



State Policy Levers to Address Workforce Shortages

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Rural Health Policy Roundtable – Southeastern States

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Strengthening the legislative institution

How NCSL Strengthens Legislatures



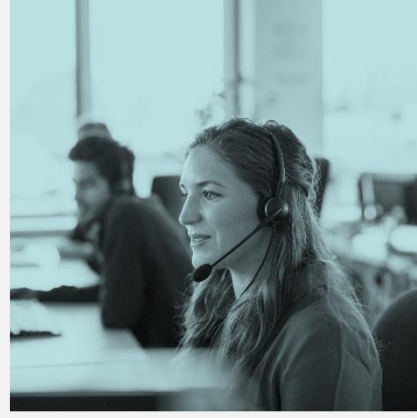
Policy Research

NCSL provides trusted, nonpartisan policy research and analysis



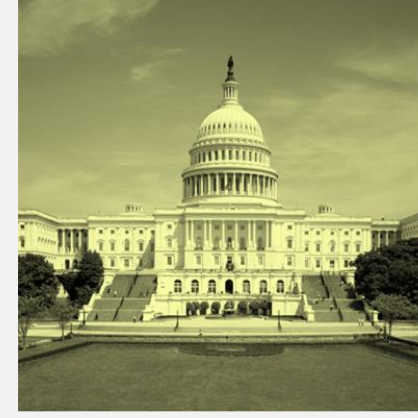
Connections

NCSL links legislators and staff with each other and with experts



Training

NCSL delivers training tailored specifically for legislators and staff



State Voice in D.C.

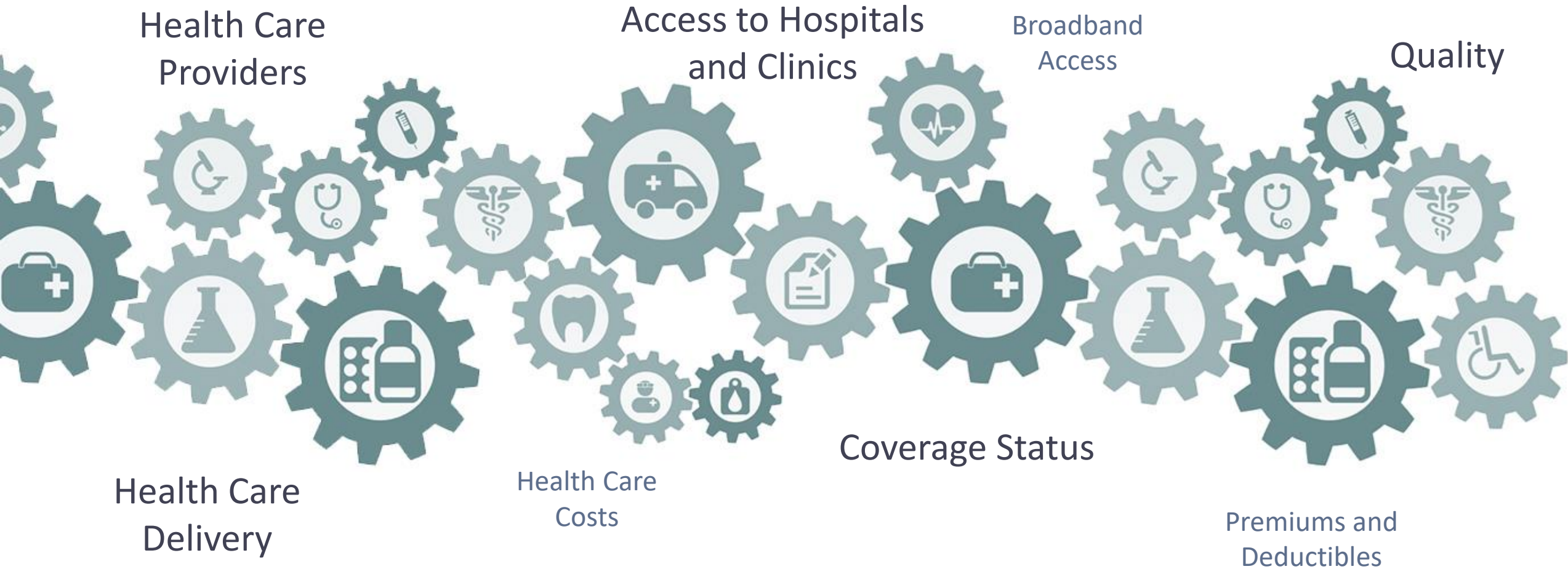
NCSL represents and advocates on behalf of states on Capitol Hill



Meetings

NCSL meetings facilitate information exchange and policy discussions

Increasing Access to Primary Health Care



- Population growth expected to grow by 25 million.
- Increased life expectancy creates additional need for health care workers to care for the older population.
- In the coming years, 25% of physicians will be over the age of 60.
- During the COVID-19 pandemic, 20% of people left health care workforce positions.



Workforce Landscape

Workforce Shortages

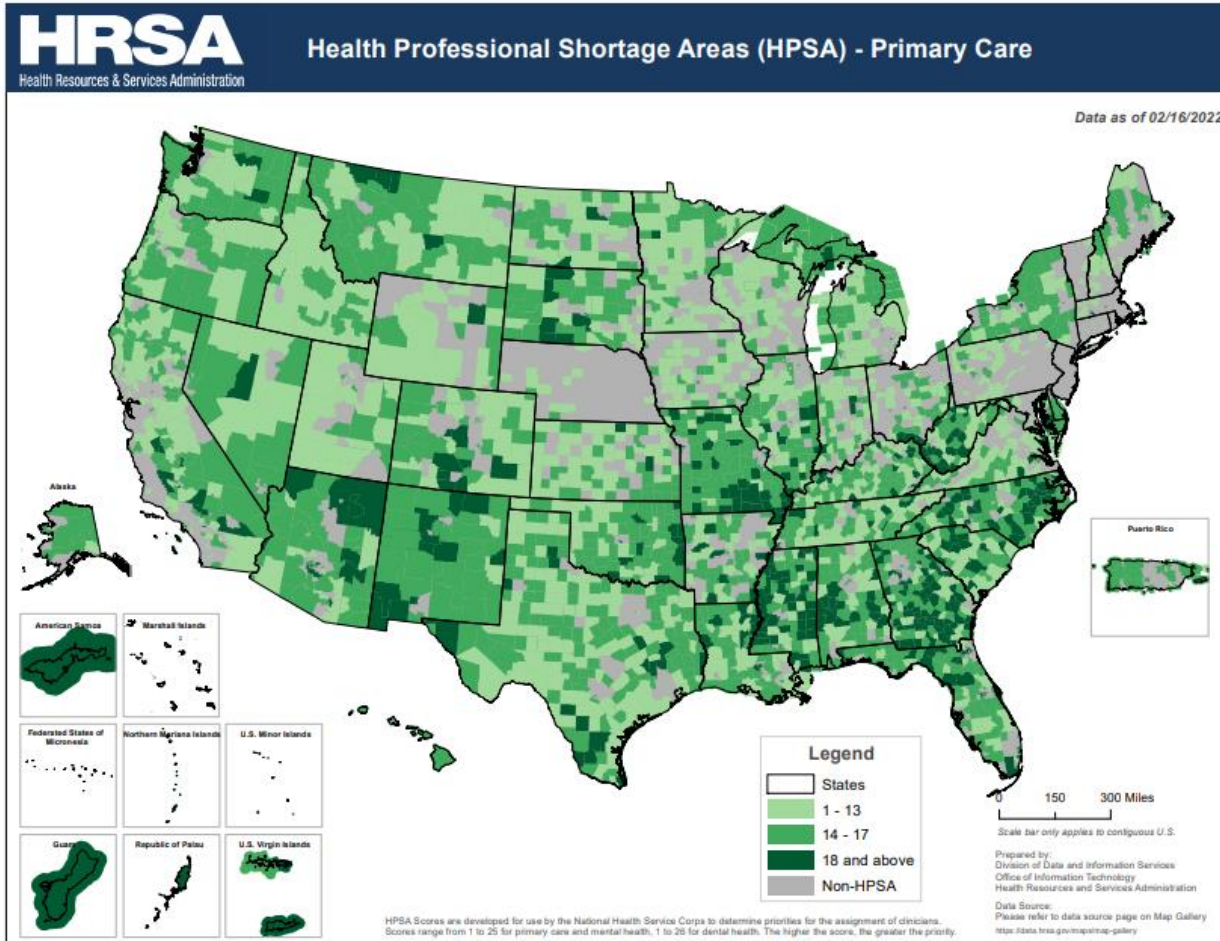
Shortage designations, like Health Professional Shortage Areas (HPSAs), identify an area, population or facility experiencing a shortage of health care services.

HPSAs have a shortage of primary, dental or mental health care providers.

Three scoring criteria are common across all HPSA disciplines:

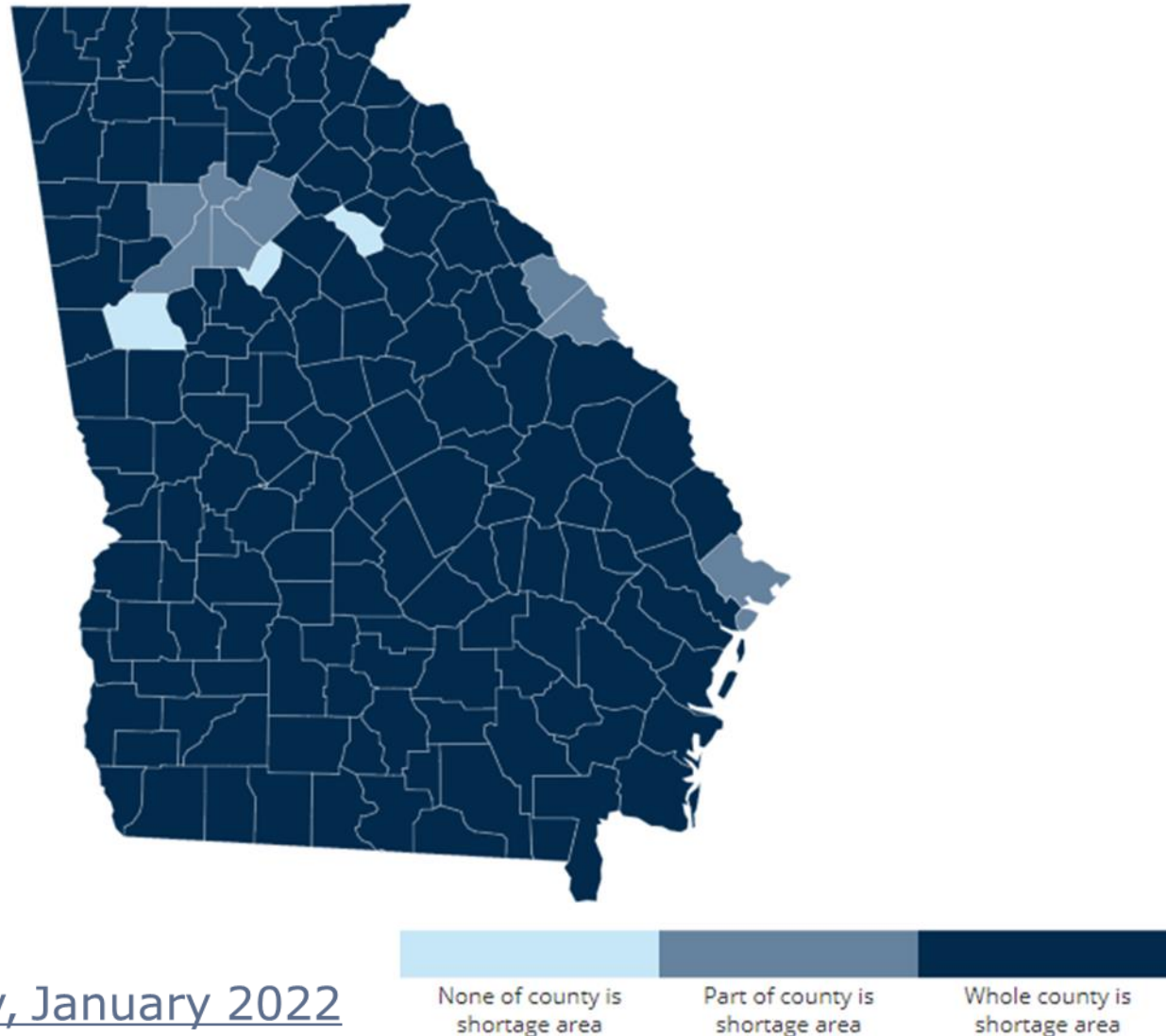
- Population to provider ratio
- Percent of population below 100% of the Federal Poverty Level (FPL)
- Travel time to the nearest source of care outside the HPSA designation area

Primary Care Health Professional Shortages



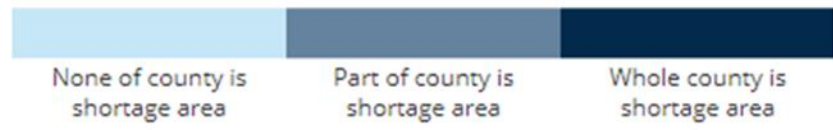
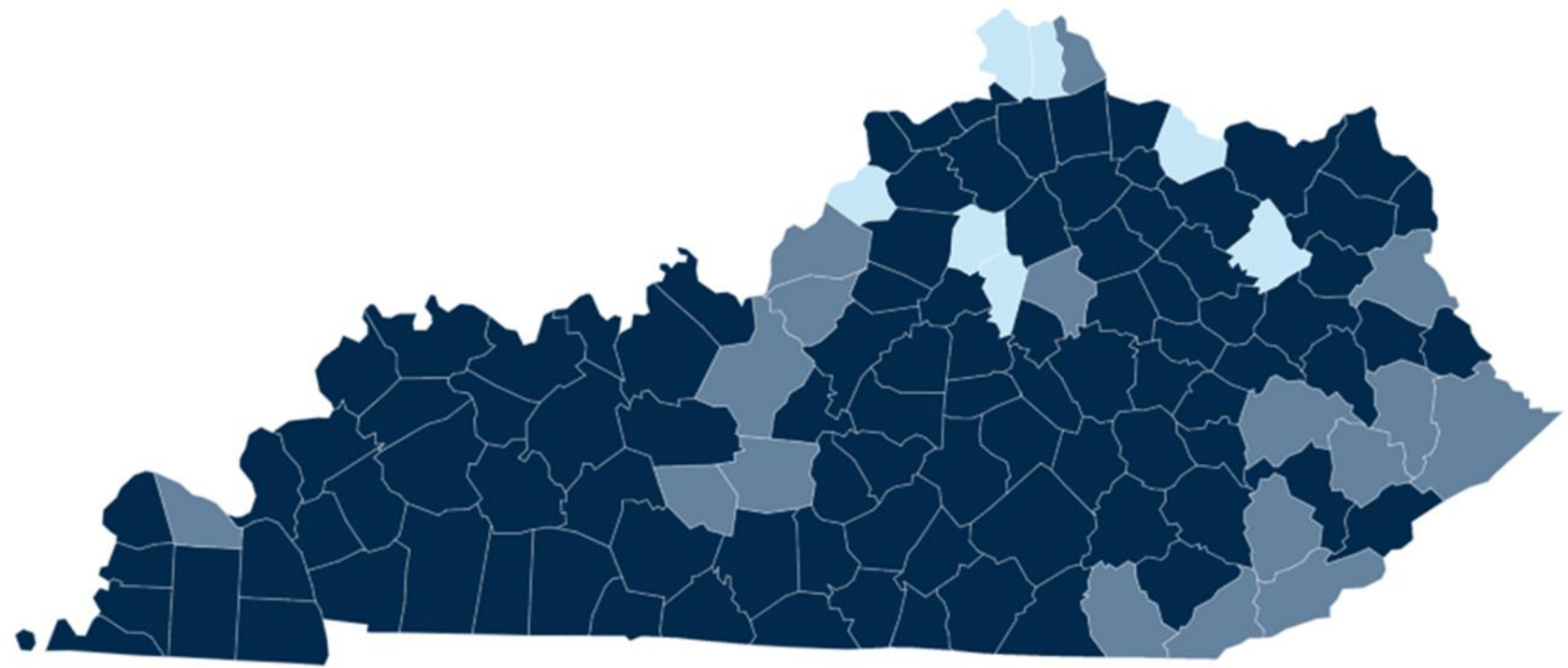
State	Primary Care HPSAs	Percent of Need Met	Practitioners Needed to Remove HPSA
California	643	46%	1402
Texas	424	58%	969
Missouri	327	10%	491
Alaska	301	17%	58
Florida	276	30%	1505
Michigan	269	51%	482
Illinois	263	50%	534
Georgia	243	37%	673
Arizona	236	37%	653
North Carolina	213	53%	416

Georgia – Primary Care HPSAs, by County, 2022



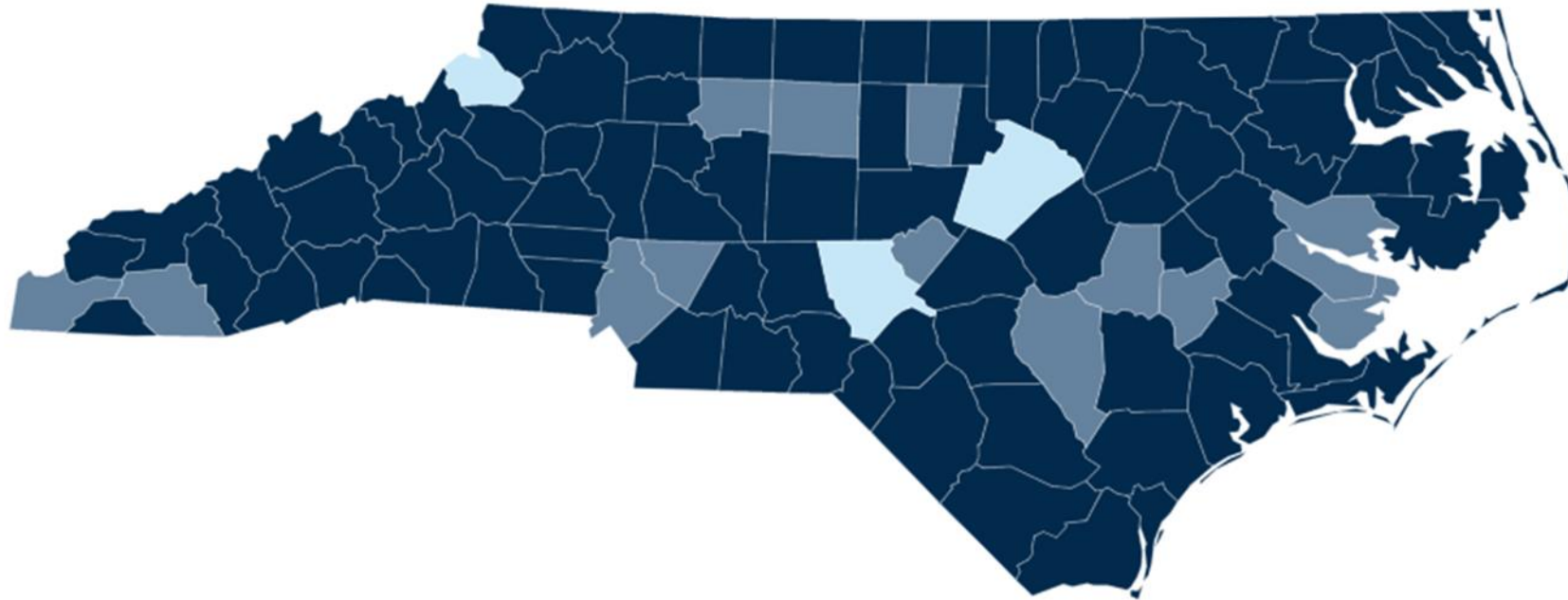
Source: data.HRSA.gov, January 2022

Kentucky – Primary Care HPSAs, by County, 2022

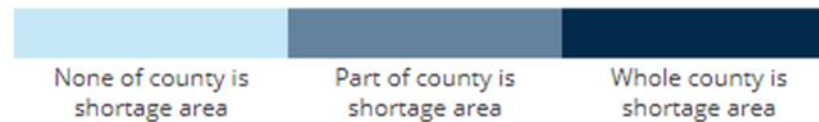


Source: data.HRSA.gov, January 2022

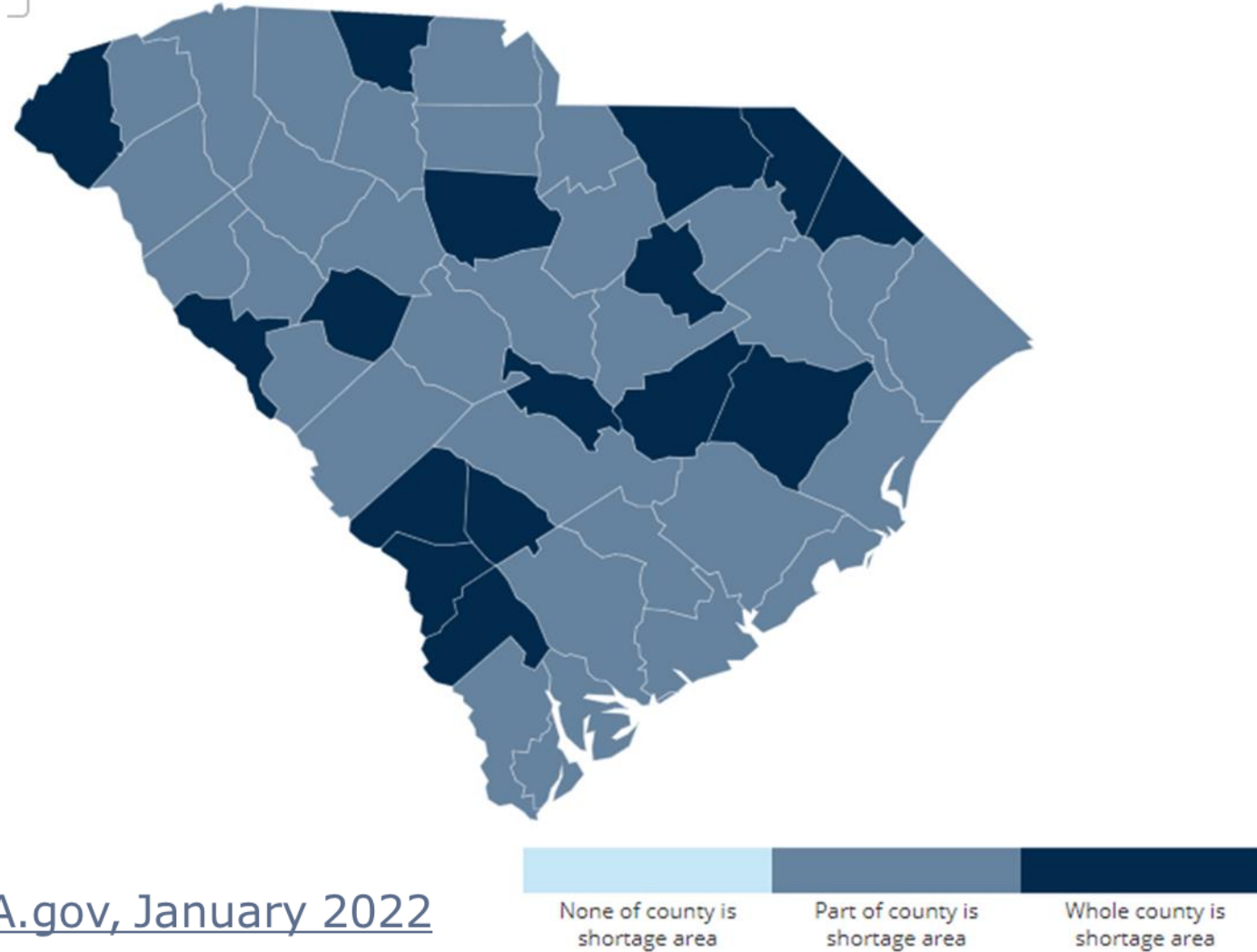
North Carolina – Primary Care HPSAs, by County, 2022



Source: data.HRSA.gov, January 2022

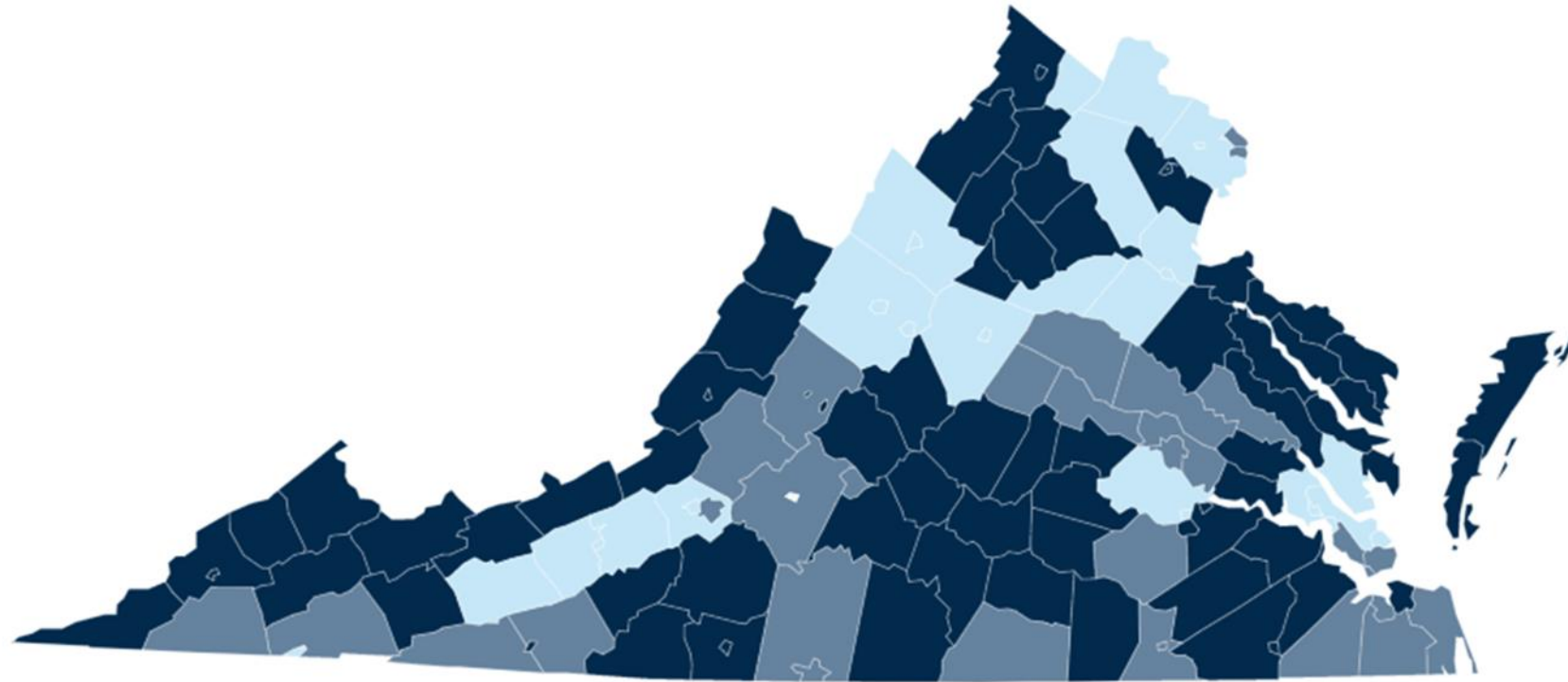


South Carolina – Primary Care HPSAs, by County, 2022

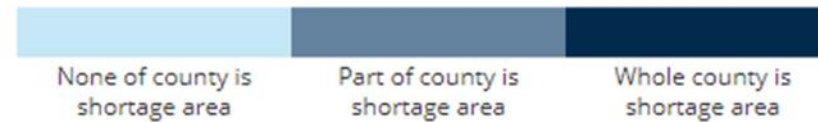


Source: data.HRSA.gov, January 2022

Virginia – Primary Care HPSAs, by County, 2022



Source: [data.HRSA.gov](https://data.hrsa.gov), January 2022





Expanding and Retaining the Health Workforce

Licensing

Interstate Medical
Licensure Compact

Nurse Licensure
Compact

Scope of Practice

Nurse Practitioners

Physician Assistants

[ScopeofPracticePolicy.org](https://www.scopeofpracticepolicy.org)

Recruitment and Retention

Tax Credits

Federal Funding

Loan Repayment/
Forgiveness

Training and Education

Career Pathways

Residencies

Interstate Compacts

- Doctors
- Nurses
- Physical Therapists
- Emergency Medical Services
- Psychologists
- Audiologists and Speech-Language Pathologists (active starting in 2023)
- Licensed Professional Counselors (not currently active)
- Advanced Practice Registered Nurses (not currently active)
-

Scope of Practice

Providers

- Advanced practice nurses
- Optometrists
- Pharmacists
- Physician assistants

NCSL's Scope of Practice Policy Website

- Nine provider types
- 21 policy areas
- Legislative database (2015-Present)



Recruitment and Retention

Tax Credits and Federal Funding

- [Louisiana](#): Small Town Health Professionals Credit
- [New Mexico](#): Rural Health Professional Tax Credit
- [Maine](#): Maine Health Care Provider Loan Repayment Program Fund
- [Massachusetts](#): Funding for pandemic response and recovery efforts

Loan Forgiveness

- [Kansas](#): Loan repayment to primary care and psychiatry residents
- [Minnesota](#): Loan forgiveness for primary care providers in rural areas
- [Utah](#): Provides educational loan repayment assistance to behavioral health professionals in HPSAs

Training, Development and Licensure

- [Hawaii](#): Short-term training at University of Hawaii community colleges in recession-resistant fields
- [Kentucky](#): Authorized the board of medical licensure, board of EMS and board of nursing to reactivate the licenses of inactive and retired health care providers
- [Vermont](#): Retired residents with expired licenses to return to the workforce in a state of emergency



Pathways

- Colorado: Developed career pathways for counseling, therapy, social work, psychology, psychiatry and psychiatric nursing professions.
- Washington: Appropriated \$1.5 million to establish apprenticeship programs, compensate providers and apprentices, develop on-the-job training and provide incentives for providers.



Residencies

- Iowa: Required psychiatry residency programs to provide rural rotations as an option for residents.
- New Jersey: Appropriated \$4 million for 10 four-year psychiatry residencies focused on the treatment of lower income individuals, including those with serious mental illness and co-occurring mental health and substance misuse conditions.



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NCSL Resources

- [Scope of Practice Policy website](#)
- [Meeting Health Care Needs With an Emerging Workforce](#)
(Policy Report, May 2020)
- [Health Innovations State Law Database](#)
- [State Action on Coronavirus \(COVID-19\) Database](#)
- State Strategies to Recruit and Retain the Behavioral Health Workforce (Policy Report, coming soon)