



To Whom It May Concern:

Dedicated efforts to mitigate the health care workforce shortage in New Hampshire began in 2018 when a broad stakeholder group known as the New Hampshire Health Care Workforce Coalition came together to move workforce shortages to the top of New Hampshire's policy agenda. Coalition membership now includes more than 50 organizations, who continue to work collaboratively to develop policy and budget proposals that will benefit the health care system as a whole, rather than improving one sector to the detriment of another. We have made great progress thanks to the support of policymakers. However, there remains a strong need to invest in programs to foster a future health care workforce that can meet the needs of Granite Staters.

Last session, the New Hampshire Health Care Workforce Coalition proposed investing in tried-and-true programs to grow our health care workforce. We proposed investments in the Area Health Education Centers; funding to support a rural family medicine residency program in the North Country; expanding the State Loan Repayment Program to include additional health care workers; creating a voluntary certification program for community health workers; the extension of the Commission on the Interdisciplinary Primary Care Workforce; reducing the time required for licensed nursing assistants to become certificated for medication administration to one year of practice rather than two; investments in community-based nursing precepting and mentoring programs; support for the New Hampshire Needs Caregivers Program; and promoting long-term health and wellness of children by training staff who work with at-risk families with young children.

We succeeded on several fronts: New Hampshire made historic investments in the State's Medicaid program; we will soon have certified community health workers eligible to receive Medicaid reimbursement for their invaluable services; nursing professionals can access an additional \$300,000 in State Loan Repayment Program funding; and licensed nursing assistants can now become certified in medication administration after one year of practice rather than two. Some of the investments sought by our Coalition were removed from the legislation last year because of staff shortages cited by DHHS.

For the 2025 session, the Coalition proposes increasing Medicaid rates and investing in the creation of a Public-Private Health Care Workforce Recruitment and Retention Hub. A hub and spoke model will allow the State to leverage its investments with those of for-profit organizations and rely on the expertise of health care leaders across the Granite State to

accomplish long-established and shared goals. Building on 30 years of experience and lessons learned in recruiting primary care providers for practices throughout the state, we propose for the short term and to hit the ground running, that the State expand a current public-private partnership with the State of New Hampshire and Bi-State Primary Care Association's Recruitment Center. This new effort aims to grow and strengthen the infrastructure needed to sustain and transform community-based primary care services, especially in rural and underserved areas, but also allow for private investments from health care organizations which would expand beyond public funding.

The goal is to grow existing public and private partnerships that facilitate workforce development, recruitment, and retention of primary care providers including primary care physicians, nurse practitioners, physician assistants, dentists, dental hygienists and mental health and substance use disorder clinicians. In addition to expanding national marketing efforts to attract more primary care providers to the state, the collaborative will support nursing preceptor and mentoring programs; provide training and technical assistance on recruitment and retention programming; provide critical training for staff working with infants and young children who are at risk of abuse and neglect; and establish a new loan repayment program for health care workers currently excluded from state and federal loan repayment programs. The Public-Private Health Care Workforce Recruitment and Retention Hub will manage the following programs, rather than requiring the State to build and operate the programs:

- Area Health Education Center Workforce Pipeline Development
- Loan Repayment Programs for clinicians currently excluded from state and federal programs
- Funding for nursing supervisors and advanced practice nursing preceptors and financial support for host organizations
- New Hampshire Needs Caregivers
- Family Medicine Residency Program in the North Country
- Early Childhood Family Mental Health Credentials

The 2025 legislation also calls for a modest 3% Medicaid rate increase for providers. This proposal reflects increased workforce costs and other cost increases and invites the State to work to keep pace with these costs on a year-to-year basis, rather than address rate shortfalls with very large increases every 10 years, as was the case in the 2024-25 budget.

We emphasized in 2019, and we do again now, that the workforce shortage is slowing the state's economy and jeopardizing the ability of our businesses (both profit and not-for-profit) to thrive, fulfill their missions, and serve those in need. We believe the Public-Private Health Care Workforce Recruitment and Retention Hub will allow health care organizations across the state to better meet the health care needs of Granite Staters through a relatively small State investment that will be expanded upon through private investment opportunities.

We hope that you will support this systematic approach to addressing our health care workforce crisis. As of today, the health care workforce pipeline development bill – SB 244, relative to health care workforce investments – is supported by the following organizations:

Alzheimer's Association, Massachusetts/New Hampshire Chapter

Ascentria Care Alliance

Bi-State Primary Care Association

Catholic Charities New Hampshire

Disability Rights Center - New Hampshire

Elliot Health System

Granite State Home Health & Hospice Association

Greater Nashua Chamber of Commerce

HealthForce New Hampshire

LeadingAge Maine & New Hampshire

Legislative Commission on Interdisciplinary Primary Care Workforce

NAMI-New Hampshire

National Association of Social Workers, New Hampshire Chapter

New Futures

New Hampshire Academy of Nutrition and Dieticians

New Hampshire Alcohol & Drug Abuse Counselors Association

New Hampshire Area Health Education Center (NH AHEC)

New Hampshire Association for Infant Mental Health

New Hampshire Community Behavioral Health Association

New Hampshire Health Care Association

New Hampshire Hospital Association

New Hampshire Hunger Solutions

New Hampshire Nurses Association

New Hampshire Public Health Association

New Hampshire State Commission on Aging

Northeast Delta Dental

RS Consulting, LLC.

Jean School of Nursing & Health Sciences, Saint Anselm College

Southern New Hampshire Area Health Education Center (Southern NH AHEC)

University of New Hampshire System

Waypoint