

# Barriers to Implementing Health Workforce Innovations: Regulatory Issues

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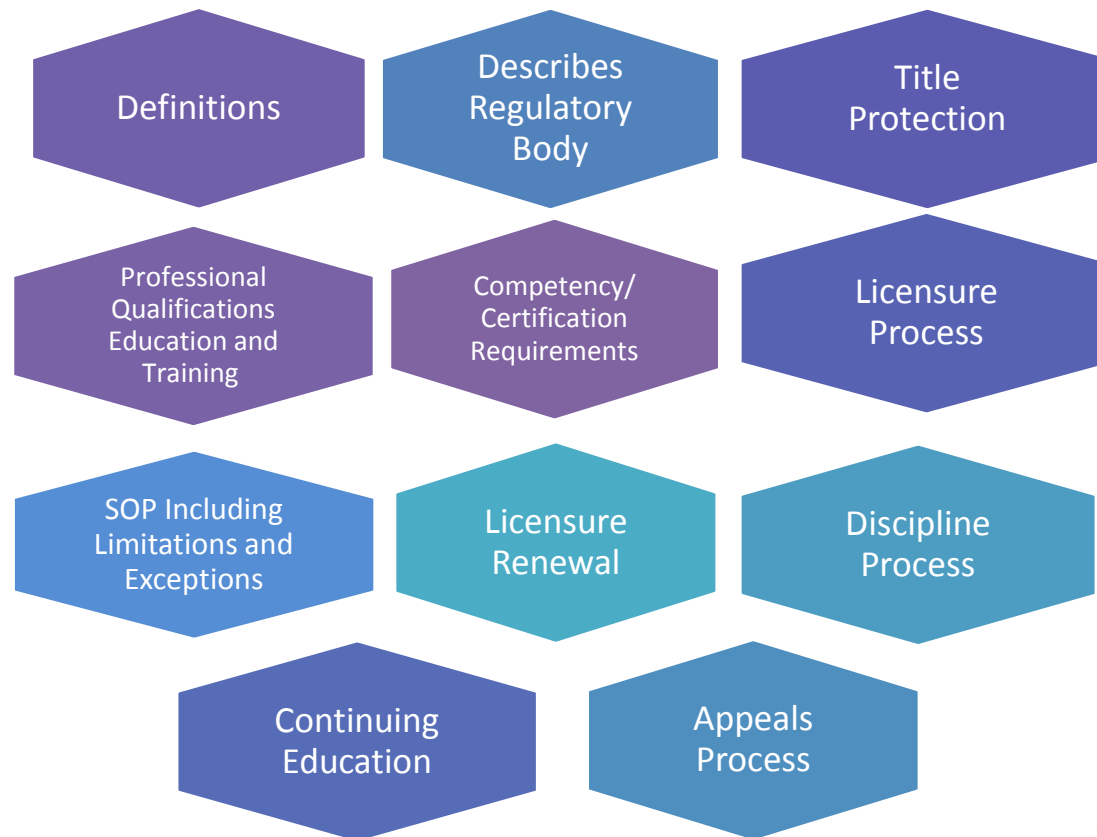
Health Workforce Innovations to Support Delivery System  
Transformation

Houston, Texas



# In the U.S., States Are Primarily Responsible for Regulating Health Professions

## State Regulations



# What is Scope of Practice?

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- Professional scope of practice, ie, professional competence, describes the services that a health professional is trained and competent to perform
- Legal scope of practice, based on state-specific practice acts, defines what services a health professional can and cannot provide under what conditions in a given state
- Legal scope of practice and professional competence overlap, but amount of overlap varies by state and by profession

# Issues With State Based Health Professions Regulation

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- Mismatches between professional competence and state-specific legal scopes of practice
- Lack of uniformity in legal scopes of practice across states for some health professions
- The process for changing state-specific scope of practice is slow and adversarial

# State to State SOP Variation: Nurse Practitioners



View the interactive version online:  
[www.bartonassociates.com/np-laws](http://www.bartonassociates.com/np-laws)

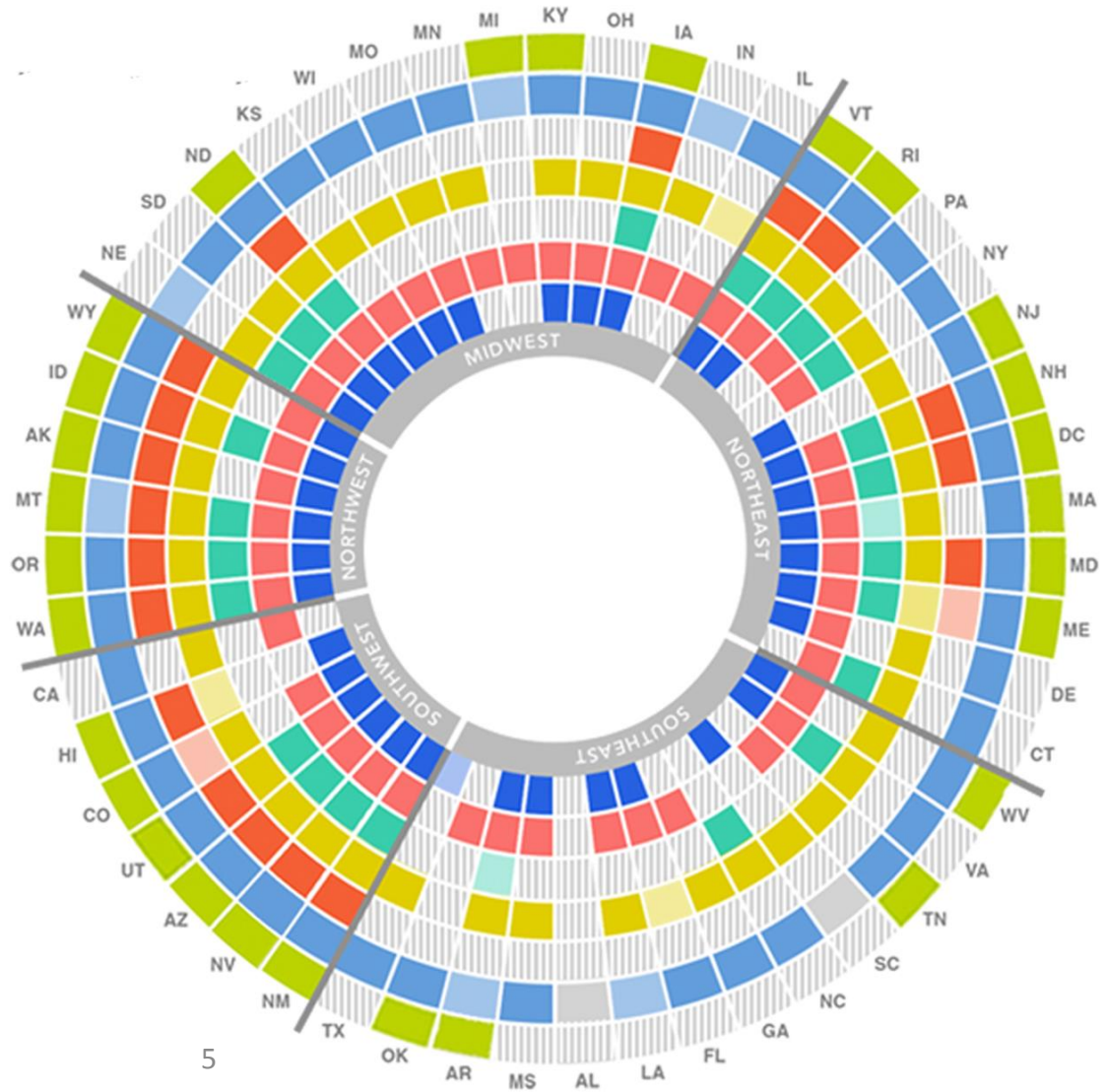
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## RESOURCES

AANP - [www.aanp.org](http://www.aanp.org)  
 The 2012 Pearson Report - [www.webnponline.com](http://www.webnponline.com)  
 The Nurse Practitioner's 24th Annual Legislative Update - [www.tnpj.com](http://www.tnpj.com)



# States Are Adopting Their Own Strategies to Expand Access to Health Services

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- + Designed to address local needs and can account for factors unique to that state
- Continues to contribute to state-to-state variation in SOP, training, qualifications for similar titles
- As states learn from each other, there will be more consistency in state regulations for emerging professions over time

# State Strategies to Support Workforce Innovation

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- Standardize scopes of practice for health professions across states
- Routinely update practice acts
- Increase consumer input into SOP decision-making
- Use best available evidence to inform SOP decisions
- Allow time limited workforce demonstrations
- Disseminate, disseminate, disseminate....

# Thank You

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## Questions?

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