



# Bolstering the Health Care Workforce

Sarah Jaromin, NCSL

Health Seminar for Newer Legislators  
May 7, 2023

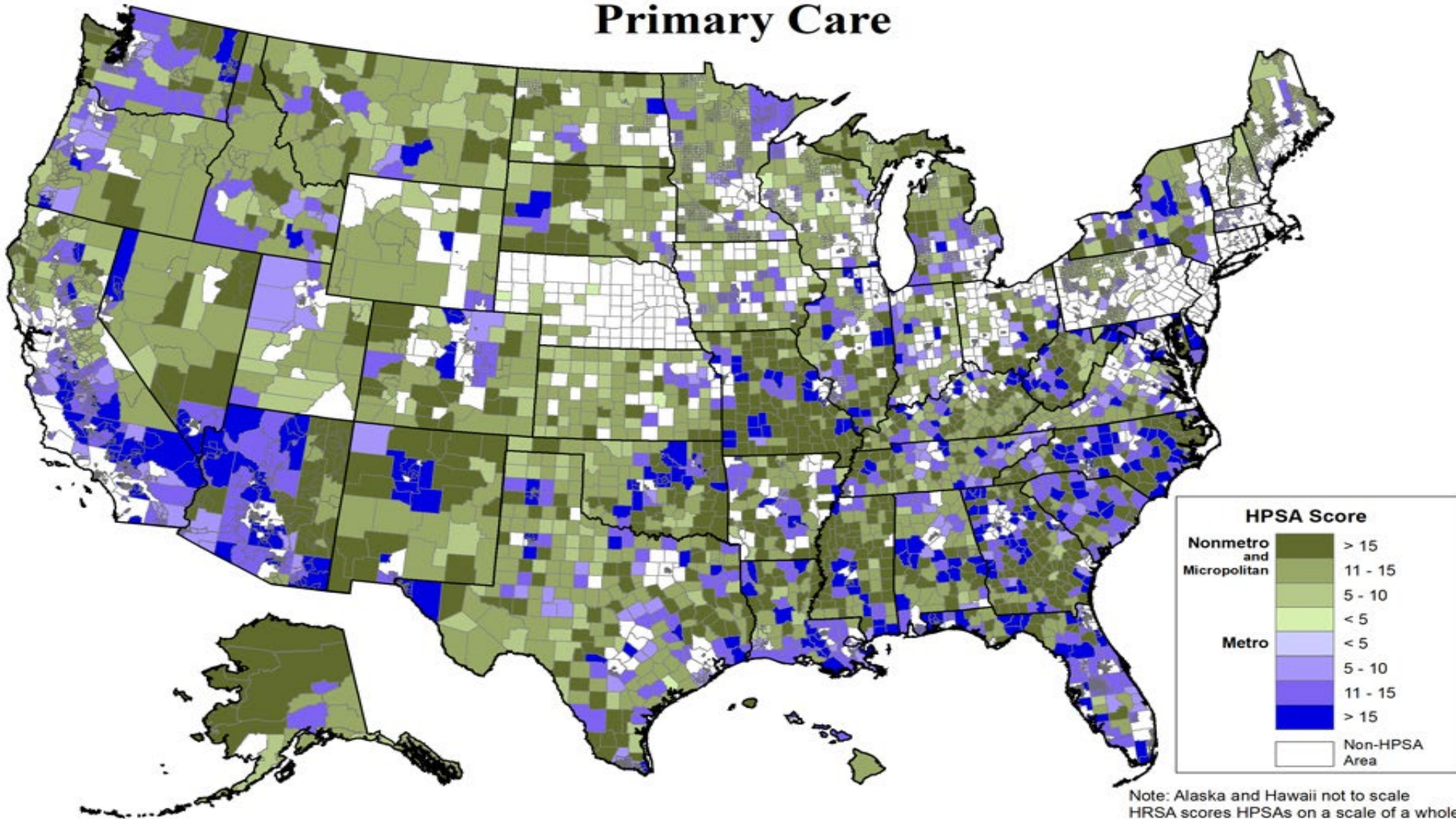
- The health workforce is expected to grow by 2031.
  - Population growth.
  - Increased life expectancy.
  - Prevalence of chronic illness.
  - Increased behavioral health incidence rates.
- At the beginning of 2022, 47% of active physicians were age 55 or older.
- Nearly 1 in 5 health care workers left the field during the COVID-19 pandemic.



## Workforce Landscape

The health workforce accounts for 14% of all U.S. workers.

# Health Professional Shortage Areas Primary Care



Note: Alaska and Hawaii not to scale  
HPSA scores HPSAs on a scale of a whole number (0-25 for primary care), with higher scores indicating greater need

Source(s): data.HRSA.gov, U.S. Department of Health and Human Services, November 2022

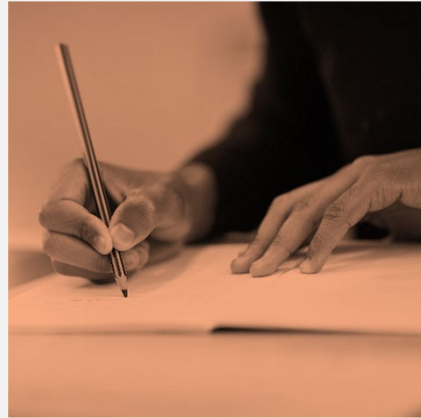
# Health Workforce: Strategies



## Training and Certification

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- Education requirements
- Continuing education



## Licensure

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- Professionalization
- Interstate compacts



## Scope of Practice

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- Practice authority
- Prescriptive authority



## Telehealth

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- Broadband access
- Reimbursement
- Telehealth Specific Licensing



## Recruitment & Retention

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- Loan repayment and forgiveness
- Tax incentives
- Career pathways



# Workforce by the Profession

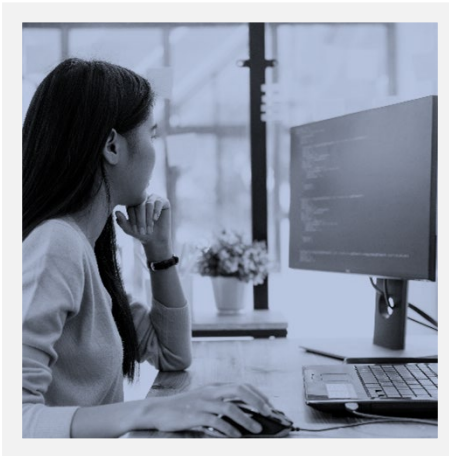
**Behavioral Health**

**Maternal and Child Health**

**Direct Care**

**Primary Care**

# Deeper Dive: Health Workforce Professions



## Behavioral Health

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Charlie Severance-  
Medaris,  
Project Manager



## Maternal Health

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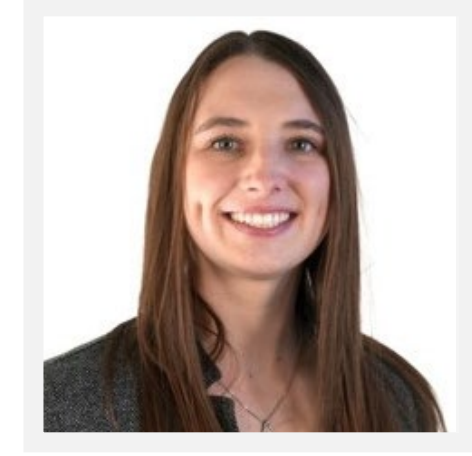
Kendall Speer,  
Policy Associate



## Direct Care

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Kelsie George,  
Policy Specialist



## Primary Care

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Sarah Jaromin,  
Policy Analyst



How many states are projected to have a shortage of behavioral health professionals of at least 55,000?

- A. 17 states
- B. 27 states
- C. 32 states
- D. 50 states



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A. 17 states

**B. 27 states**

C. 32 states

D. 50 states



# Behavioral Health Workforce

Increased demand and decreased availability leading to conflict.

Many communities lack access to mental/behavioral health providers.

Rural communities may be especially impacted by workforce shortages.

About 37% of Americans live in an area with a shortage of behavioral health providers.





How many women of childbearing age live in areas with no hospitals offering obstetric care, obstetric providers or birthing center?

- A. 500,000
- B. 1 million
- C. 1.4 million
- D. 2.2 million



How many women of childbearing age live in areas with no hospitals offering obstetric care, obstetric providers or birthing center?

A. 500,000

B. 1 million

C. 1.4 million

**D. 2.2 million**

# Maternal Health Workforce

- Family medicine physicians
- General internal medicine physicians
- OBGYN physicians
- Neonatal and perinatal physicians
- Nurse midwives
- Registered nurses
- Doulas
- Community health workers (CHWs)



# Midwives and Doulas

## Midwives

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- Midwives are trained medical professionals who are experts in normal pregnancy, labor, and postpartum, as well as other aspects of reproductive health. They provide skilled support for low-risk pregnancies and births.

## Doulas

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- Doulas are individuals who provide emotional, informational, and physical support to pregnant, birthing, and postpartum people.

# Certified Nurse Midwife

Advanced Practice Registered Nurses who may practice autonomously or in coordination with physicians or other health care professionals.

**50** states and D.C.  
provide CNM licensure.

**50** states and D.C.  
include CNMs in state  
Medicaid plans.

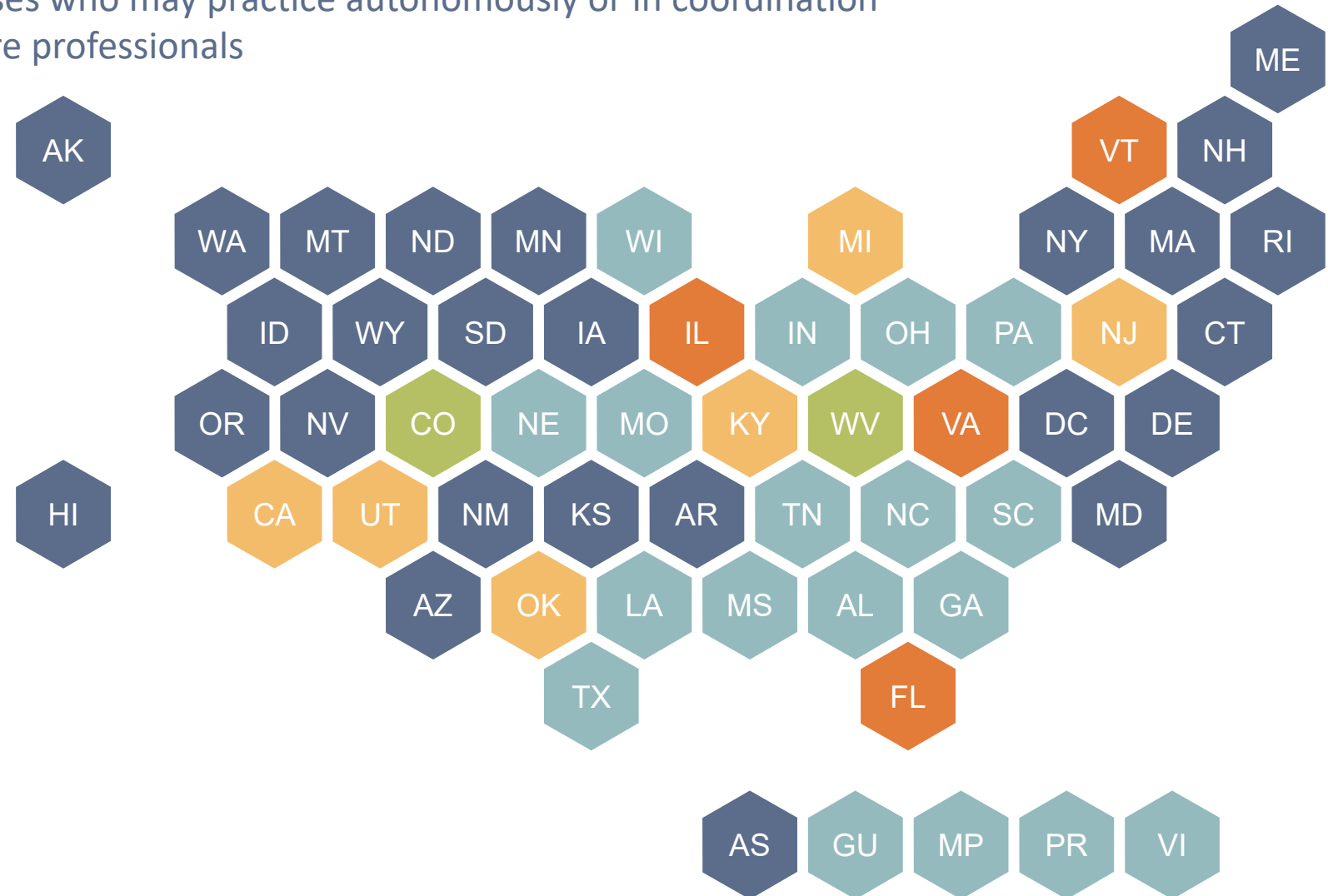
## Certified Nurse Midwife (CNM)

- Master's degree, RN licensure and midwifery education program.
- Certification by the American Midwifery Certification Board
- Settings: In- or out-of-hospital births.
- May receive patients transferred by other types of midwives when more advanced care is necessary

# Certified Nurse Midwife: Scope of Practice

Advanced Practice Registered Nurses who may practice autonomously or in coordination with physicians or other health care professionals

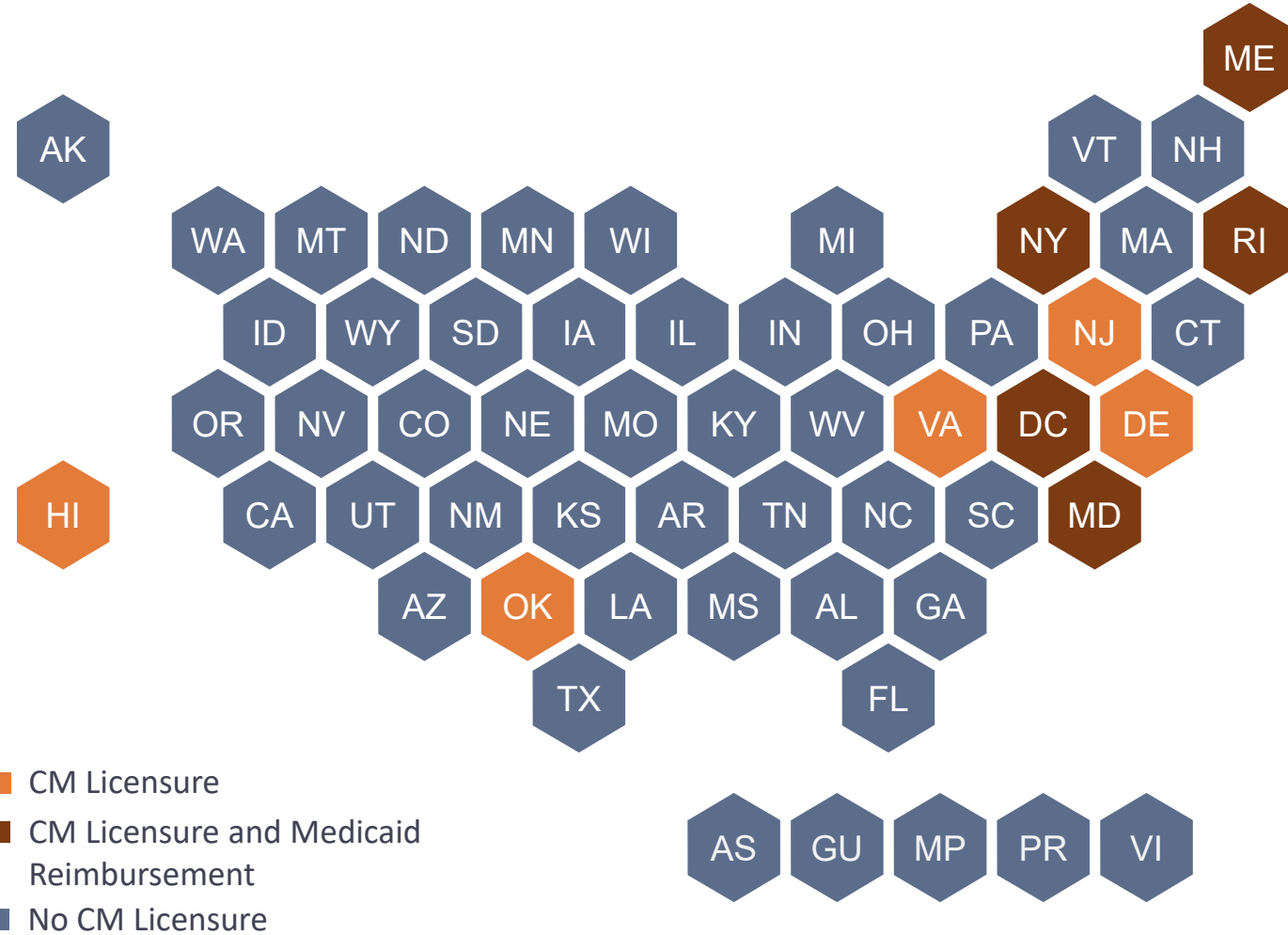
- Full independent practice and prescriptive authority
- Full independent practice authority but transition to independent prescribing period
- Full independent practice authority but physician relationship required for prescriptive authority
- Transition to independent practice and prescribing period required
- Physician Relationship Required



# Direct-Entry Midwife: Certified Midwife (CM)

Provide certified midwifery care without a nursing degree in a variety of clinical settings

- Background in a health field other than nursing.
- Bachelor's degree, science & health courses and related health skills training and midwifery education program.
- Meet the same core competencies as CNMs.
- Certification by the American Midwifery Certification Board (same as CNMs).
- Settings: In- or out-of-hospital births.

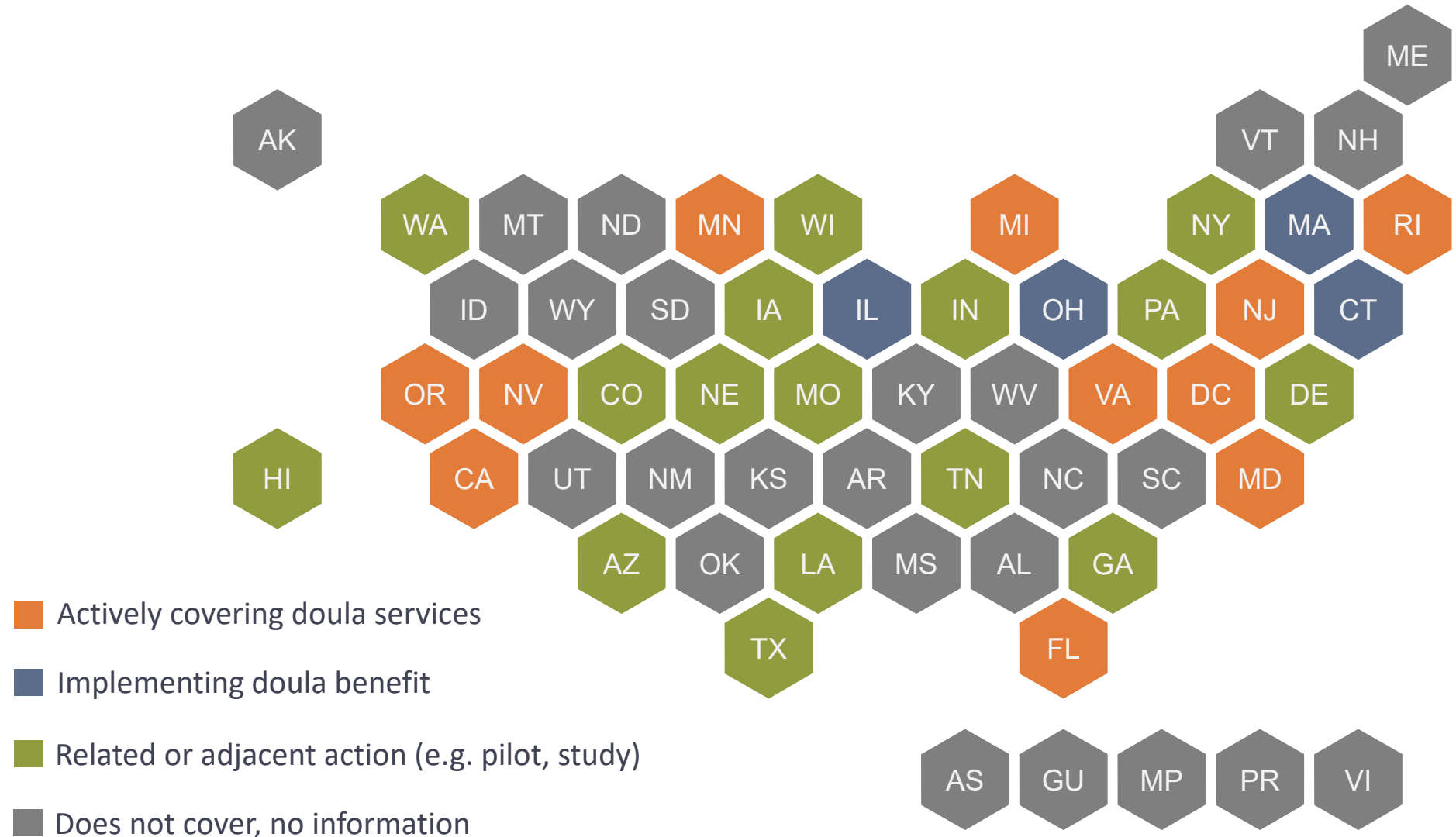




# Medicaid Reimbursement for Doula Services

At least **10 states** currently cover doula services statewide through Medicaid.

At least **20 states** are studying, piloting or implementing doula benefits in Medicaid



# Doula State Legislative Examples

RI Senate Bill  
484



AZ Senate Bill  
1181



CO Senate  
Bill 193



TN House Joint  
Resolution 4



UT House Bill 415





What is the projected shortage of direct care workers by 2026?

- A. 1.3 million
- B. 2.4 million
- C. 3.2 million
- D. 4.5 million



What is the projected shortage of direct care workers by 2026?

A. 1.3 million

B. 2.4 million

**C. 3.2 million**

D. 4.5 million

- There are roughly 4.6 million direct care workers.
- Direct care workers are predominantly women (87%) and people of color (61%).
- Workforce shortages are an obstacle to ensuring access to long-term services and supports.



## Direct Care Workforce

(Long-term services and supports)

# Direct Care Workforce: Challenges

The population of adults 65+ is projected to double from 49.2 million to 94.7 million.

The number of older adults with Alzheimer's is expected to more than double from 2020 to 2060.

More than half of home care workers receive some form of public assistance.

# Direct Care Workforce: Professions

## Certified Nursing Assistants

### Also known as:

- Nursing assistants
- Nursing aides

### Settings:

- Nursing homes
- Assisted living facilities
- Community-based settings
- Hospitals

## Home Health Aides

### Settings:

- Community-based settings
- Patient homes

## Personal Care Aides

### Also known as:

- Personal care attendants
- Home care workers
- Homemakers
- Direct support professionals

### Settings:

- Private or group homes

## Career Pathways

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- Career pathway participants are more likely to attain higher wages and to complete a training-related credential than their peers.
- New Mexico created a Spanish-language 15-week program that trains immigrants as home care workers, providing scholarships.
- Missouri and Minnesota implemented apprenticeship programs that include additional training and work experience for direct care workers while receiving compensation for their work.

## Wages and Compensation

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- Medicaid is the largest payer of institutional and HCBS care and has a significant impact on the direct care workforce.
- At least six states specifically allocated American Rescue Plan Act dollars to direct care worker reimbursement, wages and workforce development.
- At least 19 states leverage traditional Medicaid program funds to increase provider payment rates and wages in institutional and HCBS settings.



# Direct Care Workforce: Training and Certification

- Federal Medicare requirements: CNAs and home health aides must complete 75 hours of training.
  - 30 states require additional CNA training.
  - 17 states require additional home health aide training.
  - Maine sets the highest requirements for both positions at 180 hours.
- Training requirements for personal care assistants are set by states:
  - 14 states set requirements for personal care assistants across private and Medicaid-funded home care agencies.



## Dementia training requirements:

- Kentucky requires six hours of dementia-related training within the first 60 days of employment.



- A. 63%
- B. 9%
- C. 32%
- D. 17%



What percentage of U.S. medical school graduates match into family medicine?

A. 63%

B. 9%

C. 32%

D. 17%



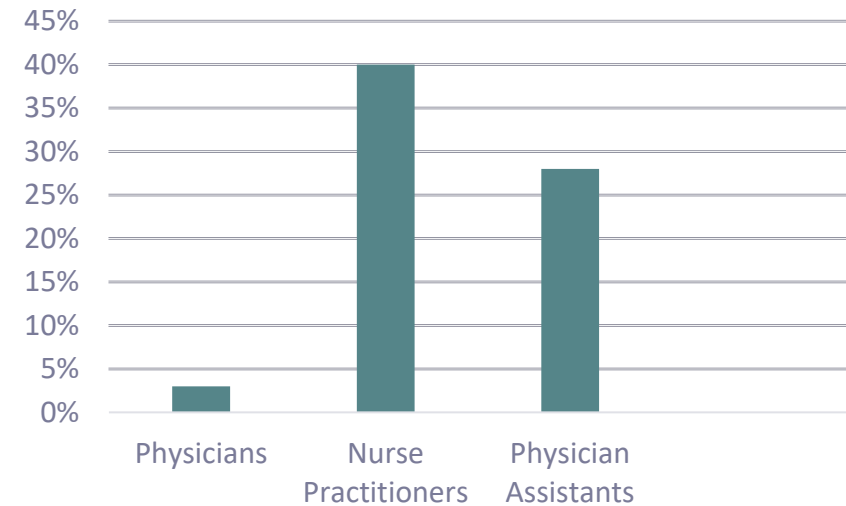
What percentage of U.S. medical school graduates match into family medicine?



# Primary Care Workforce: Overview

By 2035, there is expected to be a shortage of 35,260 FTE primary care physicians.

## Projected Profession Growth by 2031

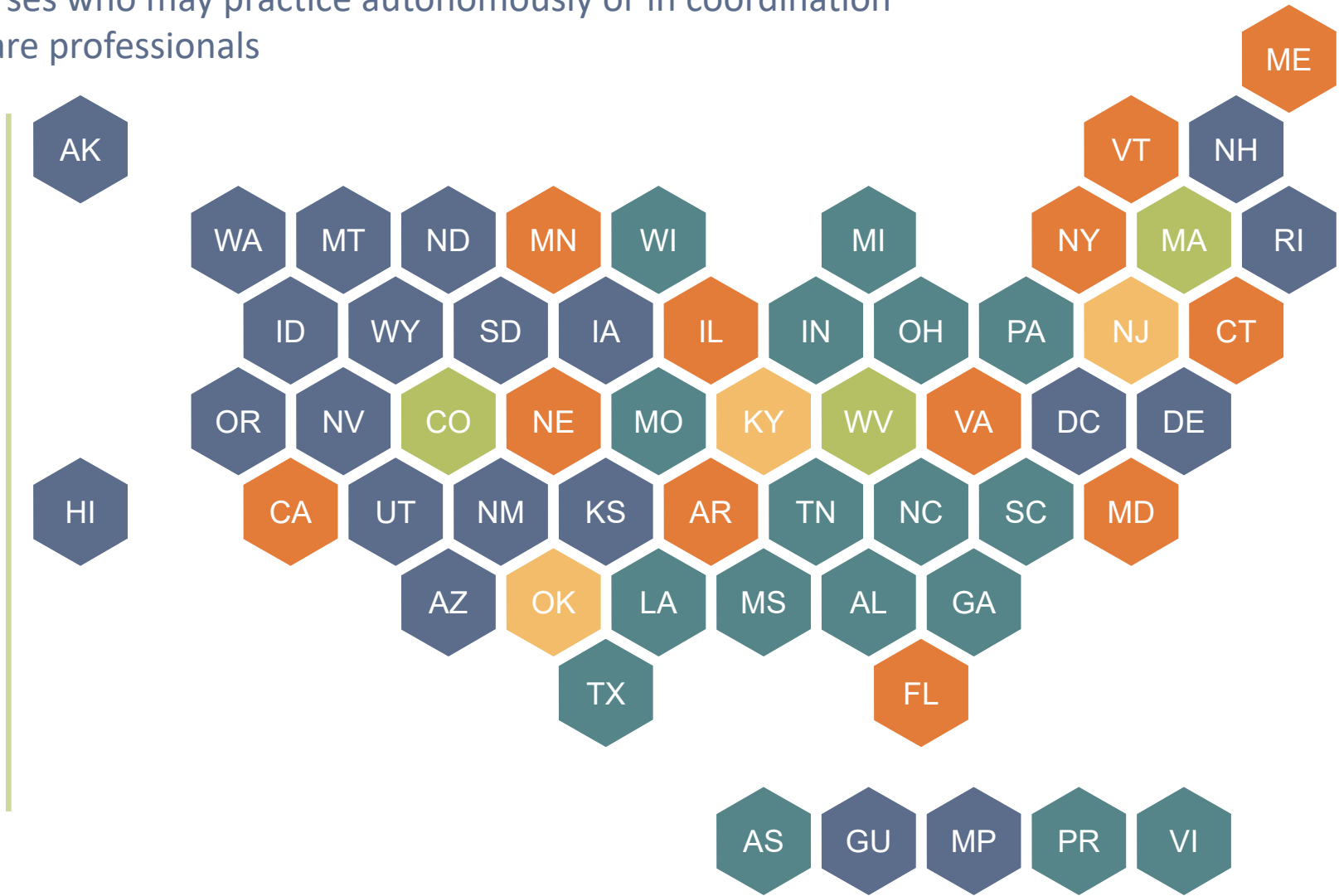


The primary care workforce consists of four types of physicians (family, general internal medicine, geriatric and pediatric physicians) as well as nurse practitioners and physician assistants.

# Nurse Practitioner: Scope of Practice

Advanced Practice Registered Nurses who may practice autonomously or in coordination with physicians or other health care professionals

- Full independent practice and prescriptive authority (18 states, D.C., Guam & MP)
- Full independent practice authority but transition to independent prescribing period (3 states)
- Full independent practice authority but physician relationship required for prescriptive authority (3 states)
- Transition to independent practice and prescribing period required (12 states)
- Physician relationship required (14 states, AS, PR & VI)



# State Legislative Examples



## Utah SB 27

Allows physician assistants with more than 10,000 hours of clinical practice to practice without supervision or collaboration.



## Delaware HB 141

Removes the practice requirement for a collaborative agreement between an NP and a physician.



## Maryland HB 1208

Establishes a tax credit for preceptors who supervise clinical rotations at practice sites located in specific rural areas.

# Four Corners

Choose a profession and join a corner!

Front Left:  
Behavioral Health  
Charlie

Front Right:  
Maternal Health  
Kendall

Back Left:  
Direct Care  
Kelsie

Back Right:  
Primary Care  
Sarah



# NCSL Databases!



[Health Costs, Coverage and Delivery State Legislation](#)



[Scope of Practice Policy](#)



[Maternal and Child Health](#)



[Injury Prevention Legislation](#)



[Emergency Medical Services Legislative](#)



[Occupational Licensing](#)

# Scope of Practice Policy Website

[www.scopeofpracticepolicy.org](http://www.scopeofpracticepolicy.org)

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- Information on 22 policy areas across 9 professions
- Practice and prescriptive authority for:
  - Advanced Practice Registered Nurses
  - Physician Assistants



# NCSL Publications

- Behavioral Health:
  - [State Actions to Recruit and Retain the Behavioral Health Workforce Policy Report](#)
  - [Behavioral Health Policy Series](#)
- Maternal Health:
  - [State Policies on Midwives and Doulas Webinar Recording](#)
- Direct Care:
  - [Strengthening the Direct Care Workforce Policy Brief](#)
  - [Supporting the Direct Care Workers: Recruitment and Retention Strategies Policy Brief](#)
- Primary Care:
  - Coming soon! *Our American States* Nursing Shortages Podcast
- Other Resources:
  - [Workforce Strategies to Improve Access to Oral Health Care](#)

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