

WORKFORCE SOLUTIONS JAM

AUGUST 18, 2026

H.R.1 From Policy to Practice: Preparing Providers for Implementation



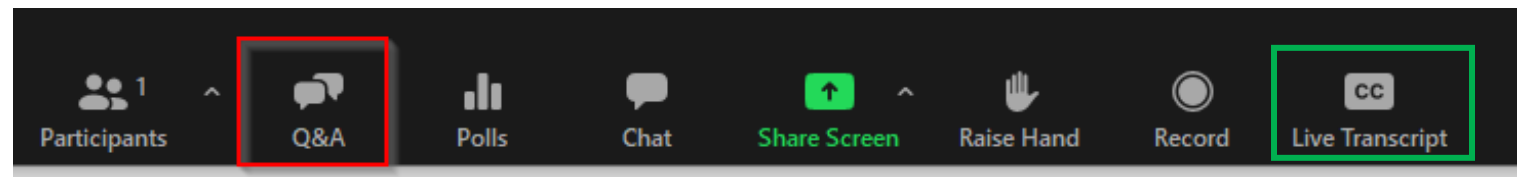
Housekeeping & Accessibility

- Please introduce yourself in chat: Name, location, organization
- A recording and slides will be emailed to you within the week
- ASL interpretation is being provided at this event - the ASL interpreter will be spotlighted
- **Live captioning** is available – click the "show captions" button to see the transcript
- If you have technical difficulty, please chat "Hosts and Panelists" to try to troubleshoot
- **Q&A** is available – click on the Q&A feature to ask a question or upvote

Live ASL interpretation provided by:



(916) 333 5247
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Chat Code of Conduct

Welcome! This is a respectful, inclusive space for shared learning.

Engagement is encouraged – please share resources and reflections in chat!

Please keep comments:

- **Relevant** to the topic
- **Respectful** of all identities and perspectives
- **Free of hate speech, spam or promotions**

Inappropriate comments will be removed.

Thanks for contributing to a thoughtful discussion!





NATIONAL COUNCIL
for Mental Wellbeing

HMA

The College for Behavioral
Health Leadership

What is the Workforce Solutions Jam?

A monthly webinar to build national momentum and encourage collaboration through The Workforce Solutions Partnership

- Learn innovative new practices
- Stay informed about ongoing efforts
- Engage with subject matter experts
- Hear about new legislation
- Take action!





Navigating H.R.1: Preparing the Behavioral Health Workforce for What's Next



Session 1

What Leaders
Need to Know
Now

Tuesday, July 21st



Session 2

From Policy to
Practice: Preparing
Providers for
Implementation

Tuesday, August 18th



Session 3

Leading Through
Change: Protecting
the Workforce,
Mission, and
Organization

Tuesday, September 15th



Agenda

Welcome

Topic Introduction

Panel Presentations

Panel and Q&A

Next Steps

Poll – Let's hear from you!

Poll Question

Which area of H.R.1 implementation is your organization most focused on preparing for today?

- Helping clients maintain Medicaid coverage
- Updating workflows, policies, and documentation processes
- Preparing staff to support new eligibility requirements
- Understanding the broader operational and financial implications
- All of the above

Topic Introduction



Meet Our Panelists



Alicia M. Johnson, DBA
Regional Director
Health Management Associates



Matt Burdick
Principal
Burdick Policy and Advocacy

How we got here...

WHAT TRUMP 101 TAUGHT US

2018: CMS opened a new Section 1115 pathway allowing states to condition Medicaid eligibility on work/community engagement.



13 states ultimately received approvals; designs generally required employment, education, training, volunteering, or an exemption.



Litigation, implementation pauses, and COVID-19 meant most states never fully enforced disenrollment.



Arkansas became the clearest real-world test because it implemented the requirement with coverage consequences.

States Have Tried This Before...



Rather than enforcing bureaucratic barriers, states can leverage this moment to invest in integrated models of care, employment, and opportunity.

INTEGRATED MODELS OF CARE AND EMPLOYMENT

Community-driven Solutions

The 2027 Reality: This Is No Longer a Small-State Experiment

GO LIVE IS HERE

- **Federal law enacted in 2025** makes work/community-engagement requirements a national implementation issue **for affected Medicaid populations beginning in 2027.**
- That shifts the question from “Should states experiment?” to **“How do states implement without avoidable coverage and care disruption?”**
- **The workforce must be at the implementation table early:** eligibility, IT, managed care, providers, behavioral health, workforce agencies, and community partners.

Lessons Learned



OLD TANF REQUIREMENTS

Administrative Burden Undermines Access

Coverage Churn Becomes Clinical Churn

Sanctions Disproportionately Harm Vulnerable Populations

One-Size-Fits-All Approaches Fail

Local Partnerships Are Key to Success

Data Must Be Used for Improvement, Not Just Compliance

SANCTIONS VS. SOLUTIONS

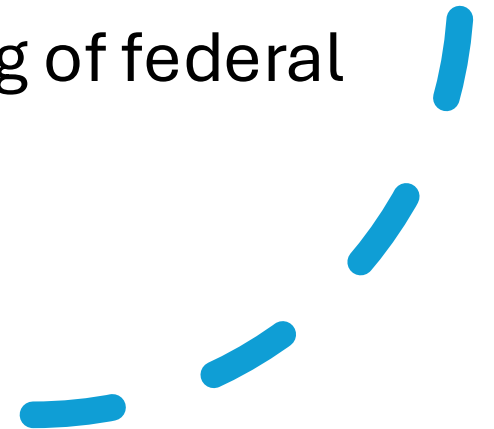
TANF LESSON	H.R. 1 Applications
Administrative burden harms access 	Automate, integrate, and streamline reporting
Work mandates ≠ long-term economic success 	Pair engagement with workforce development and education pathways
Sanctions worsen disparities 	Design people-informed policies and hardship protections
One-size-fits-all ≠ effective 	Offer flexible, tailored engagement opportunities
Local orgs improve outcomes 	Invest in trusted, community-based partnerships
Metrics must go beyond compliance 	Track economic, health, and equity outcomes, not just hours logged

H.R. 1: From Confusion and Panic to Knowledge and Action

Organizing to Protect Access to Medicaid: Lessons from Minnesota

Local Context, Pressures, & Headwinds

- Federal pressure and focus on fraud
- Decentralized eligibility processing
- Antiquated IT infrastructure
- Election and disruption in state agency leadership
- Most closely divided Legislature in the country
- Complexity, timing, and shifting of federal guidance



Advocacy Deferred

- State law simply references federal law
- Limited decision points (e.g., months of compliance, optional hardship waivers)
- Unsuccessful Strategies:
 - Defining exceptions and exemptions
 - Self-attestation and other consumer protections
 - Implementation tied to federal mandate
 - Automatic contingent suspension/repeal of work requirement policy
- Focus this summer has shifted to how to make the best of the hand that's been dealt

Key Early Lessons

- People are still learning about H.R. 1 and what it means for them, their organization, and their community
- Most people and organizations, even those directly impacted, have not and will not have time to get into the weeds
- The complexity can make it hard to know where to start
- State governments are at least as overwhelmed and nearly as in the dark
- People and organizations are looking for a way to respond

Same Topic, Different Tables, Similar Goals



STATE/COUNTY
WORKING GROUPS



THIS IS MEDICAID
COALITION



OPERATIONAL
PLANNING



EDUCATION AND
ADVOCACY
ORGANIZING

When Coming Together – Be Clear on Why!



Shared Understanding



Education



Operational Harm
Reduction



Advocacy

Focusing on What We Can Control

- What does each of our organizations know about the people we serve that could inform their Medicaid eligibility?
- What is the source of that information, how do we demonstrate it is “reliable”?
- How do we pull, collate, and share that information? While keeping in mind:
 - Ease of use
 - Data privacy
 - Data autonomy
- How is that information being collected by Medicaid eligibility processing entities?
- Where are opportunities to modernize process and drive better care (e.g. health data utility)?

Thinking Outside the Box

- Don't just focus on Medical Frailty!
- What are other ways can we help people stay covered? For example:
 - Participating in a *qualified* SUD program
 - Inpatient or *services of similar acuity*
 - Care beyond a person's community
 - Caregiver
 - Work, volunteerism, work programs, education
- How can providers reorganize their work to support clients to stay covered?
 - Client intake processes
 - Client communications
 - Navigators/case managers
- What creative and non-traditional partnerships can we leverage?
 - Operational
 - Education and Advocacy



The Work Ahead

- Developing a shared understanding of the new eligibility processes
- Developing a shared list of policy and operational questions for the State
- Looking for opportunities to educate:
 - Impacted people
 - Impacted organizations
 - Elected officials
 - Broader community
- Exploring opportunities and avenues for advocacy



Thank you!

Get in touch: Matt.F.Burdick@gmail.com





TAKEAWAYS & REFLECTION

We want your feedback!



*Scan the QR code, or type this link into
your browser:*

<https://www.surveymonkey.com/r/AugJam>

Have a suggestion for a future presentation?



Scan the QR code, or type this link into your browser:

<https://www.surveymonkey.com/r/workforcesolutionsjam>

**JOIN US AT THE NEXT
WORKFORCE SOLUTIONS JAM!**

***September 15, 2026
at 10:00am PT / 1:00pm ET***