

Maine Jobs and Recovery Plan: Healthcare Workforce Initiatives

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

The Maine Jobs & Recovery Plan is Governor Mills' plan, approved by the Legislature, to invest nearly \$1 billion in federal American Rescue Plan funds to improve the lives of Maine people and families, help businesses, create good-paying jobs, and build an economy poised for future prosperity.

Recruitment and Attraction

Healthcare Workforce Recruitment (DHHS): Invests in health care recruitment efforts to address workforce shortages in public-private partnership with providers

<https://healthcare.liveandworkinmaine.com/>

Direct Care Worker Multimedia Campaign (DOL): Design and implement a statewide multimedia campaign that promotes direct care worker jobs

<https://caringforme.org/>

Healthcare Workforce Navigators (DOL/DHHS): Career center staff with expertise to be able to guide jobseekers in healthcare career pathways. <https://www.mainecareercenter.gov/>

Healthcare Workforce Development and Education

Healthcare Workforce Retention & Career Ladder (DOL/DHHS): Invests in training and stackable credential attainment for incumbent frontline healthcare workers & establishes a tuition remission program. <https://www.maine.gov/healthcaretrainingforme>

Healthcare Apprenticeship (DOL): Structured yet flexible training programs designed to meet the specific needs of Maine employers through on-the-job learning and related classroom instruction. https://www.maine.gov/labor/jobs_training/apprenticeship/

Preceptorship (DHHS): Incentivize the expansion of clinical training and Graduate Medical Education at rural providers. *RFA upcoming*

Curriculum Development (DHHS) Curriculum redesign that will inventory credentials needed across provider types to make a crosswalk of all short-term certifications to streamline.

MCCS & UMaine System workforce development (UMS): Invests in workforce development plans to meet needs of workers, students, employers and COVID-19 affected industries, including healthcare.

CTE Strengthening (DOE): Invests in equipment and infrastructure to strengthen state's CTE programs

FAME loan repayment & scholarship funds (Finance Authority of ME) Provides funds to loan repayment programs for nurses, behavioral health, oral care sectors and scholarships for doctors. [Doctors for Maine's Future scholarship](#); [Chapter 620 Final Adopted-Rule](#)

Resources for Healthcare Providers

ARPA funding for Health Centers:

<https://bphc.hrsa.gov/program-opportunities/american-rescue-plan>

Maine awards: \$41M to 18 providers: <https://bphc.hrsa.gov/program-opportunities/american-rescue-plan/awards/me>

DHHS Recruitment and Retention Toolkit: <https://www.maine.gov/dhhs/recruitment-and-retention-toolkit>

No cost Job Boards

Maine Job Link: <https://joblink.maine.gov/employer>

- Create, edit, and manage an unlimited number of job postings for free.
- Search for qualified candidates and save those searches.
- Promote your company through your profile.
- Receive resume match alerts and referrals.
- Connect with CareerCenter staff for advice and support.
- Recruit staff through free in-person and virtual job fairs

Live and Work in Maine: <https://healthcare.liveandworkinmaine.com/>

Live + Work in Maine is creating a variety of (free) resources to be marketed and provided to Maine employers to aid in their recruiting and retention efforts. This is possible through a public/private partnership with Live + Work in Maine, Maine Dept. of Health & Human Services, and healthcare industry associations. This basic information will be used in ways such as: A map showing the geographically diverse healthcare employment opportunities in Maine and "Scraping" Maine healthcare employer jobs to a central job board.

Questions? Please email info@liveandworkinmaine.com

Retention and Resiliency:

Strengthen ME: Strengthen ME offers a range of free programs and services designed by Work Force EAP, a leading provider of employee assistance and work/life programs, specifically for healthcare workers who are experiencing heightened stress due to the ongoing effects of COVID-19 in communities across Maine. <https://workforceeap.com/Solutions/Strengthen-ME>

Critical Incident Responses: A critical incident is an event or situation that causes strong reactions and can result in trauma for some people if they do not have the support and resources to help them cope. With the heightened stress of the pandemic, it is crucial to provide stress debriefings to staff when a critical incident occurs in the workplace. Call **1-800-769-9819** to schedule a consultation.

Leadership Consultations: Unusual and/or difficult situations come up that are challenging from a leader's perspective. We are available to consult about these situations and offer guidance and best practices around how to handle them. Call **1-800-769-9819** to schedule a consultation or to discuss scheduling services for your team.

National Best Practice Models

The National Direct Care Workforce Resource Center

<https://www.phinational.org/national-resource-center/>

<https://www.chcs.org/resource/strengthening-the-direct-care-workforce-scan-of-state-strategies/>

Career STAT

CareerSTAT Guide to Investing in Frontline Health Care Workers

<https://nationalfund.org/our-resources/publications/guide-to-investing-in-frontline-health-care-workers/>

Maine Health Care Services Strengthened by Bipartisan Supplemental Budget for 2022-2023 <https://www.maine.gov/dhhs/blog>

April 25, 2022

On April 20, 2022, Governor Mills signed a bipartisan supplemental budget that invests \$522 million in total funding (\$202 million in State General Fund) in the programs run by the Maine Department of Health and Human Services (DHHS). This will enable the Department to tackle some of the state's most pressing problems, including ongoing impacts of the pandemic and Maine's longstanding health care and child care workforce shortages. Five key areas with support through the budget are described below.

COVID-19 and Behavioral Health Crisis Response: While the economic recovery in Maine has been strong, the health system continues to experience strain. This is why the budget includes one-time payments to help providers of health care, long-term care, and behavioral health services.

- \$50 million (\$14 million General Fund) MaineCare COVID-19 supplemental payment in fiscal year 2023 for hospitals, nursing facilities, and certain residential care facilities. This will help pay for the continued need for COVID-19 precautions – isolation units, frequent testing, higher labor costs, personal protective equipment – as well as caring for long-stay patients with the disease and pent-up demand for other types of care.
- \$21.4 million (\$15 million General Fund) to providers of Home and Community Treatment, Assertive Community Treatment, outpatient therapy for children and adults, Targeted Case Management, and children's residential services (PNMI-Ds) to help address immediate challenges facing Maine's [behavioral health system](#) in the wake of the winter COVID-19 surge.
- \$5.3 million (\$5 million General Fund) add-on payment in fiscal year 2023 for high MaineCare utilization in private non-medical institutions that care for residents who are older or have disabilities (PNMI-Cs), which have been critical to decompressing hospitals and maintaining the full range of long-term care residential beds.

MaineCare Reform and Improvements: The biennial budget [signed](#) by Governor Mills on July 1, 2021 included significant MaineCare payment rate increases to support higher wages for front-line workers and implement data-driven rates studies. The supplemental budget continues this work and expands coverage to children. Separate from rate increases and investments, the FY22 Supplemental Budget

adjusted on a one-time basis the MaineCare General Fund appropriation to account for the enhanced Federal Medical Assistance Percentage (FMAP) matching payments, which had no impact on providers.

- \$100 million (\$35.8 million General Fund) to fully implement biennial budget rate increases to support 125 percent of minimum wages for direct support services, which are more expensive as a result of higher-than-expected inflation, and to accelerate the cost-of-living adjustment for some providers to align with the start of the minimum wage policy on January 1, 2022.
- \$21.5 million (\$6.4 million in General Fund) to implement rates studies for behavioral health, consistent with bipartisan legislation (LD 1867) to codify a new system for setting MaineCare payment rates that promotes equity, consistency, and transparency.
- \$12 million (\$3.1 million General Fund) to expand the Children's Health Insurance Program that will improve health coverage for thousands of Maine children.

Child Care. Quality child care is critical to the early development of children and a pillar of a strong economy and growing workforce. The budget builds on the Department's [Child Care Plan for Maine](#) that outlines the vision and uses of over \$100 million in new Federal funding.

- \$12.1 million in General Fund dollars to increase pay for child care workers and early childhood educators, with higher amounts going to higher trained and educated workers.
- \$5.2 million in General Fund dollars to increase the Maine Jobs & Recovery Plan initiative to support construction and expansion of child care facilities, helping to address geographic gaps and supporting additional sites across Maine.

Child Welfare: As part of a comprehensive plan to improve Child Protective Services, DHHS has embraced a number of recommendations from Maine's Child Welfare Ombudsman, nationally recognized experts at Casey Family Programs, and others. The budget includes an investment of over \$10 million, and separate funding to [strengthen the Office of Maine's Child Welfare Ombudsman](#).

- \$2.8 million (\$2.2 million General Fund) investment in staff, including an additional 16 caseworkers and three caseworker supervisors dedicated to night and weekend shifts.
- \$3.2 million investment (\$2.6 million General Fund) to extend and expand the Homebuilders Program to support families.
- \$2 million investment of General Fund dollars to expand Family Visit Coaching from a successful pilot to a statewide program.
- \$1 million investment of General Fund dollars in the Parents as Teachers Program, allowing it to expand services.
- \$822,000 investment to expand access to Kinship Navigators services, to create a Parent Mentor Program, and to create a Child Protective Services' contingency fund.

Workforce and Infrastructure: DHHS is the largest department in state government and provides as well as manages privately delivered services. The budget strengthens its ability to meet its mission by including:

- 62 new positions, including child welfare workers, limited period positions for workers who help verify eligibility for benefits, an Oral Health Coordinator, a new Developmental Disabilities Resource Coordinator to help manage the growth in the waiver programs, new psychiatric nurse practitioners, and a Chief Operating Officer for the Division of Licensing and Certification.
- Several million for infrastructure such as roof repairs at the Dorothea Dix Psychiatric Center and expanded specialized PFAS testing at the State Health and Environmental Testing Laboratory (HETL), and relocation of HETL to a new building.