

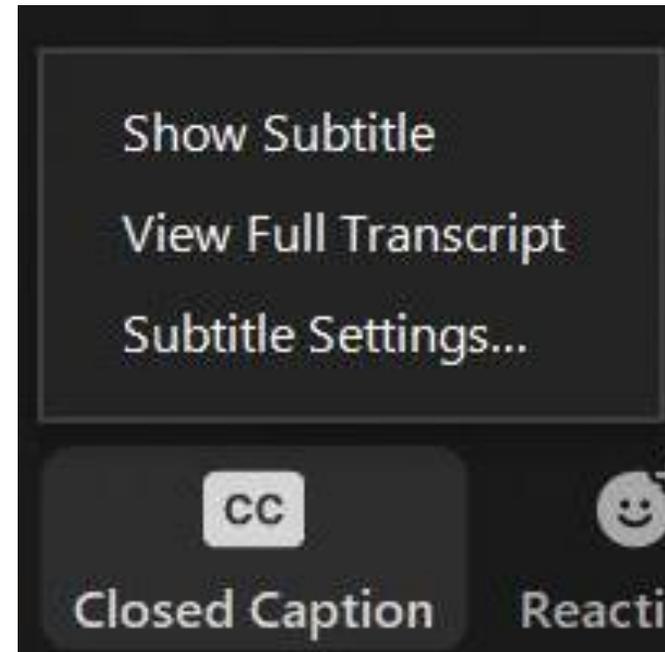
Creating a Collective Approach to Address an Aging NH

NH Alliance for Healthy Aging
Quarterly Meeting
December 8, 2022

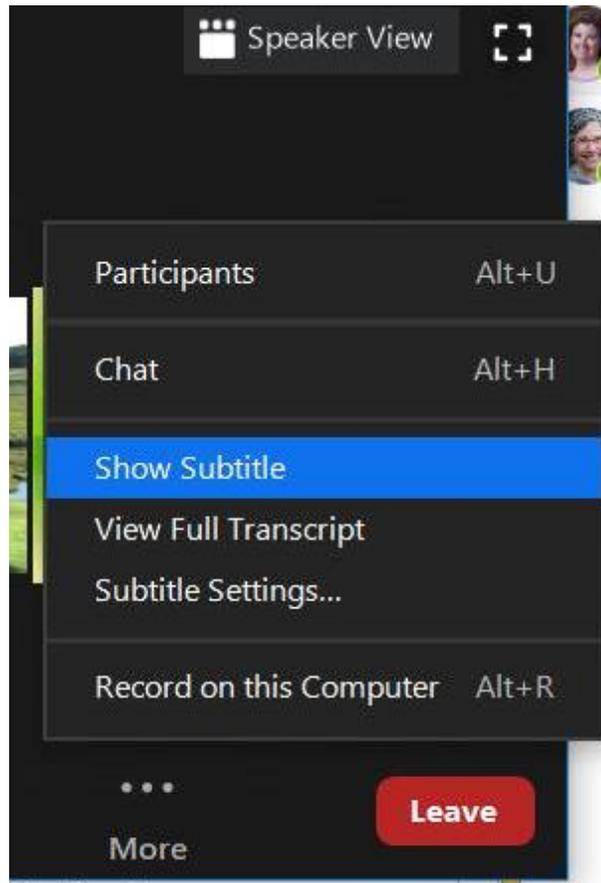


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IF YOU WANT TO GO FAST,
GO ALONE.

IF YOU WANT
TO GO FAR,

go
TOGETHER.

- african proverb

Agenda

- Welcome and Housekeeping
- Brightspot: HealthForce NH
- State Plan on Aging Planning Process
- Small group discussion of needs of older people across NH
- NHAHA Advocacy Update
- General NHAHA Updates and Wrap up



“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” can be interpreted broadly.
- “Medically underserved” is not limited to organizations physically located in medically underserved designated areas.
- Funds were directed by the Forward Fund to address the health care workforce needs of New Hampshire.

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 the workforce and the pandemic fueled 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.

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

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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

The Forward Fund stepped in with a plan

Spring
2020

- ▶ The Forward Fund at the Endowment for Health conducts assessment of state health care workforce plans and NH workforce development efforts, looking at isolated and collective efforts.

Fall
2020

- ▶ Diverse group of 50 stakeholders convened to build relationships and synergy among the many existing workforce initiatives, share lessons learned, and identify barriers, gaps, and needs.

April
2021

- ▶ Endowment for Health engages CHI/JSI to facilitate development of an *Actionable (two-year) Statewide Health Care Workforce Strategic Plan*.

May
2021
- Jan
2022

- ▶ 70+ stakeholders (advocates, educators, policy makers, regulators, labor specialists, providers, employers) participate.
- ▶ 4 workgroups (1) Pipeline, Recruitment and Retention; (2) Policy & Regulatory; (3) Data; and (4) Governance meet 4 times to establish “action agendas” with goals, objectives, 107 strategies (including priorities & quick wins), timelines, and stakeholders.

Feb -
March
2022

- ▶ “Giving Care” strategic plan finalized; release begins.

Align Priorities and Actions

Improving NH's healthcare workforce

Coordinate existing workforce initiatives

Enhance recruitment and retainment by improving compensation, reducing barriers, minimizing burden

Support quality professional development and technical assistance

Actions

Create
workforce
oversight
body

Improve
compensation
& reduce
burden

Enhance
professional
development

Create
technical
assistance hub

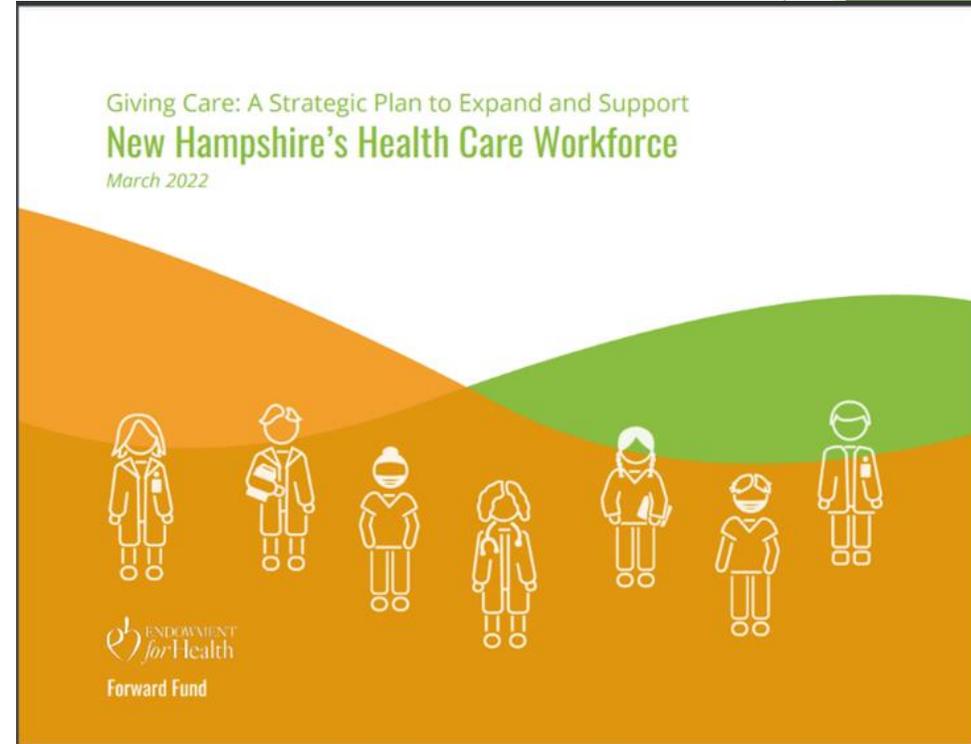
Apply other
recruitment,
retainment
incentives

4 Workgroups, their 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.
 - ▶ **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.
 - ▶ **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.
 - ▶ **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.

That work produced the Giving Care Report

- ▶ A *statewide* Workforce Strategic Plan intended to share innovative ideas and stimulate action in *all* healthcare sectors across *all* role types.
- ▶ A vital link to promising practices.
- ▶ A tool to help us work together as interested parties committed to improving the health of the people of New Hampshire.
- ▶ A platform for future collaborative work under the title HealthForce NH.





Coalescing Around a Sustainable Strategy



Find us at
HealthForceNH.org

Designing the Future of Our Healthcare Workforce

We are a **collaborative of healthcare providers, practitioners, and educators banding together** with state government and business leaders.

INTERESTED? BOOK A SPEAKER!



The health and wellness of Granite Staters rely on the contributions of the full spectrum of roles that make up our healthcare workforce.

Our mission is to promote innovative partnerships and cross-sector collaboration to **grow, retain, and sustain** a robust healthcare workforce.
This is our vision.



Granite Staters are cared for by a healthcare workforce that shares their culture and values. All potential workforce can access resources to pursue careers in healthcare.



Our healthcare workforce is valued and recognized. With high job satisfaction and quality of life, they are invested in contributing to quality care for all.



A resilient healthcare system is supported by dynamic cross-sector policies. These help to attract and retain workers and create healthy communities.

We honor every member of this critical workforce — providers, technicians, administrators, operations and facility staff — and are dedicated to fulfilling the HealthForce NH mission on their behalf.

Highlights of Early Implementation Efforts



MEDIA OUTREACH
AND SPEAKERS
BUREAU



ENGAGING
MULTIPLE STATE
DEPARTMENTS

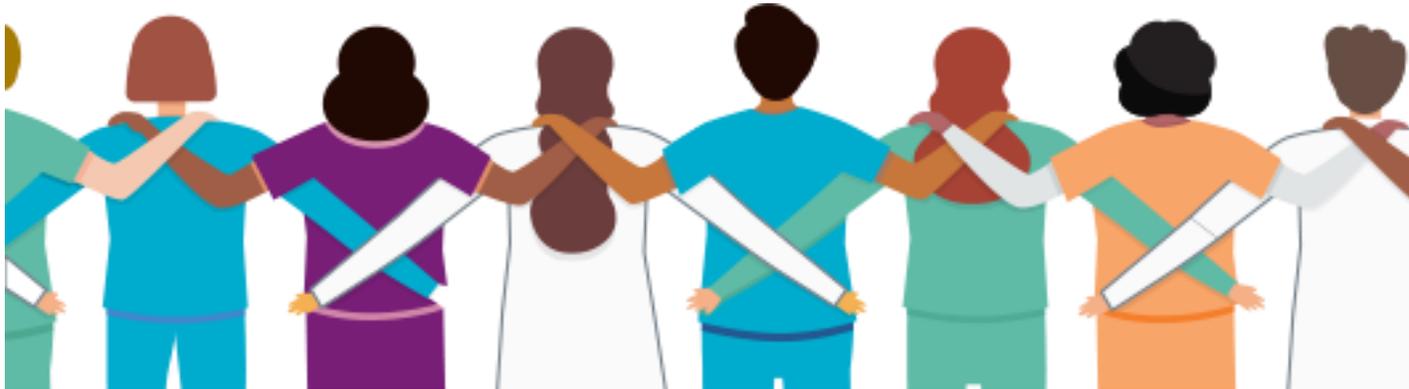


EARLY FUNDING
SUCCESS



FOCUSED
ADVOCACY

What are we asking of those who participate?



Individual sectors within healthcare will continue to prioritize and optimize their unique sector and member needs *and* will participate in systemic solutions that add value to healthcare in New Hampshire



NEW HAMPSHIRE
DHHS
DEPARTMENT OF
HEALTH & HUMAN SERVICES

Bureau of Elderly and Adult Services

**State Plan on Aging
2024-2027**

Wendi Aultman, Bureau Chief

wendi.Aultman@dhhs.nh.gov

State Plan on Aging 2024-2027

Being Developed by:

**NH Department of Health and Human Services,
Bureau of Elderly and Adult Services**

With Guidance and Support from:

**State of New Hampshire Commission on Aging
NH Alliance for Healthy Aging**

Signed by:

**State of New Hampshire Governor
Commissioner, NH Dept. of Health and Human Services
Chair, State of NH Commission on Aging**

State Plan on Aging 2024-2027

The goal of the New Hampshire State Plan on Aging is to Advance the state's efforts in understanding, serving, supporting and celebrating older adults across our State.

Older Americans Act – The Aging Network

Federal Legislation, Established in 1965

Provides home and community-based social support services to the older adult population.

1965: Three Important Programs Enacted

- *Medicare*
- *Medicaid*
- *Older Americans Act (OAA)*



“Every State and every community can now move toward a coordinated program of services and opportunities for our older citizens.”

Timeline*

Review progress of current State Plan and what will be important to continue

Survey and Listening Sessions

Drafting of State Plan on Aging

December 2022

February and March/2023

March 2023

April and May 2023

Survey Finalized and Distribution begins

- 5 virtual Listening Sessions
- 5 in-person Listening Sessions
- Compile Survey results

- Finalize Review of Survey results
- Review of Listening Session input
- Begin Drafting

- Preliminary Draft provided to Administration for Community Living (ACL)
- Draft Goals, Objectives and Strategies

Final Draft of State Plan on Aging June 2023

- Finalize Goals, Objectives, Strategies
- Finalize Executive Summary
- By beginning of June, submit request from DHHS Commissioner for Gov. Signature for Draft State Plan
- Draft State Plan due to ACL by June 30, 2023

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*Dates and activities are subject to change

BEAS must submit a draft plan by June 30, 2023. The time period for this next plan would be October 1, 2023 to September 30, 2027

State Plan Key Topic Areas Prescribed by ACL:

- Older Americans Act (OAA) Core Programs
- COVID 19
- Equity
- Expanding Access to HCBS
- Caregiving

State Plan on Aging

10 Listening Sessions Across New Hampshire!

Dates, Locations, Logistics to be finalized in coming weeks

5 Virtual Sessions

- Coordination with Senior Centers around the state
- Offered to anyone statewide
- Sessions for targeted groups, i.e. LGBT

5 in-person Sessions

- Offered in 5 locations around the state
- Co-facilitated with BEAS, AHA, NH COA



State Plan on Aging Listening Session Goals

1. *To provide an overview of the State Plan on Aging, and the critical role of our community in this process;*
2. *To engage older adults in the development and promotion of the State Plan on Aging;*
3. *To discuss what is going well, what needs attention, as well as opportunities in our communities; and*
4. *To begin collecting input and feedback for the development of the NH State Plan of Aging.*

State Plan on Aging Listening Session Questions

- 1. What is working well in your community as it relates to aging?*
- 2. What is not working well in your community as it relates to aging?*
- 3. How can NH better serve and support its aging population today and in the future?*
- 4. What do you need to continue living in your home as you get older?*
- 5. What can we do to reduce isolation for older adults in NH?*

Please Help Us Spread the Word!

Invite others in your community to:

1. Attend 1 of 10 listening sessions across the State, and
2. Take the SPOA Survey:

New Survey Link will be inserted shortly

The current State Plan on Aging can be found on the Department of Health and Human Services website at:

<https://www.dhhs.nh.gov/sites/g/files/ehbemt476/files/documents2/beas-nh-state-plan-on-aging.pdf>



NHAHA Quarterly Meeting Advocacy Update



NEW HAMPSHIRE ALLIANCE
FOR HEALTHY AGING





Patrick McDermott
AARP Volunteer

Andrea Sebastian
Host / Producer



Join the Conversation: Establishing a Direct Care Worker Council



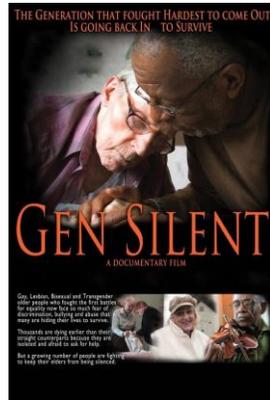
Long-Term Services and Supports in New Hampshire

*A Review of the State's Medicaid Funding for
Older Adults and Adults with Physical Disabilities*

July 2022

Celebrating Our 2022 Achievements

NH Alliance for Healthy Aging Diversity, Equity and Inclusion Webinar Series



FIND A VOLUNTEER OPPORTUNITY

FIND A VOLUNTEER OPPORTUNITY **VOLUNTEER DRIVER FAQ**

Welcome!

Volunteering is one of the most important and meaningful ways to give back to your community and to your neighbors. As a prospective driver for a volunteer driver program, helping others to get to medical appointments, vaccine and booster appointments, shopping, or other basic needs can provide crucial assistance to others. As a driver, you have the potential to reach into someone's life and help that person stay connected to their community.

If you're not familiar with Volunteer Driver Programs, that's okay! Volunteer Driver Programs (VDPs) help people maintain their health and

FIND A VOLUNTEER OPPORTUNITY

Use the map to find a Volunteer Driver Program near you and start giving back. The program listing also provides an opportunity to request a follow-up email or phone call from the VDP serving your town.

Get in touch and find out what you can do to help!



“Coming together is a beginning, staying together is progress, and working together is a success.” – *Henry Ford*

Upcoming NHAHA Quarterly Meeting Dates

Wednesday, March 8th, 2023

Thursday, June 8th, 2023

Wednesday, September 13th, 2023

Thursday, December 14th, 2023

Thank you for participating!

For questions or additional information, contact:

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