

STATE OF NORTH CAROLINA
DEPARTMENT OF HEALTH AND HUMAN SERVICES

JOSH STEIN
GOVERNOR

DEV DUTTA SANGVAI
SECRETARY

September 24, 2025

SENT VIA ELECTRONIC MAIL

The Honorable Larry Potts, Chair
Joint Legislative Oversight
Committee on Medicaid
North Carolina General Assembly
Room 307B1, Legislative Office Building
Raleigh, NC 27603

The Honorable Donny Lambeth, Chair
Joint Legislative Oversight
Committee on Medicaid
North Carolina General Assembly
Room 303, Legislative Office Building
Raleigh, NC 27603

The Honorable Benton Sawrey, Chair
Joint Legislative Oversight
Committee on Medicaid
North Carolina General Assembly
Room 521, Legislative Office Building
Raleigh, NC 27603

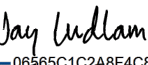
The Honorable Donna White, Chair
Joint Legislative Oversight
Committee on Medicaid
North Carolina General Assembly
Room 307B, Legislative Office Building
Raleigh, NC 27603

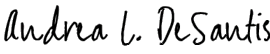
Dear Chairmen:

Session Law 2023-7, Section 2.2.(c), requires the Department of Health and Human Services (DHHS), in collaboration with the Department of Commerce (Commerce), to submit an annual report to the Joint Legislative Oversight Committee on Medicaid and to 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. Pursuant to the provisions of law, DHHS and Commerce are pleased to submit the attached report.

Should you have any questions regarding this report, please contact Karen Wade, Director of Policy, at Karen.Wade@dhhs.nc.gov.

Sincerely,

DocuSigned by:

06565C1C2A8F4C8...
Devdutta Sangvai
Secretary
NC DHHS

Signed by:

5104E21CB0B84B4...
Andrea DeSantis
Assistant Secretary for Workforce Solutions
NC Commerce



STATE OF NORTH CAROLINA
DEPARTMENT OF HEALTH AND HUMAN SERVICES

JOSH STEIN
GOVERNOR

DEVPUTTA SANGVAI
SECRETARY

September 24, 2025

SENT VIA ELECTRONIC MAIL

The Honorable Carla Cunningham, Chair
Joint Legislative Oversight Committee on
Health and Human Services
North Carolina General Assembly
Room 403, Legislative Office Building
Raleigh, NC 27603

The Honorable Donny Lambeth, Chair
Joint Legislative Oversight Committee on
Health and Human Services
North Carolina General Assembly
Room 303, Legislative Office Building
Raleigh, NC 27603

The Honorable Larry Potts, Chair
Joint Legislative Oversight Committee on
Health and Human Services
North Carolina General Assembly
Room 307B1, Legislative Office Building
Raleigh, NC 27603

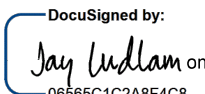
The Honorable Jim Burgin, Chair
Joint Legislative Oversight Committee on
Health and Human Services
North Carolina General Assembly
Room 620, Legislative Office Building
Raleigh, NC 27603

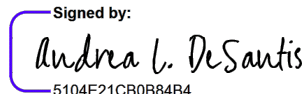
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Should you have any questions regarding this report, please contact Karen Wade, Director of Policy, at Karen.Wade@dhhs.nc.gov.

Sincerely,

DocuSigned by:
 Jay Udham on behalf of Devdutta Sangvai
06565C1C2A8F4C8...
Devdutta Sangvai
Secretary
NC DHHS

Signed by:
 Andrea L. DeSantis
5104E21CB0B84B4...
Andrea DeSantis
Assistant Secretary for Workforce Solutions
NC Commerce

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.