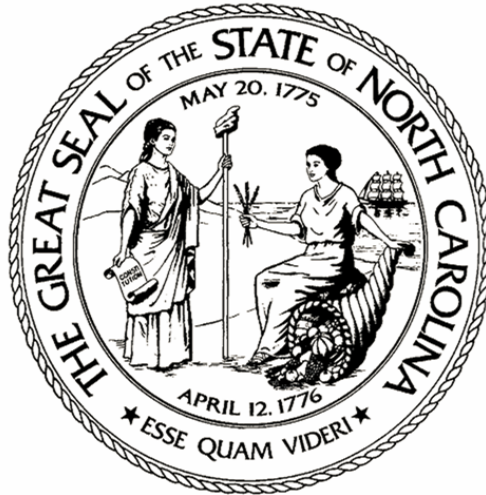


Comprehensive Workforce Development Program

SL 2023-7, Section 2.2.(c)



Report to the

**Joint Legislative Oversight Committee on
Health and Human Services**

and

**Joint Legislative Oversight Committee
on Medicaid**

by

**North Carolina Department of
Health and Human Services**

April 15, 2026

Executive Summary

North Carolina Session Law 2023-7, Section 2.2 required the NC Department of Health and Human Services (DHHS); the NC Department of Commerce (Commerce); and key health, education, and workforce stakeholders to develop a multifaceted plan to support workforce development opportunities for Medicaid beneficiaries and the expansion of the healthcare workforce. While the vast majority of adults with Medicaid work, many are employed in jobs that lack access to employer-sponsored healthcare. A collaboration between DHHS, Commerce, and other partners provided an opportunity for holistic support of individuals' health and employment needs. DHHS, Commerce, and partner agencies developed a robust plan and proposal to provide greater access to workforce services for Medicaid beneficiaries and to address North Carolina's growing need for healthcare workers.

Session Law 2023-7, Section 2.2.(b) required DHHS to report to the Joint Legislative Oversight Committee on Medicaid and the Joint Legislative Oversight Committee on Health and Human Services on the method determined to best provide Medicaid beneficiaries and beneficiaries of other relevant social service programs an initial assessment and consultation with a workforce development case manager, or other similar professional. That report was respectfully submitted jointly by both agencies in December 2024.

SL 2023-7, Section 2.2.(c) further required that, beginning in 2025, DHHS, in collaboration with Commerce, report to the Joint Legislative Oversight Committee on Medicaid and the Joint Legislative Oversight Committee on Health and Human Services, on Medicaid participation numbers and outcomes of workforce development programs for Medicaid beneficiaries and beneficiaries of other relevant social service programs (Workforce Development Opportunities annual report).

In the initial report submitted in September 2025, DHHS and Commerce did not have any progress metrics to report. To address the noted gaps and provide services at the scale needed for meaningful impact across the state, additional funds must be made readily available. Until DHHS and Commerce receive funding to implement new workforce development programs, no metrics will be available to report.

Appendix:
S.L. 2023-7

SECTION 2.2.(c) Beginning February 1, 2025, and for five years thereafter, DHHS, in collaboration with Commerce, shall report no later than February 1 of each year to the Joint Legislative Oversight Committee on Medicaid and to the Joint Legislative Oversight Committee on Health and Human Services all of the following information:

- (1) The total number of Medicaid beneficiaries and beneficiaries of other relevant social service programs who have participated in workforce development, including the number of individuals who completed an assessment by a workforce development case manager or similar professional.
- (2) A breakdown of the types of workforce development services or programs that participants utilized, including specific information about the activities participated in by beneficiaries of Medicaid and other relevant social service programs.
- (3) General demographic information for the beneficiaries of Medicaid and other relevant social service programs who participated in workforce development programs.
- (4) The average length of time individuals who participated in workforce development programs and were eligible for Medicaid benefits or benefits under other beneficiaries of Medicaid and other relevant social service programs remained eligible for those benefits.
- (5) The number of individuals who were employed or reemployed in a position providing higher wages as a result of participation in a workforce development program.
- (6) The number of individuals who were no longer qualified for Medicaid or any other relevant social service program due to obtaining gainful employment or higher wages as a result of participation in any workforce development program.