

Licensing Since COVID: What's Changed?

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2020 Pandemic Response

State Actions in 2020



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**Increasing
reciprocity**

**Using
Temporary &
emergency
licensure**



**Waiving
continuing
education
requirements**

**Calling on
recently retired
and student
professionals**



2021 Pandemic Recovery

Trends in State Actions in 2021 and 2022



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Collaboration
Across State
Lines

Reducing
Regulatory
Burden

Specific
Populations



Collaboration Across State Lines

Continued to increased emphasis on improving the mobility of licensed workers.



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- **Interstate Compacts:** One of the most prevalent forms of licensure mobility
 - Audiology and Speech-Language Pathology Interstate Compact
 - Occupational Therapy Interstate Compact
 - Psychology Interjurisdictional Compact



Collaboration Across State Lines

Continued to increased emphasis on improving the mobility of licensed workers.

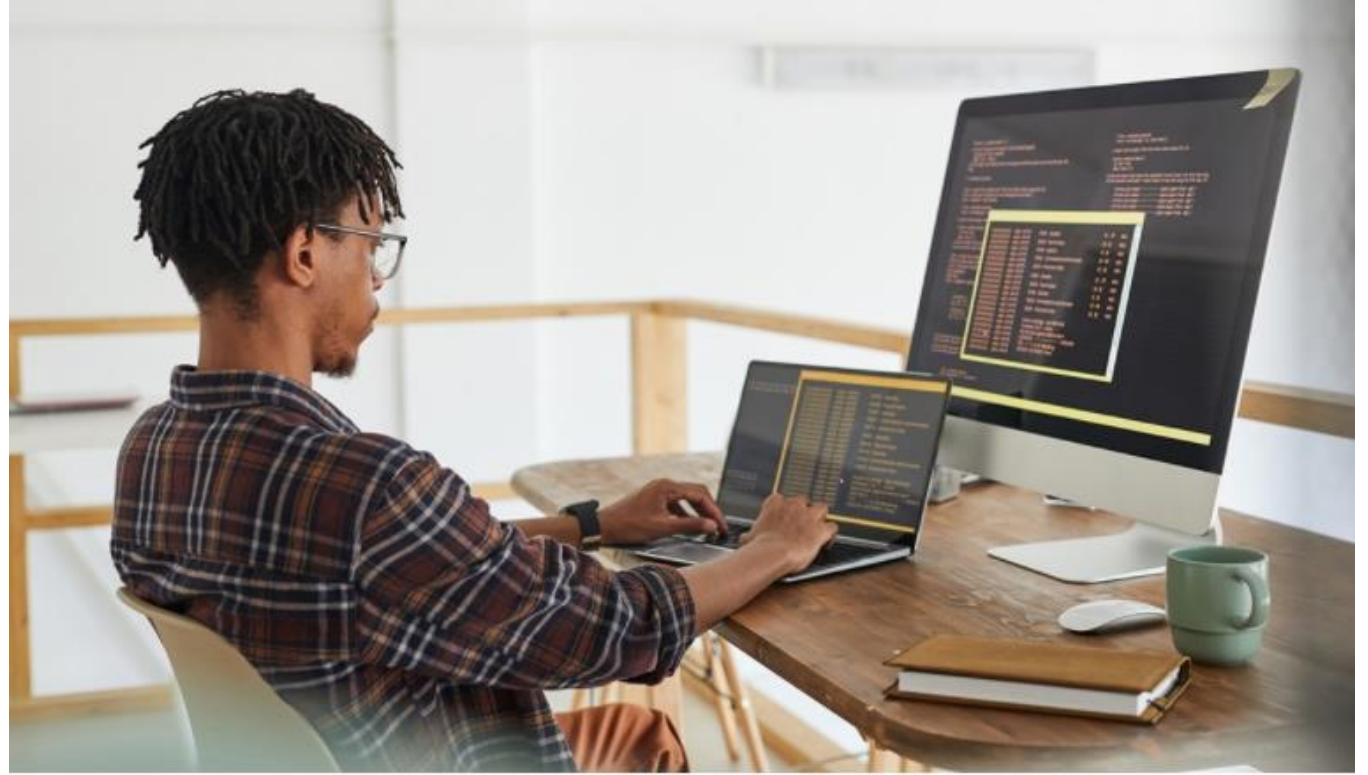


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- **Universal Licensure/Recognition:**
Newer trend in the licensing space that is gaining popularity.
 - Essentially licensure recognition laws, allowing states to recognize one another's credentials.
 - Process is not automatic.
 - Scope of “universal” recognition and what's required of applicants still varies from state-to-state.

- Harnessing temporary and emergency licensure in other contexts
 - Temporary licensure for specific occupations
 - Temporary licensure for students
- Speeding up the regulatory review process for certain applicants or during certain situations



Reducing Regulatory Burden

Increased emphasis on ways to get workers licensed more easily and quickly.

Immigrants

Veterans and Military Spouses

People With Criminal Records



Emphasis on Specific Populations

Continued emphasis on reducing regulatory burdens particularly difficult for certain populations to overcome.

What's Next for Future Emergencies?

What could change from here?



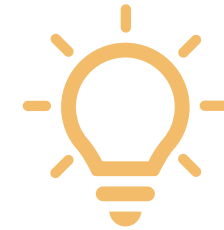
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Reducing certain licensing requirements and allowing for more telehealth and other virtual mobility options.



Interstate compacts or other mobility schemes to allow workers to quickly move and work.



Focusing on workforce development programs for licensed jobs to attract more workers.

Health Care Worker Shortages



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- Factors include an increased demand for health care services, an aging population and more health care practitioners leaving the workforce
- By 2025, the United States may have a gap of between 200,000 to 450,000 nurses available for direct patient care (McKinsey)
- By 2026, the U.S. faces a projected shortage of more than 3.2 million lower-wage healthcare workers such as medical assistants, home health aides and nursing assistants (Mercer)

Interstate Compacts



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- Limit need for further guidance or clarification on new temporary orders
- Ensure consistent approach for all compact member states
- Require no additional application, background checks, etc. for practitioners with existing license to work in a compact member state
- Provide well-established investigation and adverse action procedures

Interstate Compacts



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Current Compacts (9)

- Advanced Practice Registered Nurse Compact
- Audiology and Speech-Language Pathology Compact*
- Counseling Compact*
- Emergency Medical Services Compact
- Interstate Medical Licensure Compact
- Nurse Licensure Compact
- Physical Therapist Compact
- Psychology Compact
- Occupational Therapy Compact *

Compacts in Development (8)

- Cosmetology
- Dentistry and Dental Hygiene
- Dietary Nutritionists
- Massage Therapy
- Physician Associates
- School Psychologists
- Social Work
- Teaching

Telehealth



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- According to McKinsey and Company:
 - 2019 - 11% of consumers used telehealth services
 - 2020 - 46% of consumers used telehealth services
- Telehealth occurs wherever the patient is located
- States can expand the availability of licensed telemedicine practitioners through:
 - Interstate Compacts
 - Telehealth Licensure

Scope of Practice



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- States vary in the scope of practice for health care professionals, including:
 - Requirements for supervision
 - Authority to prescribe medications
 - Ability to provide diagnosis and treatment
- Recent State Examples:
 - Kansas
 - Virginia

Discussion

Take 10 Minutes to Discuss at Your Table

**What licensing policies
has your state focused
on during COVID?**

**What licensing policies
are you most interested
in exploring further?**

Questions?

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