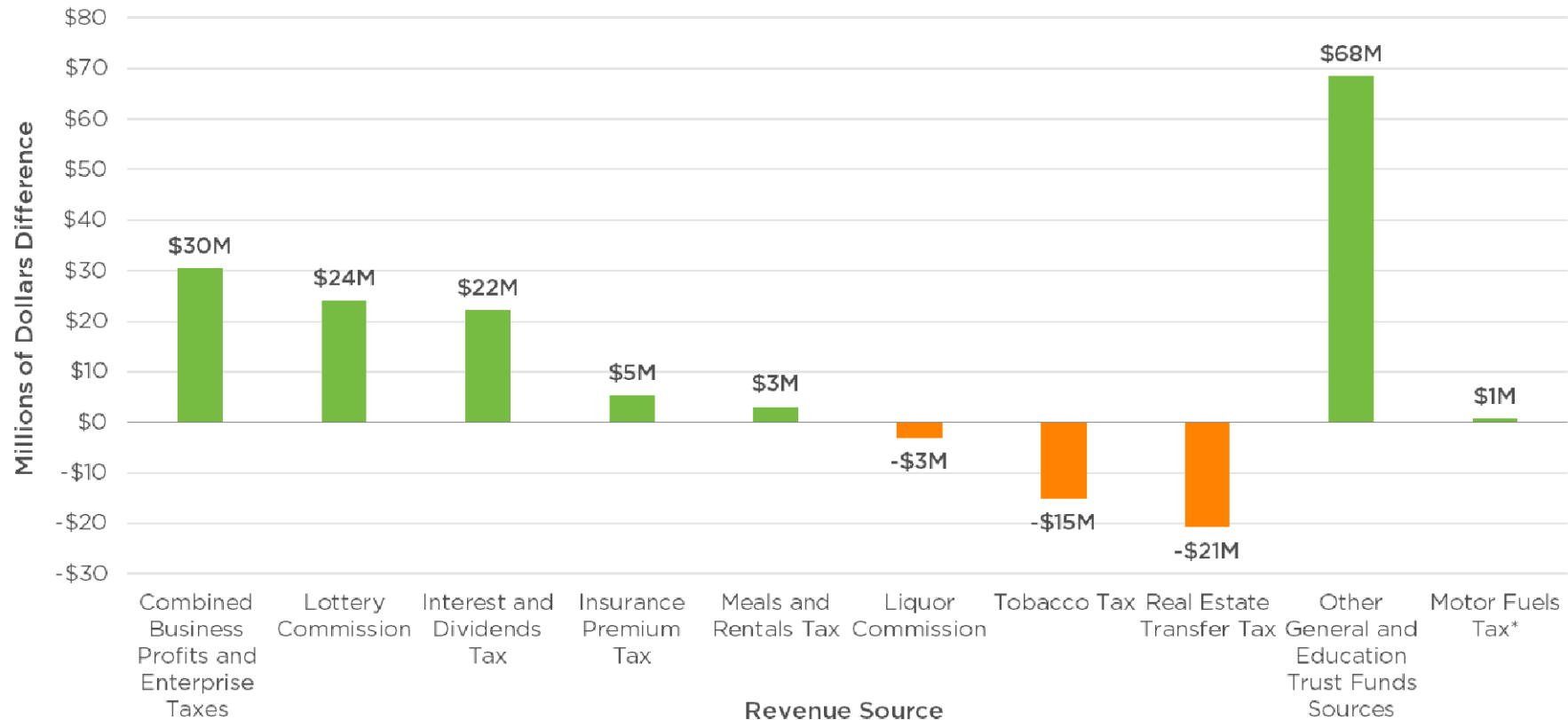
TOTAL GENERAL AND EDUCATION TRUST FUNDS COMBINED REVENUES
RELATIVE TO NEW HAMPSHIRE STATE REVENUE PLAN



INTEREST GENERATED BY STATE-HELD FUNDS DRIVING CURRENT SURPLUS

DIFFERENCES FROM STATE REVENUE PLAN BY SOURCE

General and Education Trust Funds Revenues Excluding Statewide Education Property Tax, July Through February, State Fiscal Year 2024



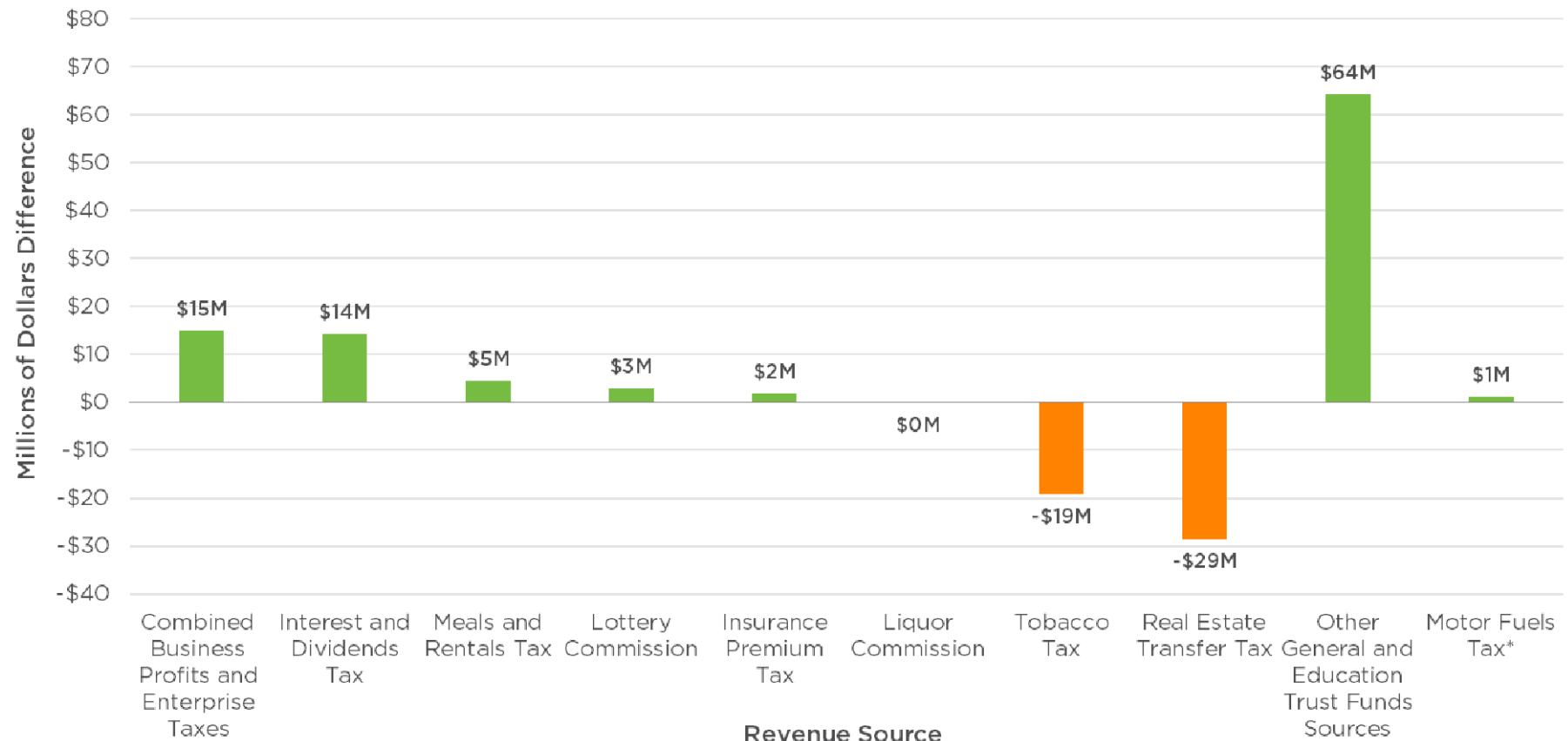
*Note: Motor Fuels Tax is not a General or Education Trust Funds revenue source.

Sources: New Hampshire Department of Administrative Services, Monthly Revenue Focus, February FY 2024

REVENUE INCREASES FROM KEY SOURCES LIMITED OVER PRIOR YEAR

DIFFERENCES FROM LAST YEAR'S REVENUE BY SOURCE

General and Education Trust Funds Revenues Excluding Statewide Education Property Tax, July Through February, State Fiscal Year 2024



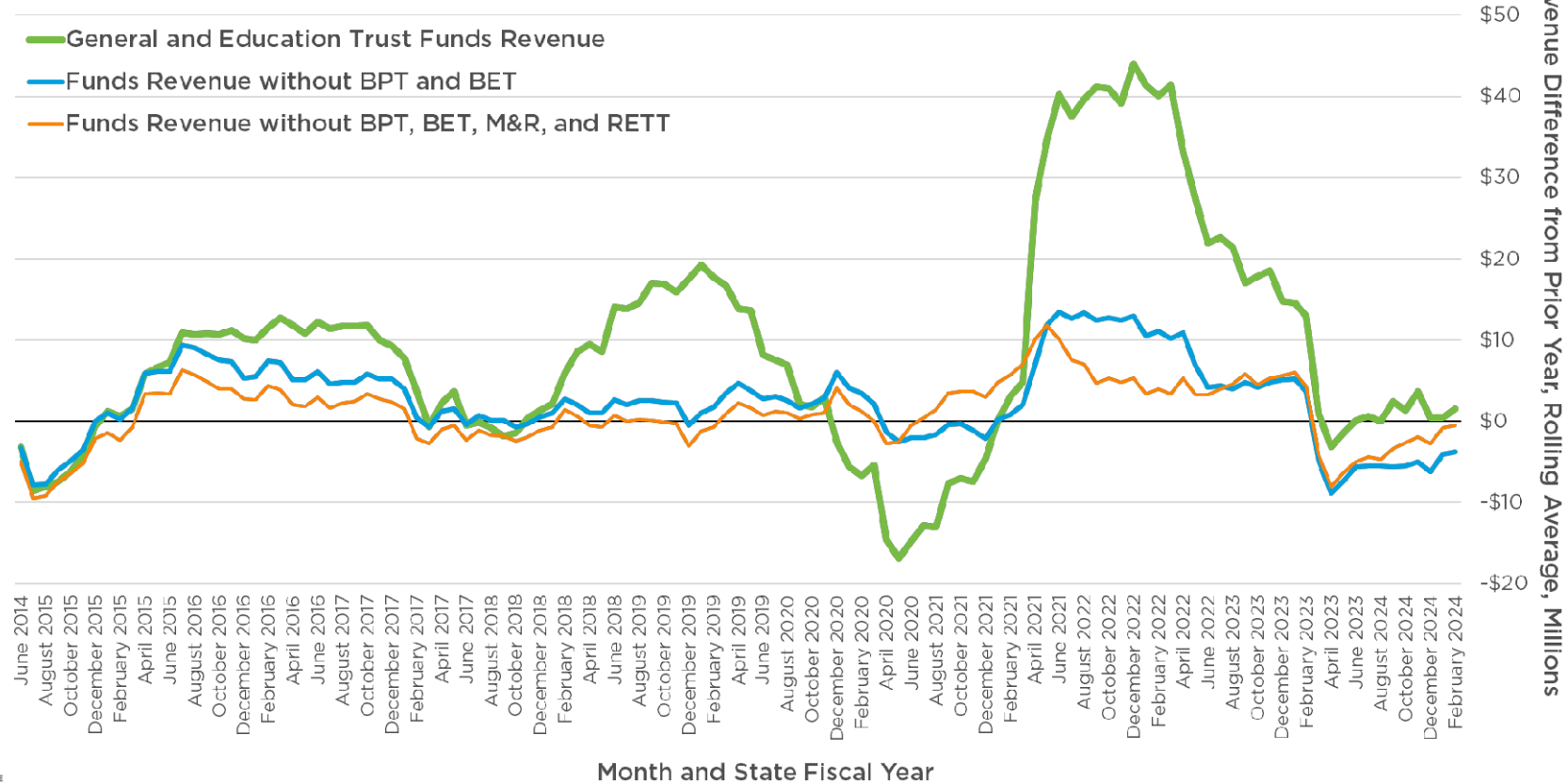
*Note: Motor Fuels Tax is not a General or Education Trust Funds revenue source.

Sources: New Hampshire Department of Administrative Services, Monthly Revenue Focus, February FY 2024

YEAR-OVER-YEAR REVENUE GROWTH SLOWING FROM RAPID INCREASES

DIFFERENCES IN NEW HAMPSHIRE GENERAL AND EDUCATION TRUST FUNDS MONTHLY CASH RECEIPTS

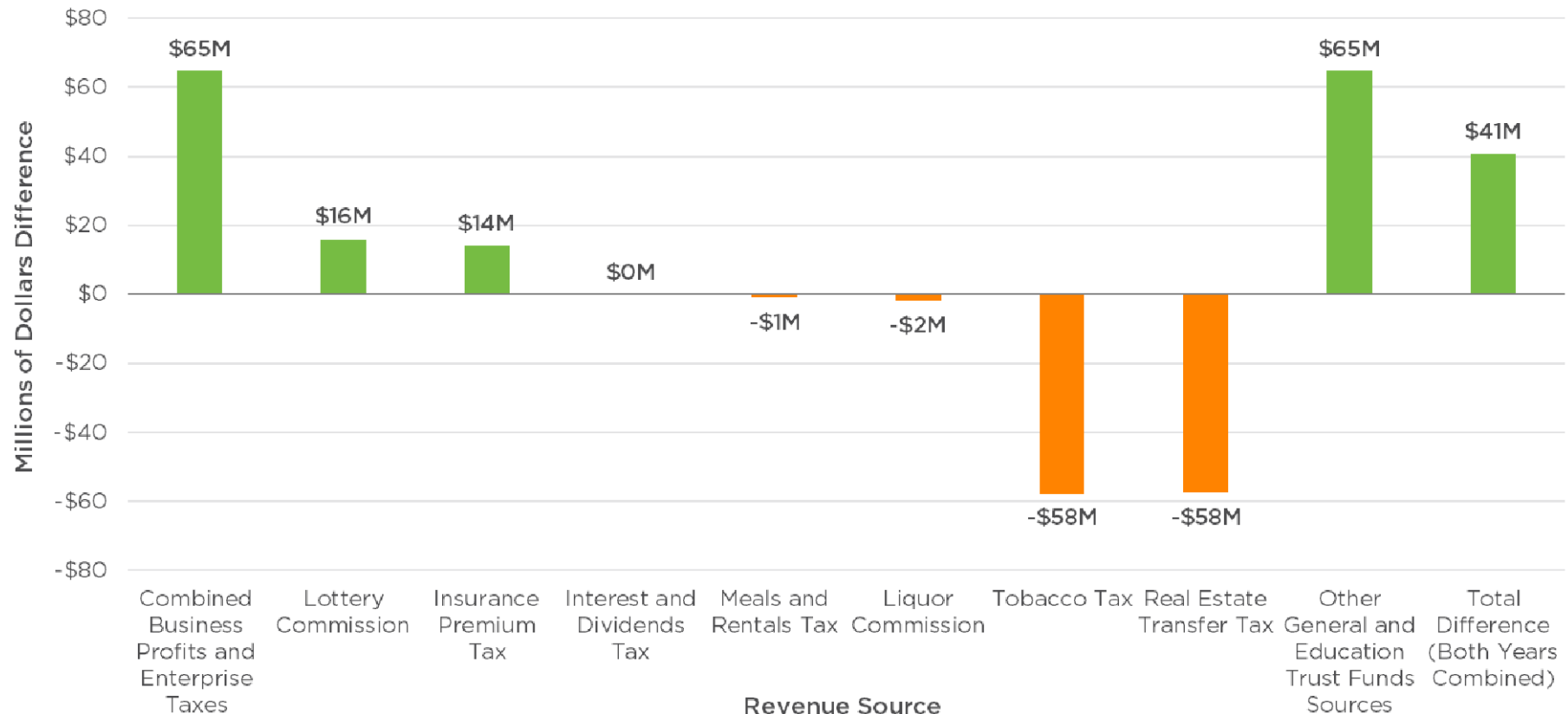
Twelve-Month Rolling Averages of Monthly Cash Receipts to the General and Education Trust Funds Relative to Prior Year from All Sources; Less Business Taxes; and Less Business, Meals and Rentals, and Real Estate Transfer Taxes



OFFICIAL STATE FORECAST UPDATE ANTICIPATES \$41 MILLION SURPLUS

REVISED STATE REVENUE ESTIMATES BY SOURCE

General and Education Trust Funds Revenues, Estimates from the Department of Administrative Services Based on Estimates from Other Departments, State Fiscal Years 2024 and 2025

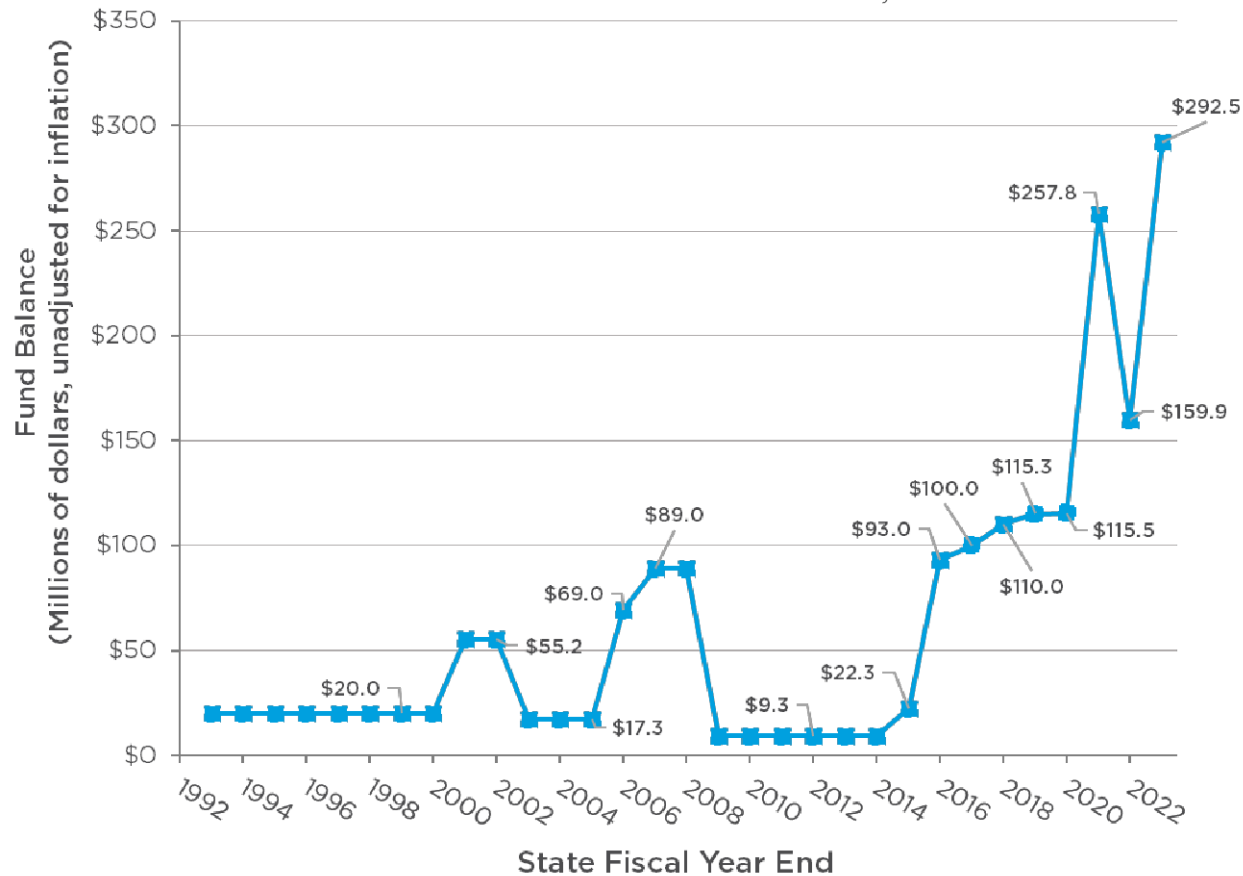


LAPSED AND RAINY DAY FUNDS

REPORTED LAPSE LIMITED, DEDICATED FUNDS MAY BE USED FOR OTHER PURPOSES

RAINY DAY FUND BALANCE

Revenue Stabilization Reserve Account, In Millions



Sources: New Hampshire Comprehensive Annual Financial Reports, SFYs 2023-1997

- Reported General Fund lapse estimate, projections of underspending for State Fiscal Year 2024, was \$36.3 million; State Budget targeted \$76.0 million
- Rainy Day Fund reached all-time high at end of State Fiscal Year 2023, even after withdrawal
- Education Trust Fund surplus may be used on new funding, or in response to judicial branch decisions

KEY TAKEAWAYS

- Significant flexible funds provided to the State, counties, and municipalities to support an equitable and inclusive recovery
- Federal funds must be obligated by December 31, 2024, spent by December 31, 2026, or returned to the federal government
- Previously-budgeted funds may not be fully spent on original purposes, meaning State has until December 31, 2024 to identify, reallocate, and obligate those funds to another project
- About \$347.7 million (35 percent) of funds remained unobligated at the end of December 2023
- State revenues continued to generate surplus, likely lower than levels from recent years, but returns in next two months are key
- Underlying revenue growth likely slower
- Other key funds may be dedicated to other purposes, including evolving education funding needs

QUESTIONS?

ADDITIONAL RESOURCES

- Presentation: Federal COVID-19 Relief and Recovery Funds in New Hampshire - April 13, 2023
<https://nhfpi.org/resource/federal-covid-19-relief-and-recovery-funds-in-new-hampshire/>
- Blog: Federal Guidance Details Uses of Flexible Aid for State and Local Governments - May 25, 2021
<https://nhfpi.org/blog/federal-guidance-details-uses-of-flexible-aid-for-state-and-local-governments/>
- Resource Page: The American Rescue Plan Act and New Hampshire
<https://nhfpi.org/resource/the-american-rescue-plan-act-and-new-hampshire-recent-and-updated-resources/>
- Resource Page: Revenue & Tax
<https://nhfpi.org/topic/revenue-tax/>



ADDRESS: 100 North Main Street, Suite 400, Concord, NH 03301

PHONE: 603.856.8337

WEBSITE: www.nhfpi.org

EMAIL: info@nhfpi.org

TWITTER: @NHFPI

FACEBOOK: NewHampshireFiscalPolicyInstitute

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