



THE 2022 ALIVE! MARYLAND WORKFORCE NEEDS ASSESSMENT

At a Glance

From October to December 2022, *Alive! Maryland*, a program of HealthHIV, conducted the second annual comprehensive needs assessment of Maryland's primary care and infectious disease workforce to identify significant training and technical assistance needs.

ASSESSMENT FINDINGS

WORKFORCE BURNOUT PERSISTS

Providers are leaving their jobs at unprecedented rates, citing issues relating to:



- ▼ COVID-19
- ▼ Poor compensation
- ▼ Compassion fatigue
- ▼ Accumulating frustration with system barriers

MENTAL HEALTH AND SUBSTANCE USE CONCERNS GROW



- ▼ The vast majority of respondents (84%) report demand for mental health and behavioral health treatment services is higher now than before COVID-19.
- ▼ More behavioral health providers needed at all levels of care.
- ▼ Workflows needed to support integrating behavioral health assessments and counseling into regular services.

RURAL PROVIDERS LEFT BEHIND



- ▼ Rural providers have distinct needs related to primary care engagement, surveillance, and service integration.
- ▼ Workforce shortages are a leading cause of burnout among rural providers in particular.

SPECIAL FOCUS: COMMUNITY HEALTH WORKERS (CHWs)



- ▼ CHWs call for increased integration into health systems and standardization of the certification process.
- ▼ Nearly 40% of respondents agreed that CHWs were not optimally integrated into their organizations.
- ▼ Only 36% of respondents indicated that CHWs needed to be certified to work in their organizations.

Stigma and
Cultural
Humility

Retention
and
re-engagement
in care

Whole
person
health

**IDENTIFIED
TRAINING
NEEDS**

Mental
health
care

Substance use
among
people living
with HCV, STIs,
and/or HIV

METHODS

How? An online survey was administered via REDCap's secure web application.

Participants: 306 respondents from all 24 jurisdictions in Maryland.