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# Governor's Task Force on the Healthcare Workforce *2025-27 Budget Provisions*





# Task Force Overview



## Executive Order

- The task force shall gather and analyze information and produce an advisory action plan for the Governor.
- The task force shall provide its action plan for 2025-27 biennial budget consideration no later than September 1, 2024, and shall disband after the plan is submitted.

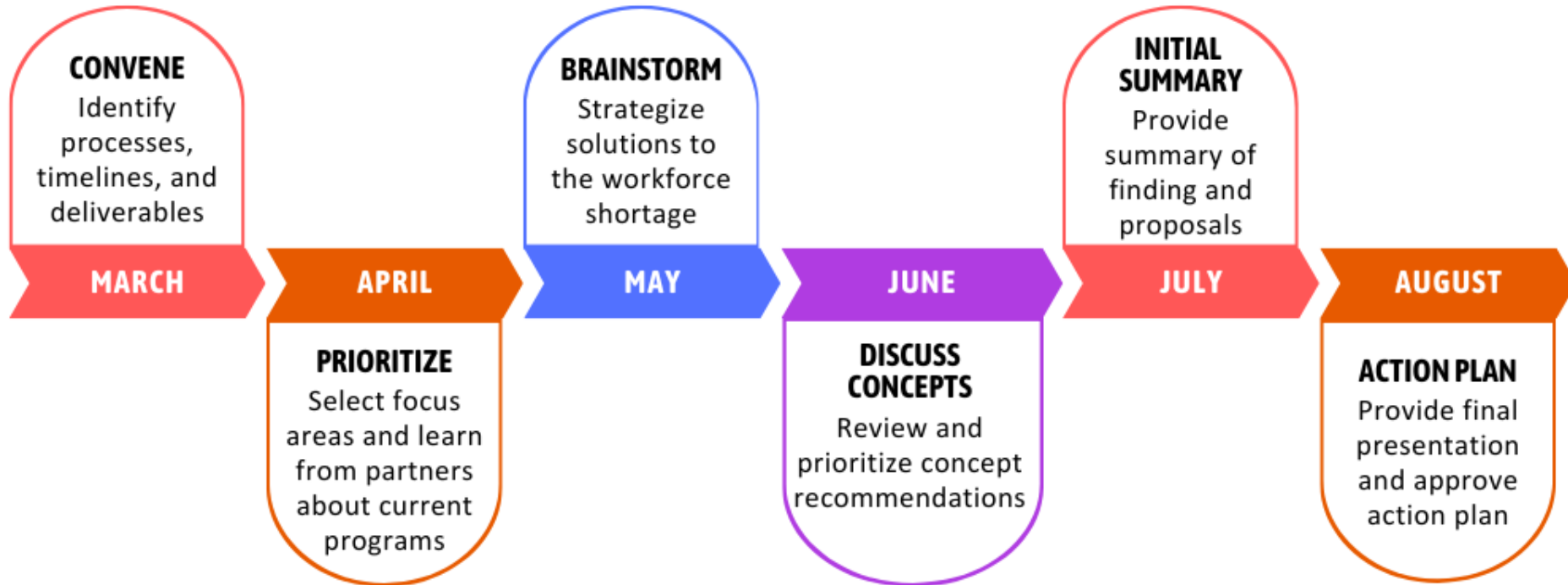
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# Membership

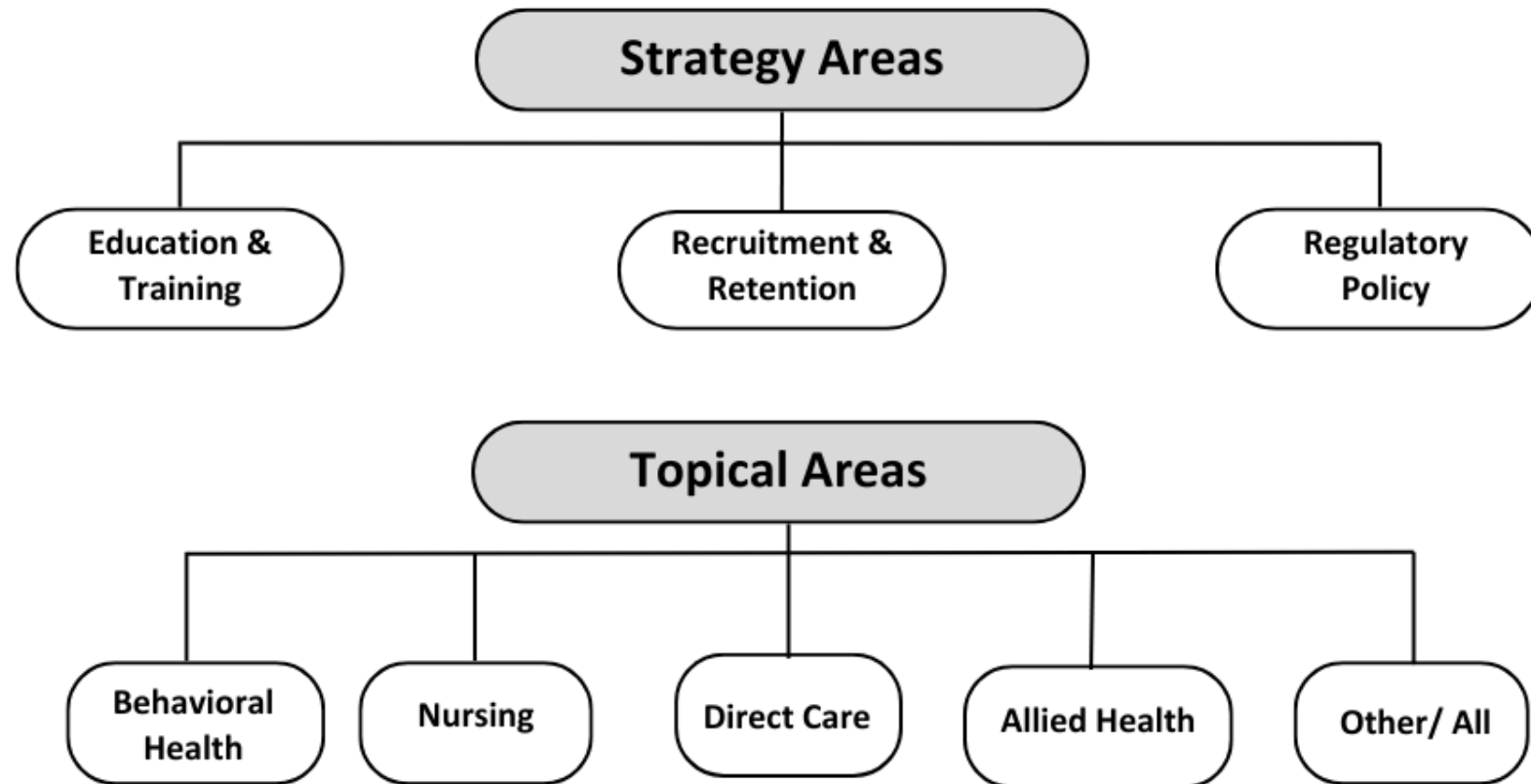
25 members

- Leadership:
  - Lieutenant Governor Sara Rodriguez
  - Secretary Kirsten Johnson, Department of Health Services
  - Secretary Amy Pechacek, Department of Workforce Development
- Health systems
- Educators
- Providers
- Community partners

# Timeline



# Priorities Identified





# Task Force Action Plan



# Current Status of Wisconsin's Healthcare Workforce

The report details shared challenges, such as:

- Demographics (for rural and aging populations).
- High cost of living and education (including childcare and housing).
- Education and training pipelines (lack of resources for schools).
- Burnout and safety concerns among health professionals.



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# Current Status of Wisconsin's Healthcare Workforce

The report also analyzes challenges for prioritized areas:

- Financial, educational, and workplace challenges for behavioral health, nursing, direct care, allied health, and other professions.
- Federally designated shortage areas for behavioral health, oral health, and primary care.

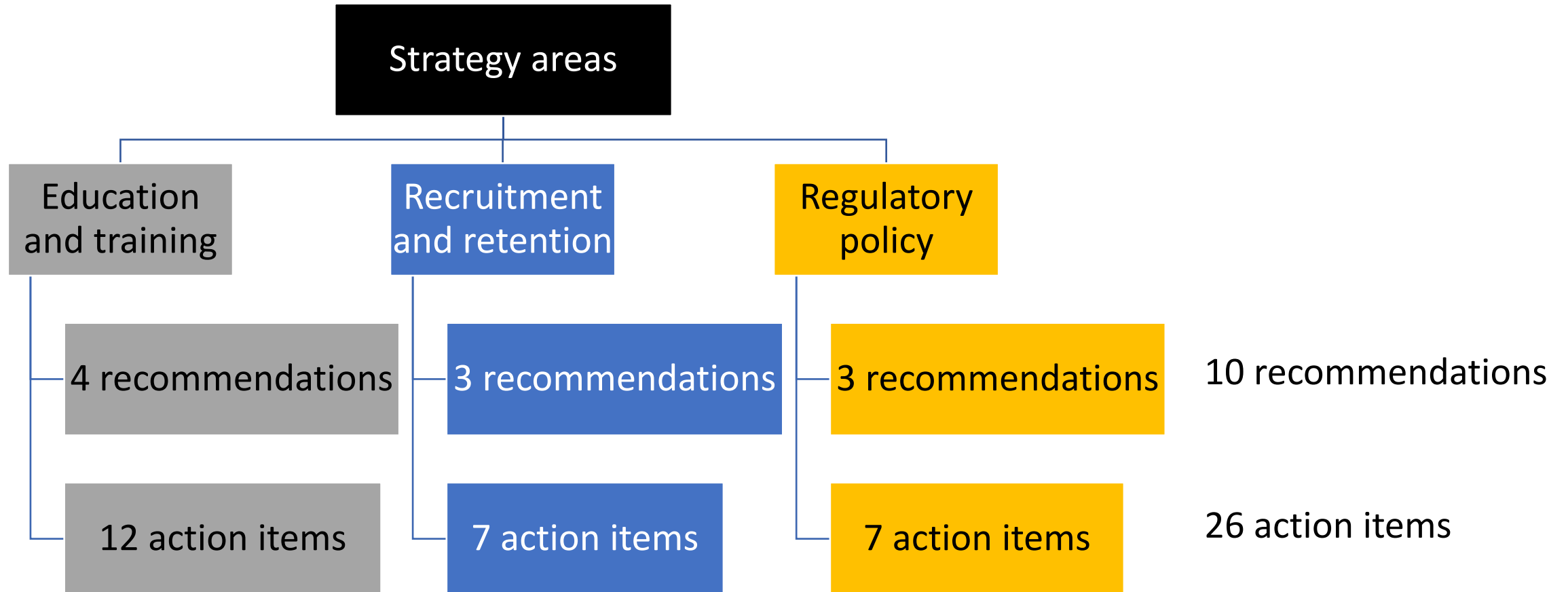


# State Investments in the Healthcare Workforce

The report describes:

- Current state programs that support the healthcare workforce.
- Prior state budget allocations (proposed and enacted).
- Federally-funded investments, such as through the American Rescue Plan Act.

# Final Recommendations



# Recommendations: Education and Training

## 1) Support health professions faculty.

- **\$56 million GPR** to recruit and retain the best educators and staff. (*UW System #4*)
  - Strengthen clinical training partnerships and provide preceptor compensation.
- **\$4 million GPR** to expand the nurse educators program. (*Higher Educational Aids Board #3*)
  - Forgivable loans would be available to full-time and part-time faculty and include allied health, behavioral health, dental health, and nursing faculty.

# Recommendations: Education and Training

## 2) Strengthen clinical training and experience.

- **\$3.7 million GPR** for a family medicine residency program. (*Medical College of Wisconsin #1*)
- **\$3 million GPR** for the Qualified Treatment Trainee grant program to help address a shortage in the behavioral health workforce. (*DHS #78*)

# Recommendations: Education and Training

## 3) Reduce barriers to training.

- **\$8.6 million all funds** for the WisCaregiver Careers program. *(DHS #56)*
  - Addresses the shortage of direct care professionals by supporting recruitment, training, and retention of those who care for older adults.
- **\$5 million GPR** to increase training grants for allied health professionals and clinicians. *(DHS #38)*

# Recommendations: Education and Training

## 3) Reduce barriers to training.

- **\$603,000 GPR** to pay General Education Development (GED) testing costs to increase high school equivalency attainment and open doors to employment or postsecondary opportunities. (*Department of Public Instruction #49*)
- **\$300,000 PR** to create a tuition reimbursement pilot program for former nurses to participate in a nurse refresher course at a technical college. (*Department of Safety and Professional Services #9*)



# Recommendations: Education and Training

## 4) Expand apprenticeships and other learning opportunities.

- **\$83.6 million GPR** to enhance the state's talent pipeline through services such as experiential learning, student wraparound services, loan forgiveness, and continuing education. (*UW System #3*)
- **\$20 million GPR and 1.0 position** to establish the Wisconsin Workforce Advancement program to address barriers to employment. (*Department of Workforce Development #2*)

# Recommendations: Education and Training

## 4) Expand apprenticeships and other learning opportunities.

- **\$3.75 million GPR** for on-the-job health care training for Registered Apprenticeships. *(DWD #3)*
- **\$3 million GPR** to increase access to health science through funding for career and technical student organizations and for higher education institutions to support innovative methods such as dual enrollment. *(DPI #26 and UW System #2)*
- **\$1 million GPR** for a Wisconsin Fast Forward Health Care Industry grant program to support healthcare workforce development through apprenticeships, training programs, and education models. *(DWD #4)*

# Recommendations: Recruitment and Retention

## 5) Increase payer support for recruitment and retention.

- **Save \$1.9 billion GPR** and draw down **\$2.5 billion FED** by expanding Medicaid. *(DHS #1)*
- **\$9.3 million all funds** to increase Medicaid reimbursement rates for medication assisted treatment. *(DHS #25)*
- **\$6 million all funds** for Aging and Disability Resource Center (ADRC) modernization. *(DHS #54)*

# Recommendations: Recruitment and Retention

## 6) Foster recruitment and retention in areas of need.

- **\$9.4 million GPR** to expand grants for dental services by the Marquette University School of Dentistry and grants to low-income dental clinics.
  - Provide one-time funding to Marquette to establish an oral and maxillofacial surgery residency program. (*DHS #35-37*)
- **\$2 million GPR** for the Health Care Provider Loan Assistance program and Rural Physician Loan Assistance program. (*UW System #2*)
  - Expand eligibility for behavioral health practitioners, substance use disorder treatment professionals, and dental therapists in high-need areas.
- Expand eligibility for rural dentistry scholarships to include specialty dentists and dental general practice residents. (*HEAB #4*)

# Recommendations: Recruitment and Retention

## 7) Support regional innovation.

- Establish a Workforce Innovation Grant Fund for grants to regional entities for locally driven solutions to workforce challenges. **\$25 million GPR** will be used to address healthcare workforce shortages. *(DWD #1)*
- **\$7.5 million GPR** for Provider Innovation Grants to support employer-based workforce development solutions. *(DHS #48)*
- **\$1 million PR** for navigator outreach to help the direct care workforce navigate existing health insurance benefits, public health insurance options, and other programs. *(Office of the Commissioner of Insurance #38)*

# Recommendations: Regulatory Policy

## 8) Support expanded pathways to licensure.

- **\$16.6 million all funds** for Medicaid reimbursements to community-focused providers (community health workers, doulas, and certified peer specialists). *(DHS #8)*
- **\$422,300 PR and 3.0 positions** to enhance licensure opportunities in Wisconsin through health-related multistate compacts and reciprocity agreements. *(DSPS #8)*

# Recommendations: Regulatory Policy

## 9) Strengthen state capacity to support licensure.

- Invest in credentialing by providing:
  - **10.0 PR positions** for credential application processing;
  - **14.0 PR positions** for call center staffing for timely assistance of credential holders and applicants; and
  - **1.0 PR position** to ensure timely implementation of administrative rules for health professions. *(DSPS #1, #2, and #7)*





# Recommendations: Regulatory Policy

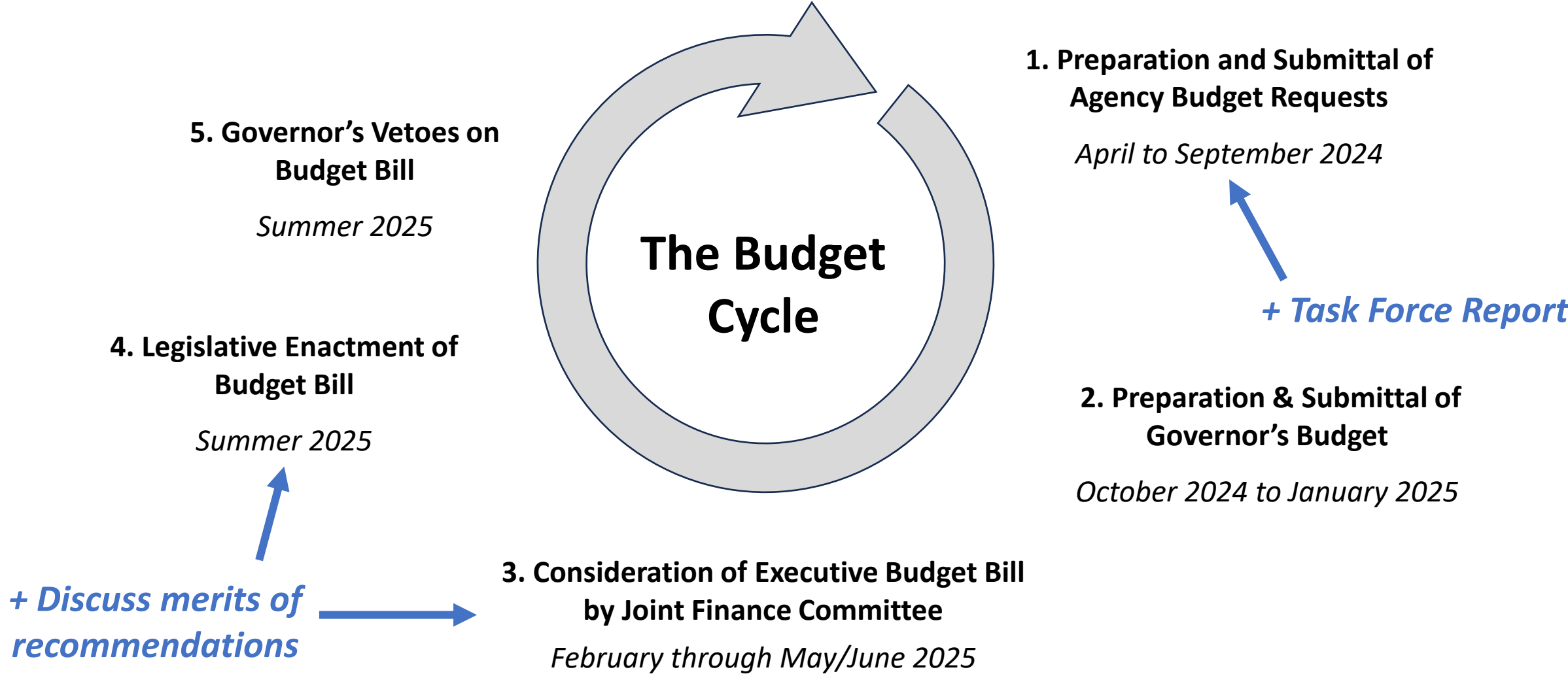
## **10) Strengthen workforce monitoring and support.**

- **\$1.6 million GPR** to contract with a nongovernmental entity for a statewide clinician wellness program. *(DSPS #4)*



# References

# State Budget Process





# References

- [Full Report](#)
- [One Page Summary](#)
- Budget Handout

# Thank you!

