

Governor's Task Force on the Healthcare Workforce

In January 2024, Governor Tony Evers established the [Governor's Task Force on the Healthcare Workforce](#) by issuing [Executive Order #220](#). He charged the task force with gathering and analyzing information and producing an advisory action plan for the 2025-27 state budget consideration. From March to August 2024, the task force heard from healthcare experts and leaders, analyzed labor market data, and produced an [advisory action plan](#) for the Governor's review and consideration.

These recommendations are the work of healthcare providers, educators, policymakers, and community partners providing actionable strategies to ensure our healthcare workforce is resilient, well-supported, and equipped to meet the evolving needs of our population. In total, the task force adopted 10 recommendations with 26 action items representing a variety of policy and implementation approaches aimed at addressing issues such as education, training, recruitment, and retention of healthcare workers. These recommendations will help to move Wisconsin forward with sustainable solutions to retain, attract, and train talented workers to address our workforce challenges.

Recommendations

Education and training

1. Support faculty who teach health professions.

Expand the faculty workforce to increase schools' capacity to enroll students.

- ▶ Expand incentive programs for health profession educators.
- ▶ Increase compensation for health professions faculty

2. Strengthen clinical training and experience.

Expand access to clinical training and other hands-on experiences to help students complete the requirements to pursue healthcare occupations.

- ▶ Support preparation of clinical behavioral health counselors ([Qualified Treatment Trainee Grants](#)).
- ▶ Support clinical partnerships and preceptors.
- ▶ Expand experiential learning (simulation).

3. Reduce barriers to training.

Address the significant personal and professional costs of education to help Wisconsinites pursue and advance in healthcare careers.

- ▶ Fund wraparound services programs for students.
- ▶ Train direct care professionals and nurse aides through WisCaregiver Careers.
- ▶ Reduce general educational development and high school equivalency diploma (GED/HSED) costs for students.
- ▶ Increase training grants for allied health professionals and clinicians.

4. Expand apprenticeships and other learning opportunities.

Expand apprenticeships and early learning opportunities to help increase the pool of healthcare workers.

- ▶ Provide additional state funding for apprenticeship programs.
- ▶ Fund Worker Advancement Initiative Grants.
- ▶ Increase student access to health science and dual enrollment.

Recruitment and retention

5. Increase payer support for recruitment and retention.

Increase funding provided through Medicaid and other payers to help employers boost provider compensation.

- ▶ Expand Medicaid to support healthcare workers and fund workforce initiatives.
- ▶ Rate increases to strengthen the workforce for people who live in Wisconsin who are elderly or disabled.
- ▶ Rate increases to strengthen the behavioral health workforce.

6. Foster recruitment and retention in areas of need.

Encourage health professionals to practice in underserved communities across the state through state-sponsored incentive programs.

- ▶ Expand state incentives for health professionals serving in state-defined shortage areas.

7. Support regional innovation.

Invest in regional collaboration to help employers, schools, and other partners address local workforce challenges.

- ▶ Support employer-based workforce development solutions with Provider Innovation Grants.
- ▶ Support regional collaboration for workforce development through Workforce Innovation Grants.
- ▶ Support direct care professionals with health insurance benefits navigation.

Regulatory policy

8. Support expanded pathways to licensure.

Expand licensure pathways to keep patients safe while encouraging workforce participation among qualified professionals.

- ▶ Authorize Medicaid reimbursement for community-focused providers.
- ▶ Support pathways to licensure for qualified internationally educated professionals.
- ▶ Ratify and enter into multi-state licensing compacts.
- ▶ Revise faculty educational requirements.

9. Strengthen state capacity to support licensure.

Increase support for the state's licensing agency to help health professionals gain the necessary licenses and credentials.

- ▶ Maintain licensing improvements and enhance licensing support for applicants, employers, educators, and other partners.

10. Strengthen workforce monitoring and support.

Invest in workforce monitoring and support to help the state's licensing agency work with medical professionals to sustain workforce participation.

- ▶ Increase healthcare workforce wellness programming to support retention.
- ▶ Analyze existing and gather additional data on the healthcare workforce.