

Partner Meeting: Health Workforce Initiatives

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Joy Gould
Director of Healthcare
Workforce Development
Maine DHHS
Joy.k.Gould@maine.gov

Healthcare Workforce Initiatives

Goal: Position Maine as a destination for health care workers

- Funding to help healthcare and human service employers recruit talent, grow their skills, and retain them
- Inclusive of Behavioral, Physical, Dental, and Emergency health providers as well as Home & Community Based Service providers



Snapshot of Maine Health Workforce Strategies

Strategy #1: Recruitment

- Healthcare Career Navigators (DOL/DHHS): support at career centers for those looking to begin or re-enter healthcare careers
- Healthcare Workforce Marketing Campaigns

Strategy #3: Pathways to Advancement

- Apprenticeships
- Retention & Career Ladder
- Tuition support

Strategy #2: Expand Healthcare Training & Education Programs

- Preceptorships & GME Expansion
- Curriculum Development
- CTE Strengthening
- MCCS UMS expansion of allied health degrees

Strategy #4: Financial Support

- FAME
- HRSA
- MaineCare improvements

Marketing and Workforce Attraction Interconnected Strategies

Careers with Purpose

- Phase 1 attract HCBS/Direct Service workers
- Phase 2 attract Behavioral Health workers and Clinician level roles

Financial Incentives:
recruitment and retention, FAME updates, Earn While you Learn programs

Healthcare Training for ME
Attract Students/Career Changers into Training/Education programs

CMS Nursing and CNA Campaign

- Attract CNA students, feeds into Healthcare Training for ME
- Recruit nurses into SNF positions by leveraging **tuition reimbursement**

Marketing and Workforce Attraction Interconnected Strategies

Coming in 2025...

- Updates to the Healthcare Training for ME website and launch of a student attraction campaign.
- Expansion of the Careers with Purpose campaign to include clinician level roles.

For awareness...

CMS is launching a [nationwide Nursing and CNA initiative](#) aimed at improving care through increased staffing.



Healthcare Training Resources

Careers with Purpose Success Stories Career Paths Resources Search Jobs

Connecting lives, advancing community.

Your resource for finding home and community-based jobs that make a difference. Search for flexible full- or part-time positions or connect with a career navigator who will guide you toward the right fit. Some roles even offer paid training to help you start right away!

Start Your Journey Now



I'm helping another human being become the person that they were always meant to be. That doesn't feel like a job. It feels like I'm doing what I was meant to do, and I'm getting paid for it. I love it. And I couldn't imagine doing anything else.

— MacKenzie K

Talent Pipeline

Health Career Pathway Navigators (DOL)

Deployment of health career pathway navigators within the Career Center system.

Career Center staff with expertise in healthcare pathways can:

- Guide job seekers and incumbent workers in how to access stackable credentials, credit for prior learning, health care apprenticeships and healthcare jobs
- Assist medical professionals with out-of-state or foreign trained credentials to quickly re-enter or advance in the healthcare sector in Maine

Training Resources

Healthcare Training for ME is a statewide **collaboration of educational institutions and government agency partners** convened to ensure Maine's workers and employers can easily access healthcare training opportunities and supports.

<https://www.maine.gov/healthcaretrainingforme>

Collaborative Partners

Primary roles	DOL	MCCS	DHHS	Adult Ed	UMS
Receiving, triaging and responding to requests	X	X			
Assessing more complex or customized training requests	X	X	X	X	X
Providing payment for training	X	X	X		
Providing navigation support to individuals w/ training, career advising or wraparound needs	X	X	X	X	X
Providing navigation support to employers to meet unique workforce or training needs	X	X	X		
Providing training (enrollment, advising, financial aid support)		X	X	X	X

The Building Maine Preceptor Network

The Building-ME Network in partnership with many [clinical and academic partners](#), aims to create a statewide system to streamline clinical placements of trainees and preceptors in rural and underserved communities through an electronic matching platform. The work will focus on assuring trainees have supports while gaining experience in caring for Maine's diverse socio-economic, racial, regional, and underserved populations and communities.

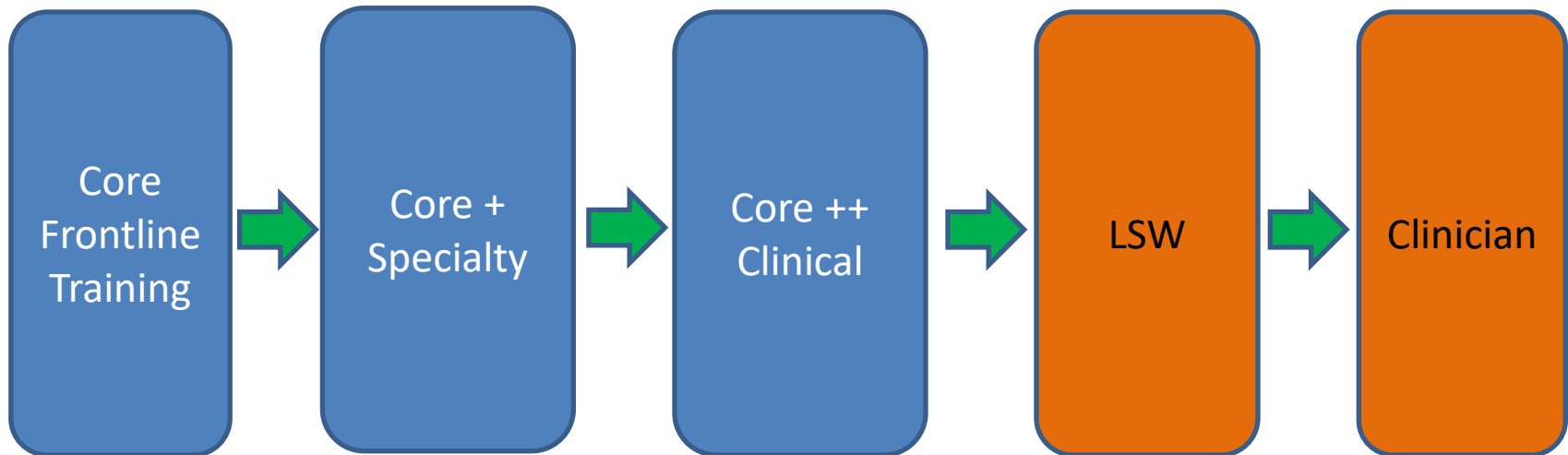
Building on Success:

- Trainees Placed in clinical/field placement sites: 709
- Trainees Hired at host sites: 181 (*does not include students still in clinical training*)
- First Time Preceptors taking on students: 88
- **NEW Preceptorship Programs Launched: 32**

Create Pathways

**Within Frontline
Jobs**

**Beyond Frontline
Jobs**



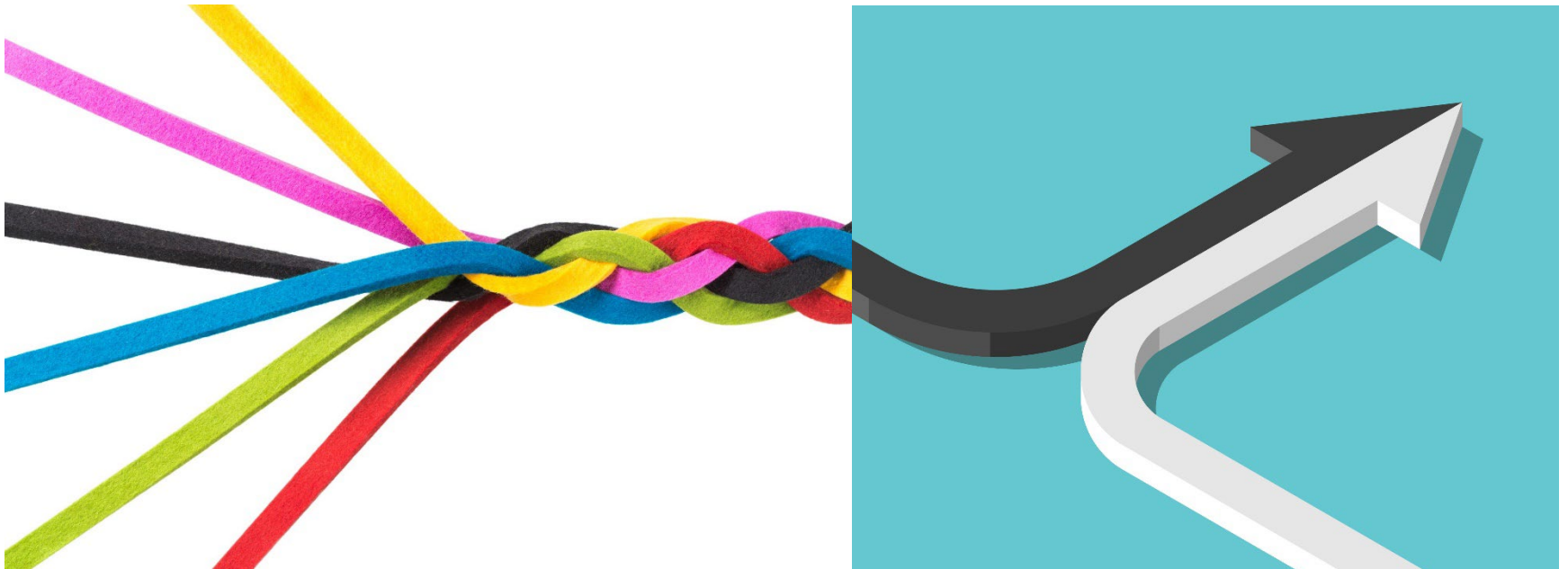
- Align training/certification to licensure
- Reinforce pathway with progressive reimbursement

Career Progression

- Redesign curricula and training programs to align required certifications for entry level positions such as BHP, Ed Tech, DSW, MHRT, CNA with college credit bearing courses and stackable credentials.
- This will allow front line staff to advance their careers and increase the pool of healthcare workers with degrees related to Maine healthcare needs and CMS guidelines.

Approach

1. Make frontline jobs more appealing
2. Make credentialing process more understandable and portable across providers
3. Create streamlined career pathways, within frontline roles and toward clinical roles



Career Pathways

- **Behavioral Health:**
 - BHP to Occupational Therapist or Clinician
 - Recovery Coach to Social Worker or Clinician (allow crossover)
 - Mental Health Rehabilitation Technician (MHRT) to MHRT-C to Clinician and/or LCSW
 - Crisis responder to LCSW
- **Home Care:**
 - Home Health Aide to LPN/Private Duty Nurse
- **Resident Care:**
 - DSW to CRMA to Clinician
 - DSW/DSP to Case Manager and Supervisor
- **Patient care:**
 - CNA to medical assistant or licensed practical nurse (LPN)
 - LPN to registered nurse (RN)
 - RN to BSN; BSN to advanced practice registered nurse (APRN)

DHHS Health Financial Strategies

Recent Maine Care rate increases: SUD Residential, Intensive Outpatient Programs, Medication Management, Children's Residential

HCBS Worker Bonus Initiative: \$126M, payments starting January 2022

Maine Care "Ramp" payments monthly in CY 2022

Maine Care Cost of Living Adjustments July 2022

Behavioral Health rate studies CY 2022

<https://www.maine.gov/dhhs/blog/dhhs-announces-mainecare-rate-system-improvements-2021-09-30>

To Learn More...

<https://www.maine.gov/jobsplan/>

<https://www.maine.gov/healthcaretrainingforme>

<https://www.maine.gov/dhhs/obh>

<https://www.maine.gov/dhhs/oads/providers/workforce-development-and-retention>

<https://www.maine.gov/dhhs/oms/about-us/projects-initiatives/mainecare-rate-system-reform>