



STATE OF NORTH CAROLINA  
DEPARTMENT OF HEALTH AND HUMAN SERVICES

JOSH STEIN  
GOVERNOR

DEVDUTTA 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 Benton Sawrey, Chair  
Joint Legislative Oversight  
Committee on Medicaid  
North Carolina General Assembly  
Room 521, 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 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@dhs.nc.gov](mailto:Karen.Wade@dhs.nc.gov).

Sincerely,

DocuSigned by:

A blue rectangular box containing a handwritten signature of "Jay undlam" and the typed text "on behalf of Devdutta Sangvai".  
06565C1C2A8F4C8...  
Devdutta Sangvai  
Secretary  
NC DHHS

Signed by:  
A blue rectangular box containing a handwritten signature of "Andrea L. DeSantis" and the typed text "5104E21CB0B84B4...".  
Andrea DeSantis  
Assistant Secretary for Workforce Solutions  
NC Commerce



STATE OF NORTH CAROLINA  
DEPARTMENT OF HEALTH AND HUMAN SERVICES

JOSH STEIN  
GOVERNOR

DEVDUTTA 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 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 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 Jim Burgin, Chair  
Joint Legislative Oversight Committee on  
Health and Human Services  
North Carolina General Assembly  
Room 620, 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@dhs.nc.gov](mailto:Karen.Wade@dhs.nc.gov).

Sincerely,

—DocuSigned by:  
 06565C1C2A8F4C8...  
Devdutta Sangvai  
Secretary  
NC DHHS

Signed by:  
 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.