

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
and**

North Carolina Department of Commerce

September 24, 2025

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).

As noted in the December report, DHHS and Commerce do not have any progress metrics to report in 2025. 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.

Since the release of the December 2024 report, H.R.1 was passed by Congress and signed into law by President Trump. H.R. 1 requires states to verify employment for the Medicaid expansion population for the first time in the program's history. NCDHHS has requested a meeting with Centers for Medicare and Medicaid Services to discuss implementation of this provision. Additional funding will be required for the state and counties to implement this or any related workforce development program.