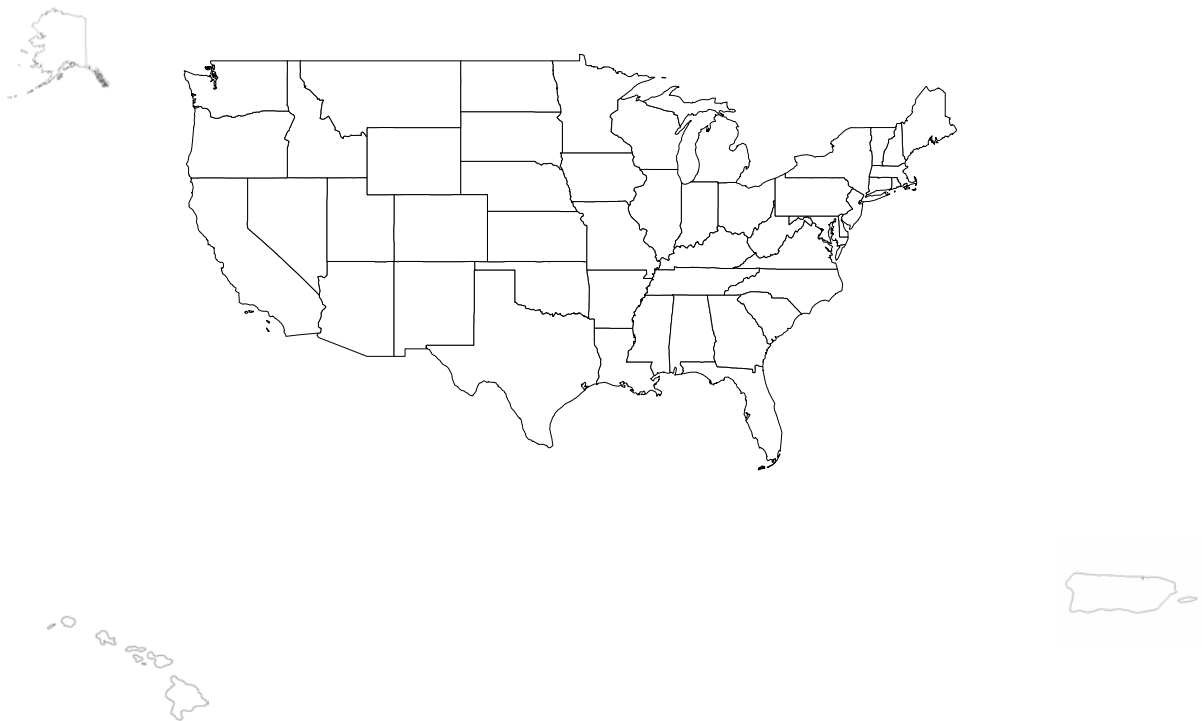


*State Responses to Health Worker Shortages: Results of
2002 Survey of States*

**November 2002
The Center for Health Workforce Studies
School of Public Health
University at Albany, SUNY**



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Executive Summary

Health workers are the most critical resource in any health care system. Currently, health worker shortages across the nation are restricting access to needed health services and may potentially reduce the quality of care. The shortages span a wide range of professions and occupations from nurses to pharmacists to home health aides. The health care system, including hospitals, nursing homes, home health agencies, laboratories, and others are struggling to recruit and retain health workers. For the past several years, education programs in numerous health professions have experienced significant drops in applications and enrollments, despite the continued demand for their graduates.

The responsibility for educating, training, employing and retaining health workers in the health field is primarily the responsibility of the education and health sectors. Although both sectors have taken some actions in response to health worker shortages, state governments have been asked and are expected to play a major role in helping to assure an adequate supply of health workers to meet health care needs in their states.

In response to health workforce shortages, most states have established task forces or commissions to assess the problems and to develop recommendations for programs and policies. Over the past two years, these state task forces and commissions have reviewed the available data, gathered new data and information, explored their policy options, and have begun to recommend new or expanded programs and policies. In response to these recommendations and their own analyses, many states have begun to implement new policies and initiatives. This makes 2002 a very opportune time to assess how states are responding to the shortages and to share this information among the states.

With support from the National Center for Health Workforce Analysis in the federal Bureau of Health Professions at the Health Resource and Services Administration, the Center for Health Workforce Studies at the School of Public Health of the University at Albany SUNY conducted a study of how states were responding to health workforce shortages in order to provide guidance to other states. While there are a number of well known initiatives to address shortages of physicians, particularly primary care physicians, less is known about strategies to address shortages of other health workers. The focus of the study was state responses to shortages of non-physicians.

The Center canvassed all 50 states in spring of 2002. Key state organizations, including governors' offices as well as departments of health, education and labor, were asked to complete a one-page fax back questionnaire briefly describing their states' efforts to address shortages of health workers (see Appendix A). This was supplemented by information obtained through follow-up interviews of state officials responsible for many of these programs and from state Internet sites. Staff from the Center for Best Practices at the National Governors Association helped disseminate the surveys to the states. The results of this study form the basis for this report.

Data were obtained on all 50 states and Puerto Rico. The following is a summary on how states are responding to health worker shortages. It is followed by a state-by-state summary. This report contains a profile of each state's response to health workforce shortages, detailing current initiatives, available web sites describing these initiatives and state contacts.

This report presents a "snapshot" of state responses to health worker shortages as of mid 2002. It is likely that many new programs and policies will be adopted by individual states over the next few years. Nevertheless, the report will be helpful to policy makers and others interested in developing new policies and programs. It may be valuable to repeat the survey in the future, perhaps annually, as long as shortages persist and states continue to try to address health workforce issues.

Key Findings

1. A majority of states (88%) reported convening task forces or commissions to study workforce shortages. Many of these task forces and commissions are still deliberating; state policy responses are still in the development stage in most states.

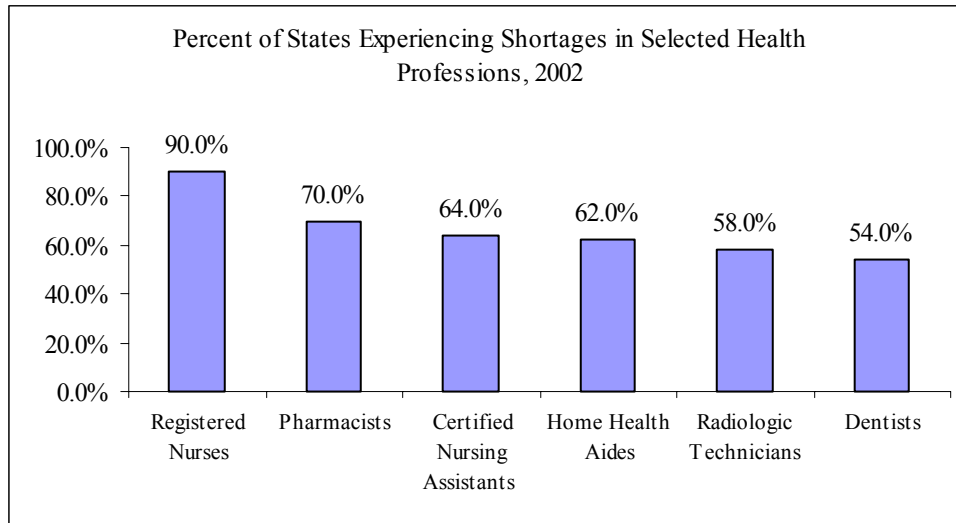
Forty-four (44) of 50 states reported establishing one or more task forces to study health workforce shortages. Most of these bodies were temporary, designed to help recommend state policy responses. In a few states, these organizations evolved or led to the development of more permanent structures to address health workforce concerns. In a few cases, the task forces/commissions were established outside of state government, such as by a state health care association with state participation. In most states, however, the task forces/commissions were established by the state administration. When asked the focus of the task force(s) or commission(s)¹, respondents reported:

- Twenty-five (25) were convened to study shortages in the long-term care workforce²
- Twenty-four (24) were convened to study the shortage of nurses;
- Twenty-three (23) were convened to study general health workforce shortages; and
- Seven (7) were convened to study shortages in other health occupations, including dentistry and pharmacy.

2. States are experiencing shortages in a wide array of health professions. Nursing shortages were cited as a major concern by 90% of states. Seventy percent of states reported pharmacist shortages as a major concern and more than half cited certified nurse aides, home health aides, dentists and radiologic technicians.

¹ The number of task forces and commissions exceeds the number of states as many states had more than one task force or commission.

² Based on findings from the report "Results of the 2002 National Survey of State Initiatives on the Long-Term Care Direct Care Workforce, June 2002", published by the paraprofessional Health Care Institute and the North Carolina Department of Health and Human Services, Office of Long Term Care.
http://www.directcareclearinghouse.org/Documents/pdf/2002_Nat_Survey_State_Initiatives.pdf



3. The most common strategies used by states are scholarship and loan repayment programs for health professionals. Thirty-eight states (76%) reported such programs.

Of the states that reported offering scholarships and/or loan repayment:

- 24 states have programs specifically targeted to registered nurses; and
- 28 states have programs targeted to a broad array of health professionals, including dentists, dental hygienists, and pharmacists.

4. Fifty-four percent of states (27) and Puerto Rico described a wide array of health workforce data collection activities.

Most respondents reported that health professionals were surveyed, sometimes at the time of licensure or re-licensure. In other instances, health workforce needs assessments of providers were completed. While state agencies, particularly departments of health or education initiated much of the data collection, other groups were involved in these efforts, including task forces established to study workforce shortages, health workforce research centers, Area Health Education Centers (AHECs), and provider associations.

5. Half of the states (25) have initiatives to market health careers.

Forty percent (10) of states with marketing initiatives indicated that Area Health Education Centers administered many of them, particularly those targeted to youth.

6. Twenty-eight percent of states (14) are developing or have developed career ladder programs in the health professions.

The main targets of these efforts appear to be career ladders in nursing or career ladders for certified nurse aides.

7. Seven states (14%) reported health workforce training and education initiatives through departments of labor that tap funding streams such as H-1 B Visa Grants and WIA (Workforce Investment Act). Several states were also using TANF (Temporary Assistance to Needy Families) funding.

Many states are exploring the potential for using WIA funds to support health workforce training in many occupations including nursing.

8. In order to promote improved working conditions, increased retention and improved productivity, five states have developed or are exploring strategies related to job redesign.

These included support for demonstrations and evaluations.

9. Several states have passed legislation prohibiting or limiting mandatory overtime and one state has passed legislation mandating minimum nurse staff ratios in hospitals.

While a few states have minimum nurse staff ratios, they are mostly for specialty areas in hospitals. California enacted legislation in 1999 requiring nurse patient ratios on all nursing units in the states acute care hospitals.³

Discussion

- For the most part, states have become involved in addressing health worker shortages not because of their roles in financing and regulation of health and education, which are extensive, but in response to general concerns with the impact on access and quality. Although the health and education sectors have a major stake in the health workforce and they have undertaken many efforts to address shortages, their actions alone have not been successful in preventing or reversing the shortages. Given the failure of the marketplace and the health and education sectors to produce a supply of health workers to meet the demand, the public has turned to state government to provide leadership. States clearly have a major role to play in addressing health worker shortages.
- For the most part, the state responses to date have been relatively modest and narrowly focused. The responses have generally been designed to stimulate the production of new

³ American Nurses Association. "Government Affairs, State Government Relations: 2002 Legislation: Nurse Staffing Plans and Ratios." May 8, 2002.
<http://nursingworld.org/gova/state/2002/staffing.htm>

workers, such as through scholarships, loan repayment, and the marketing of health careers. States have also provided some additional reimbursement, particularly through the Medicaid program for long term care paraprofessionals.

- With few exceptions, states do not appear to be addressing problems of retention or trying to improve productivity. This likely reflects the difficulty for government to influence internal health facility operations. States do not appear to be seeking to change licensure or scope of practice regulations, which is also a sensitive area to most professions.
- Although there is some inevitable duplication and redundancy in having each state explore and develop their own policy responses, there appear to be major benefits to the processes states are going through. This includes development of solutions and programs consistent with each state's health and education systems and increased collaboration between the health and education sectors and between labor and management which can foster effective policy development and implementation. The development of individual state policies also fosters innovation and creativity.
- In light of the significant amount of activity at the state level, the early stage of development, and the need for continued attention to health workforce issues by states, there would appear to be major benefits to collaboration and information sharing among states. A major investment in the evaluation of the impact and effectiveness of the alternative policies and strategies would also seem to be appropriate and very valuable. The federal government and foundations could play an important role in collecting and disseminating information across states and in supporting evaluations of responses to workforce shortages.
- Responding to health worker shortages is an opportunity to address other important issues, including the quality of care, the lack of diversity in many professions, and the quality of life for many workers. Overworked and frustrated workers contribute to errors and poor outcomes. Increasing worker satisfaction, using technology to assist workers and patients, and re-designing jobs and tasks to reduce burnout and errors will not only increase retention but also improve quality of care and the quality of lives of workers. Building career ladders will help diversify the workforce and address the current inequities.

The marketplace for health workers is often slow and inefficient, but it does respond. For example, in response to the publicity around nursing shortages, enrollment in nursing programs is rising, and health facilities are developing initiatives to increase retention. Thus, it is likely that some of the health worker shortages will subside in the next few years as the marketplace responds. While this is good news, the demographics of America will make it very difficult to increase the supply in future years when the demand is likely to rise rapidly as the baby boom generation ages. For this reason, it is critical that the assessment of health workforce needs and the development of systems to address health workforce needs *not* be viewed as temporary issues but as long range issues that will require continuing attention and policy making structures to assure an adequate supply of health workers.

Summary of State Responses to Workforce Shortages⁴


Appendix A

	Task Force, Commission or Panel	Scholarships, Loan Repayment	Career Ladder Development	Health Career Marketing	Labor Department/ Workforce Investment Board	Job Design	Workforce Data Collection
Alabama	√	√		√			
Alaska	√	√	√				
Arizona	√	√					
Arkansas	√	√		√			
California	√	√	√	√	√	√	√
Colorado	√	√					√
Connecticut	√			√			
Delaware	√	√					
Florida	√	√	√	√	√		
Georgia	√	√		√		√	√
Hawaii		√		√			√
Idaho	√	√					√
Illinois		√		√			
Indiana	√			√			√
Iowa	√	√				√	√
Kansas	√	√					√
Kentucky	√	√					
Louisiana	√	√		√			
Maine	√	√	√				√
Maryland	√	√		√			
Massachusetts	√	√					√
Michigan		√		√			
Minnesota	√	√		√			√
Mississippi	√						√
Missouri	√	√		√			√
Montana	√						
Nebraska	√	√	√		√		√
Nevada	√						
New Hampshire	√			√			
New Jersey	√	√	√			√	√
New Mexico	√	√					√
New York	√	√	√	√			√
North Carolina	√			√			√
North Dakota	√	√	√	√			√
Ohio	√	√		√			
Oklahoma	√						
Oregon	√	√					
Pennsylvania	√	√					
Puerto Rico							√
Rhode Island	√	√					
South Carolina	√			√			
South Dakota							√
Tennessee	√	√					
Texas		√		√	√		√
Utah		√	√				√
Vermont	√	√	√	√	√	√	√
Virginia	√						
Washington	√	√	√	√	√		√
West Virginia	√	√	√	√			
Wisconsin	√	√	√		√		√
Wyoming	√		√	√			√


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⁴ Includes programs and policies that are underway but does not include those in the planning stage.


ALABAMA

TASK FORCE, COMMISSION OR PANEL	SCHOLARSHIPS, LOAN FORGIVENESS	
<p>A Health Workforce Task Force was established in April 2001 and focused on:</p> <ul style="list-style-type: none"> • Health careers marketing; • Data collection; • Career ladder development; and • Financial aid. <p>A report was issued in December 2001. Copies of the report may be obtained by contacting the Alabama Department of Public Health at 334-206-5300.</p>	<ul style="list-style-type: none"> • The Rural Primary Care Initiative in Alabama administers: <ul style="list-style-type: none"> • Alabama Board of Medical Scholarship Awards; and • Alabama Community Scholarship Program <p>For more information: http://www.alapubhealth.org/opcrh</p> <ul style="list-style-type: none"> • The Health Workforce Taskforce recommended an expansion of service obligated scholarships and loan repayment programs for faculty and clinicians in short supply. 	
CAREER LADDER DEVELOPMENT	HEALTH CAREERS MARKETING	LABOR DEPARTMENT/WORKFORCE INVESTMENT BOARD
<p>The Health Workforce Taskforce recommended enhancing career mobility and transition options for health care workers.</p>	<ul style="list-style-type: none"> • The Tuskegee Area Health Education Center has developed initiatives to encourage students to pursue careers in the health professions. For more information: http://www.alapubhealth.org/opcrh • The Health Workforce Task Force recommended: <ul style="list-style-type: none"> • A statewide media campaign to generally promote health careers. • Linking the Alabama On-Line High School with the Health Careers web site; and • Establishing a healthcare workforce recruiter program to promote health careers to K – 12 students. 	<p>The Health Workforce Task Force recommended that Workforce Investment Boards focus on training and education of individuals pursuing careers in health care.</p>
JOB REDESIGN	WORKFORCE DATA COLLECTION	OTHER
	<p>The Health Workforce Task Force recommended establishing a central repository of data on Alabama health care workers within the Alabama Department of Public Health.</p>	<p>The Health Workforce Taskforce recommended management training programs for health care workers to foster effective supervisory skills and improve retention.</p>


ALASKA

TASK FORCE, COMMISSION OR PANEL	SCHOLARSHIPS, LOAN FORGIVENESS	
<p>The Alaska Hospital & Nursing Home Association established five task forces:</p> <ul style="list-style-type: none"> • The Workforce Development Committee to identify short and long term solutions to Alaska’s healthcare workforce shortages; • The Healthcare Consortium, comprised of educators, healthcare providers and professionals interested in workforce development; • The “Need for Nurses” Team to address nurse recruitment and retention issues; • The “Allied Health” Team to address allied health recruitment and retention issues; and • The “K-12 New Worker” Team to promote health careers. <p>For more information: http://www.ashnha.com/</p>	<p>The Alaska Native Tribal Health Consortium (ANTHC) offers support for student internships and post-secondary education in any healthcare related occupation/profession. For more information: http://www.anthc.org/</p>	
CAREER LADDER DEVELOPMENT	HEALTH CAREERS MARKETING	LABOR DEPARTMENT/WORKFORCE INVESTMENT BOARD
<ul style="list-style-type: none"> • The Alaska Native Tribal Health Consortium started an employee retention project that included career ladder development for entry-level workers. • A 4-year education program in medical technology is under development and will articulate with a 2-year medical laboratory program. • Y-K Medical Center has developed a career pathway outreach program that includes distance learning and training for RNs, LPNs, physician assistants, and other related professions. 	<p>The K-12/New Worker Team is establishing links and partnerships with school districts and post-secondary institutions to provide teachers and students with information on healthcare career opportunities and education and training available in the state and nationally.</p>	<p>The Healthcare Consortium is working with the Workforce Investment Agency to explore use of WIA funding for health worker training.</p>
JOB REDESIGN	WORKFORCE DATA COLLECTION	OTHER
	<p>The Recruitment and Retention Committee of the Alaska Colleagues in Caring is planning a survey of health care employers.</p>	<ul style="list-style-type: none"> • Clinical assistant education will be available through distance learning networks. • The University Medical School is examining health care career training in the Anchorage area. • A Workforce Summit was held in April 2002 and focused on the retention of current health workers and recruitment of new health care workers.


ARIZONA

TASK FORCE, COMMISSION OR PANEL	SCHOLARSHIPS, LOAN FORGIVENESS	
<ul style="list-style-type: none"> A Nursing Shortage Task Force was established in 2002 to assess the current and future supply and demand for nurses across the state. For additional information: http://www.governor.state.az.us/nurse/nurse.cfm The Healthcare Institute at the Arizona Hospital and Healthcare Association was created to address the health care needs of Arizonans through the development of a well-prepared, accessible nursing workforce. For more information: http://www.azhha.org/ 	<p>The Arizona Loan Repayment Program, administered by the Arizona Department of Health, offers loan repayment to primary health care providers, i.e., physicians, dentists, nurse practitioners, certified nurse midwives, and physician assistants, in return for a two year commitment to practice in a Health Professional Shortage Area or Medically Underserved Area in Arizona.</p> <p>For additional information: http://www.hs.state.az.us/hsd/az_loan_repayment.htm</p>	
CAREER LADDER DEVELOPMENT	HEALTH CAREERS MARKETING	LABOR DEPARTMENT/WORKFORCE INVESTMENT BOARD
JOB REDESIGN	WORKFORCE DATA COLLECTION	OTHER

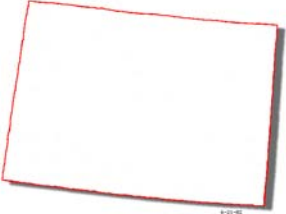
ARKANSAS

TASK FORCE, COMMISSION OR PANEL	SCHOLARSHIPS, LOAN FORGIVENESS	
<p>The Arkansas Legislative Commission on Nursing was established in 2001, to:</p> <ul style="list-style-type: none"> • Study the status of the nursing and nurse educator shortage in Arkansas; • Project the need for nurses and nurse educators over the next ten years; • Develop a strategic statewide plan to ensure an appropriately prepared workforce; • Convene stakeholders from nurse education, the healthcare and business industries, the legislature and the public; and • Enhance and promote recruitment, retention, advancement, recognition, reward and renewal for nurses in Arkansas. <p>http://www.arkleg.state.ar.us/data/resources.asp</p>	<p>The University of Arkansas College of Medicine, College of Pharmacy and College of Nursing offer scholarships to students. For more information: http://www.uams.edu/today/100401/video.htm</p>	
CAREER LADDER DEVELOPMENT	HEALTH CAREERS MARKETING	LABOR DEPARTMENT/WORKFORCE INVESTMENT BOARD
<p>The Arkansas Department of Health is developing a horizontal career pathway that allows health care professionals to increase their skills within their current position, which will in turn increase their rates of pay. For more information, contact Lewis Leslie at 501-661-2831</p>	<ul style="list-style-type: none"> • The Area Health Education Center offers a 2-week summer program for high school students to learn about health careers. For more information: http://www.uams.edu/ahec/AHEC9.HTM • Arkansas State University offers programs targeted to high school students who live in medically underserved areas to pursue advanced education in health professions. For more information: http://conhp.astate.edu/ 	
JOB REDESIGN	WORKFORCE DATA COLLECTION	OTHER
		<p>In 2000, the AHEC of Arkansas surveyed health administrator to assess their perceptions of health workforce needs. For more information: http://rpweb.uams.edu/HlthWorkforceNeedsWebpageAbstract.htm</p>


CALIFORNIA

TASK FORCE, COMMISSION OR PANEL	SCHOLARSHIPS, LOAN FORGIVENESS	
<p>The California State Board of Pharmacy developed the Pharmacy Manpower Task Force to address the pharmacist shortage in California and to ensure that patients have access to pharmacy care and prescription services. For more information: http://www.pharmacy.ca.gov/harmacy_manpower_task_force.htm</p>	<p>The Nurse Workforce Initiative offers a variety of programs to support nursing students. For more information: http://www.nurse.ca.gov/workforce-init.html</p>	
OTHER	CAREER LADDER DEVELOPMENT	LABOR DEPARTMENT/WORKFORCE INVESTMENT BOARD
<ul style="list-style-type: none"> California established minimum nurse-to-patient ratios for its acute care hospitals. http://www.futurehealth.ucsf.edu/CWI/nursfactsht.html The Board of Registered Nurses (BRN) and Board of Licensed Vocational Nurses/ Psychiatric Technicians (BVNPT) work with community colleges and California State University campuses to ensure the standardization of prerequisites and increased training slots. http://www.nurse.ca.gov/workforce-init.html The Office of Statewide Health Planning and Development operates a Health Careers Training Program that focuses on training CNAs, LVNs, RNs and other related health workers. For more information: http://www.oshpd.ca.gov/ The Employment Training Panel uses state unemployment tax money to provide funds to employers who need specialized training to retain/upgrade their workers 	<ul style="list-style-type: none"> The Nursing Workforce Initiative provides \$3 million to test pilot projects that provide strategies for on-site approaches to delivery of skills upgrade training, including distance learning. http://www.nurse.ca.gov/default.html The Los Angeles County Health Care Workforce Development Program is a 5 year \$40 million skills upgrade and retraining program operating in conjunction with the restructuring of the Los Angeles County health care system. 	<ul style="list-style-type: none"> In January 2002, California established the Nursing Workforce Initiative a 3-year, \$60 million WIA funded effort to address the nursing shortage in California. For more information contact: Teri Boughton, California Health and Human Services Agency at 916-654-3297 The Caregiver Training Initiative is a \$25 million program supported by WIA funds to recruit, train, and retain CNAs and related caregivers working primarily in long term care facilities.
JOB REDESIGN	WORKFORCE DATA COLLECTION	HEALTH CAREERS MARKETING
<p>The Nursing Workforce Initiative provides \$1 million to fund projects that design and test reform to improve nurse retention.</p>	<p>The California Workforce Initiative monitors changes in the health care workforce in order to disseminate workforce information, strategies, and best practices. http://www.futurehealth.ucsf.edu/CWI/about.html</p>	<p>The Nurse Workforce Initiative promotes careers in nursing. For more information: http://www.nurse.ca.gov/default.html</p>


COLORADO

TASK FORCE, COMMISSION OR PANEL	SCHOLARSHIPS, LOAN FORGIVENESS	
<ul style="list-style-type: none"> In 2002, the Health Facilities Division of the Colorado Department of Public Health joined with the Colorado Board of Nursing and other health care industry representatives to review the scope of activities for Certified Nurse Aides. For more information contact Cathy Davenport at 303-692-2800 or 303-692-2908 The Colorado Alliance of Nursing Workforce Development Opportunities (CANDO) was established to examine the supply and demand for nurses in Colorado. For more information: http://www.uchsc.edu/ahec/cando/index.htm 	<ul style="list-style-type: none"> The Colorado Rural Outreach Program (CROP) provides funding to rural Colorado healthcare facilities to offer loan repayment as a recruitment incentive. For more information: http://www.coruralhealth.org/cpr/crop/index.html 	
CAREER LADDER DEVELOPMENT	HEALTH CAREERS MARKETING	LABOR DEPARTMENT/WORKFORCE INVESTMENT BOARD
JOB REDESIGN	WORKFORCE DATA COLLECTION	OTHER
	<p>Colorado Alliance of Nursing Workforce Development Opportunities (CANDO) collects and reports data on the distribution, supply, demand, diversity and salary of the nursing workforce in Colorado.</p>	<p>The Colorado Health Workforce Summit was held in December 2001 to create a unified effort by Colorado's educational institutions in collaboration with business and government to improve the distribution of healthcare workers throughout the State of Colorado in both urban and rural communities. http://www2.uchsc.edu/ahec/workforce/</p>


CONNECTICUT

TASK FORCE, COMMISSION OR PANEL	SCHOLARSHIPS, LOAN FORGIVENESS	
<p>The Department of Public Health has established the Office of Public Health Workforce Development to:</p> <ul style="list-style-type: none"> • enhance public health workforce competencies through the development of a certification program; • develop marketing materials for recruitment and retention; • advise the Commissioner on health workforce issues; • establish a “Health Track” within local schools in cooperation with the Department of Education; and • act as a clearinghouse for information on health care careers. <p>http://www.dph.state.ct.us/Commissioner/Work_Force/work_force.htm</p>		
CAREER LADDER DEVELOPMENT	HEALTH CAREERS MARKETING	LABOR DEPARTMENT/WORKFORCE INVESTMENT BOARD
	<ul style="list-style-type: none"> • Connecticut’s Area Health Education Centers provide a variety of programs geared toward promoting health careers to school age individuals. <p>For more information: http://www.ctahec.org/eastern/index.html http://www.nwctahec.org/index.html http://www.ctahec.org/southwest/index.html</p> <ul style="list-style-type: none"> • The Nursing Career Center of Connecticut has developed a number of programs promoting nursing careers to school age individuals. <p>http://www.nccct.com/</p>	
JOB REDESIGN	WORKFORCE DATA COLLECTION	OTHER


DELAWARE

TASK FORCE COMMISSION OR PANEL	SCHOLARSHIPS, LOAN FORGIVENESS	
<p>The Delaware Health Care Commission recently completed a study of the nursing shortage in Delaware, its impact on access, costs and quality, the factors contributing to the shortage, and recommendations to address it. The report, <i>Solving the Nursing Shortage in Delaware</i>, was released in March of 2002. The Commission formed a special committee to implement select recommendations from the report. The implementation committee began meeting in September 2002. For more information: http://www.ncsbn.org/public/news/state_shortage.htm</p>	<ul style="list-style-type: none"> • The Delaware State Loan Repayment Program provides awards to physicians and dentists to work in underserved communities throughout the state. For more information: http://www.state.de.us/dhcc/loan2.htm • The Delaware Institute of Medical Education and Research (DIMER) Loan Program offers loan repayment to dental or medical students in training at Jefferson Medical College in exchange for practice in primary care in Delaware upon completion of training. For more information: http://www.state.de.us/dhcc/loans2.htm 	
CAREER LADDER DEVELOPMENT	HEALTH CAREERS MARKETING	LABOR DEPARTMENT/WORKFORCE INVESTMENT BOARD
JOB REDESIGN	WORKFORCE DATA COLLECTION	OTHER
		<p>The Delaware Institute for Dental Education and Research (DIDER) supports the dental general practice residency program at the Christiana Care Wilmington Hospital Health Center Dental Office.</p>


FLORIDA

TASK FORCE, COMMISSION OR PANEL	SCHOLARSHIPS, LOAN FORGIVENESS	
<p>The Florida Center for Nursing was established in 2001 under the auspices of the Florida Department of Health. The Center is charged with addressing issues of supply and demand for nursing, including recruitment, retention and utilization of nurse workforce resources.</p>	<ul style="list-style-type: none"> • The Nursing Scholarship Program is available for students enrolled full-time or part-time in an approved program leading to an associate, a baccalaureate, or a graduate degree in nursing. For additional information, call 1-800-342-8660, ext. 3504. • Nursing Student Loan Forgiveness Program encourages qualified personnel to seek employment in areas of Florida where critical nursing shortages exist. For additional information, call 1-800-342-8660, ext. 3504. 	
CAREER LADDER DEVELOPMENT	HEALTH CAREERS MARKETING	LABOR DEPARTMENT/WORKFORCE INVESTMENT BOARD
<p>Florida has developed a formal articulation plan between LPN and RN education programs to support bridge programs designed to facilitate LPN advancement to RN in reasonable time frames.</p>	<ul style="list-style-type: none"> • Florida recently established the Sunshine Workforce Solutions Grant Program supporting exploratory programs in nursing at middle schools or at comprehensive career and technical education programs. • The Florida AHEC Network targets some of its resources to programs that generate interest in health careers, focusing on minority and disadvantaged youth. 	<p>WIA and TANF funds are available for training and upgrading in health occupations.</p>
JOB REDESIGN	WORKFORCE DATA COLLECTION	OTHER
		<ul style="list-style-type: none"> • The Area Health Education Center (AHEC) Network, includes Florida's five university-based medical schools and ten AHEC centers, focuses on the recruitment of community-based students into health care professions; the provision of medical training programs, such as residencies and internships in underserved communities; and the retention of medical professionals in these communities through educational and resource support services. For additional information, contact: david_fairweather@doh.state.fl.us


GEORGIA

TASK FORCE, COMMISSION OR PANEL	SCHOLARSHIPS, LOAN FORGIVENESS	
<ul style="list-style-type: none"> In 2000, the Georgia Department of Community Health convened the Health Care Workforce Technical Advisory Committee to study the shortages of health care workers in the state. The report of the committee, issued in May 2001, can be viewed at: http://www3.state.ga.us/departments/v4/top/shared/con_dhp/dhp_publications/healthcare_workforce_final.pdf On the recommendation of the Technical Advisory Committee, Georgia established a standing policy committee to address non-physician health workforce shortages. 	<p>More than \$3 million was awarded for cancelable loans to nurses and other health care professionals in 2002. This was three times the amount of funding that had been allocated two years earlier.</p>	
CAREER LADDER DEVELOPMENT	HEALTH CAREERS MARKETING	OTHER
<p>The Health Care Workforce Technical Advisory Committee recommended the development of training and educational strategies to support “bridge” programs and professional career paths that allow entry-level workers to gain skills and move into higher level licensed professions.</p>	<ul style="list-style-type: none"> Georgia has supported the development of: <ul style="list-style-type: none"> Health careers programs in youth organizations, camps and after-school programs; and Public information campaigns for health careers. The Health Care Workforce Policy Advisory Committee has developed recruitment programs for mid-career professionals, as well as middle and high school students. The Area Health Education Center has developed: <ul style="list-style-type: none"> health career manuals and curricula and made them available to middle and high schools; and a health careers website and job postings. <p>http://www.mcg.edu/AHEC/</p>	<ul style="list-style-type: none"> The Department of Labor is sponsoring career fairs to recruit displaced and midcareer professionals into the health workforce. The Indigent Care Trust Fund is allowing hospitals to use money allocated for primary care to support approved education, recruitment, and retention activities. The Health Professions Initiative, a collaboration between the University System of Georgia and Georgia’s health care providers, is designed to increase the number of licensed health professionals in the state by more than 500 over the next two years. New nursing education programs have been established in several areas of the state.
JOB REDESIGN	WORKFORCE DATA COLLECTION	LABOR DEPARTMENT/WORKFORCE INVESTMENT BOARD
<p>Georgia provided over \$200,000 in funding to support strategies to encourage workplace innovation and workforce development and retention.</p>	<p>The Health Care Workforce Planning Act provides support for ongoing data collection, analysis and forecasting to more effectively address health workforce needs.</p>	


HAWAII

TASK FORCE, COMMISSION OR PANEL	SCHOLARSHIPS, LOAN FORGIVENESS	
	<ul style="list-style-type: none"> The Hawaii Community Foundation offers grants to residents of Hilo or the Hamakua coast, north of the Wailuku River, who are enrolled full-time with a minimum GPA of 2.7 and who are studying medicine or nursing. For more information: http://dbserver.its.hawaii.edu/cash/ 	
CAREER LADDER DEVELOPMENT	HEALTH CAREERS MARKETING	LABOR DEPARTMENT/WORKFORCE INVESTMENT BOARD
	<p>Hawaii's AHEC promotes health careers on their website. For more information: http://www.ahec.hawaii.edu/resource.htm</p>	
JOB REDESIGN	WORKFORCE DATA COLLECTION	OTHER
	<p>Hawaii's AHEC conducted a health workforce needs assessment to assist organizations to recruit providers in underserved areas.</p>	


IDAHO

TASK FORCE, COMMISSION OR PANEL	SCHOLARSHIPS, LOAN FORGIVENESS	
<p>The State Board of Education is establishing a Health Professions Committee to examine work force and education issues affecting the delivery of health care services. The committee will include several sub-committees to examine specific professions (i.e., nurses, lab technicians, radiology technicians, etc.) and set goals and outcomes for their efforts.</p>	<ul style="list-style-type: none"> The Idaho Society for Respiratory Care offers scholarships to Idaho residents who are full-time respiratory students and members of American Association of Respiratory Care. For more information: http://www.idasrc.org/ Idaho State University Department of Dental Hygiene offers a variety of scholarships to their students. For more information: http://www.isu.edu/departments/dentalhy/ 	
CAREER LADDER DEVELOPMENT	HEALTH CAREERS MARKETING	WORKFORCE DATA COLLECTION
		<ul style="list-style-type: none"> The State Office of Rural Health and Primary Care supports statewide semi-annual vacancy surveys of hospitals, nursing homes, district health departments, rural health clinics, community health centers, and migrant health centers.
JOB REDESIGN	LABOR DEPARTMENT/WORKFORCE INVESTMENT BOARD	OTHER


ILLINOIS

TASK FORCE, COMMISSION OR PANEL	SCHOLARSHIPS, LOAN FORGIVENESS	
	<p>Illinois' Fourteenth District Nurse Scholarship program is for residents who are RNs or student nurses enrolled in a full or part-time nursing programs. For more information: http://www2.semo.edu/nursing/undergraduate/undloans.html#jump29</p>	
CAREER LADDER DEVELOPMENT	HEALTH CAREERS MARKETING	LABOR DEPARTMENT/WORKFORCE INVESTMENT BOARD
	<p>The Illinois Health Education Consortium/ AHEC and Illinois Rural Health Association hosted a 2-day health careers camp in June 2002. For more information: http://www.ilruralhealth.org/index.html</p>	
JOB REDESIGN	WORKFORCE DATA COLLECTION	OTHER

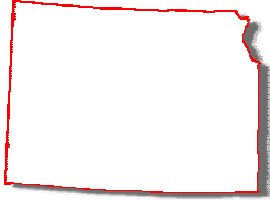
INDIANA

TASK FORCE, COMMISSION OR PANEL	SCHOLARSHIPS, LOAN FORGIVENESS	
<p>The Indiana State Department of Health established the Indiana Health Care Professional Development Commission to develop a strategic plan to ensure an adequate supply of health professionals who are distributed appropriately throughout the state. http://www.state.in.us/isdh/publications/pubs/toc97.htm</p>		
CAREER LADDER DEVELOPMENT	HEALTH CAREERS MARKETING	LABOR DEPARTMENT/WORKFORCE INVESTMENT BOARD
	<p>Nursing 2000 is an organization comprised of practicing nurses from health care agencies, universities, professional nursing associations, and communities who work together to promote the positive image of professional nursing. For more information: http://www.nursing2000inc.org/organizational_overview.html</p>	
JOB REDESIGN	WORKFORCE DATA COLLECTION	OTHER
	<p>The Indiana State Department of Health conducted surveys of physicians and nurses in 1997 and surveys of dentists and dental hygienists in 1998. For more information: http://www.in.gov/isdh/publications/publications.htm</p>	


IOWA

TASK FORCE, COMMISSION OR PANEL	SCHOLARSHIPS, LOAN FORGIVENESS	
<p>The Governor's Task Force on Nursing Shortage was established in May 2001 to examine and evaluate actual and potential shortages of RNs, LPNs, home health aides, and CNAs.</p>	<ul style="list-style-type: none"> Iowa has loan repayment programs for physicians, nurses, dentists, dental hygienists, and physician assistants. For more information: http://www.ncsl.org/programs/health/Forum/workforceprofiles/iowa.pdf The Task Force on Nursing Shortage recommended the development of scholarship and loan forgiveness programs for nursing. 	
CAREER LADDER DEVELOPMENT	HEALTH CAREERS MARKETING	LABOR DEPARTMENT/WORKFORCE INVESTMENT BOARD
	<p>The Iowa Hospital Association is planning to promote health careers to students in grades 5-12 and non-traditional students. For more information: http://www.ihaonline.org/govrelations/position/labor.shtml</p>	
JOB REDESIGN	WORKFORCE DATA COLLECTION	OTHER
<p>The Iowa Hospital Association is seeking to reduce regulatory burdens by eliminating duplication in licensure/certification processing and standardizing documentation/claims processing. For more information: http://www.ihaonline.org/govrelations/position/labor.shtml</p>	<ul style="list-style-type: none"> Iowa collects and analyzes data on physicians, nurses, dentists and physician assistants, using primary (e.g., licensure renewal process) and secondary sources (e.g., state-based professional trade associations). For more information: http://www.ncsl.org/programs/health/Forum/workforceprofiles/iowa.pdf The Iowa Council of Nurses recently completed the Nurse Shortage Workforce Survey. For more information: http://www.iowanurses.org/2001res.htm 	


KANSAS

TASK FORCE, COMMISSION OR PANEL	SCHOLARSHIPS, LOAN FORGIVENESS	
<p>The Bi-State Dental Task Force is a collaboration between Missouri and Kansas created by the University of Missouri at Kansas City, to develop strategies to address dental provider shortages. For more information, contact Barry Daneman at 816-235-2100.</p>	<ul style="list-style-type: none"> The Office of Local and Rural Health (OLRH) operates a loan repayment program for health care professionals who agree to practice in underserved communities. For more information: http://www.kdhe.state.ks.us/olrh/FundLoan.html The Kansas Board of Regents offers a state funded Nurse Service Scholarship, as well as scholarships for osteopathic, optometric, and dental students. For more information: http://www.kansasregents.org or contact: Don Wimpelberg-Kansas Board of Regents, Student Financial Aid, 785-296-3518 	
CAREER LADDER DEVELOPMENT	HEALTH CAREERS MARKETING	LABOR DEPARTMENT/WORKFORCE INVESTMENT BOARD
JOB REDESIGN	WORKFORCE DATA COLLECTION	OTHER
	<p>The Kansas Health Care Data Governing Board promotes the availability of and access to health care data including health care professional licensing data. For more information: http://www.state.ks.us/public/hcdgb/khcdabout.html</p>	<ul style="list-style-type: none"> The University of Kansas Medical Center Office of Continuing Education offers training opportunities for practicing physicians and nurses on aging. http://www2.kumc.edu/coa/Education/ed-cont_ed.htm In November 2001, the Health Occupations Credentialing Act reduced the lag time for CNAs relocating to Kansas and seeking certification based on reciprocity. For more information: http://www.kdhe.state.ks.us/hoc/index


KENTUCKY

TASK FORCE, COMMISSION OR PANEL	SCHOLARSHIPS, LOAN FORGIVENESS	
<p>In 2001, Kentucky established a task force charged with identifying strategies to maintain an adequate supply of nurses in the state. http://www.lrc.state.ky.us/record/01rs/HC2.htm</p>	<ul style="list-style-type: none"> The Nursing Incentive Scholarship Fund (NISF) provides scholarships annually to Kentucky residents who will be attending approved registered nursing, practical nursing, or graduate nursing programs. A recipient must work as a nurse in Kentucky for one year for each annual award received. The Nursing Workforce Foundation awards grants to educational institutions to help nurses seeking to further their education. <p>For more information: http://www.lrc.state.ky.us/record/02rs/SB289.htm</p>	 <p>7-2-02</p>
CAREER LADDER DEVELOPMENT	HEALTH CAREERS MARKETING	LABOR DEPARTMENT/WORKFORCE INVESTMENT BOARD
JOB REDESIGN	WORKFORCE DATA COLLECTION	OTHER

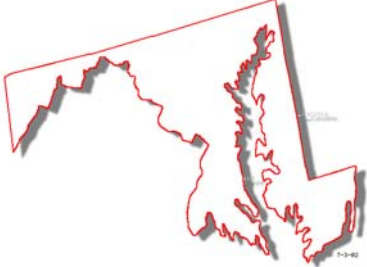
LOUISIANA

TASK FORCE, COMMISSION OR PANEL	SCHOLARSHIPS, LOAN FORGIVENESS	
<ul style="list-style-type: none"> In 2001, the state established the Louisiana Health Works Commission, charged with integrating and coordinating resources for health workforce development within various state departments and key organizations. For more information, contact Chris Weaver at: 225-342-4495 or cweaver@ids.mail The Task Force on Healthcare Workforce Shortage was created in 2001 by the Louisiana Hospital Association. In July 2002, the taskforce issued a final report with recommendations and activities geared toward reducing health workforce shortages. For more information: http://www.lhaonline.org/ 	<p>The Louisiana Association of Student Nurses offers a variety of scholarships to nursing students. For additional information, contact: http://www.lasn.org/awards.htm</p>	
CAREER LADDER DEVELOPMENT	HEALTH CAREERS MARKETING	LABOR DEPARTMENT/WORKFORCE INVESTMENT BOARD
	<p>The Louisiana Association of Student Nurses provides marketing materials on careers in nursing to students of all ages. For more information: http://www.lasn.org/links_professional.htm</p>	
JOB REDESIGN	WORKFORCE DATA COLLECTION	OTHER


MAINE

TASK FORCE, COMMISSION OR PANEL	SCHOLARSHIP, LOAN FORGIVENESS	
<ul style="list-style-type: none"> The Health Care Workforce Leadership Council was established in 2002 by the Maine legislature to ensure an adequate supply of skilled health care workers in the state. The Organization of Maine Nursing Executives (OMNE) established a task force on nursing and allied health workforce issues. http://omne.org/ The Maine Committee to Address the Health Care Skilled Worker Shortage, comprised of health care leaders, state legislators, and higher education officials, called for a series of actions to address worker shortages. For more information: http://www.mtcs.net/newfiles/pressrelease18.html 	<ul style="list-style-type: none"> OMNE/Nursing Leaders of Maine provides support for Maine nursing students attending nursing programs in the state. For more information: http://omne.org/ Dental scholarships and loan forgiveness is available to address dental shortages. 	
CAREER LADDER DEVELOPMENT	HEALTH CAREER MARKETING	LABOR DEPARTMENT/WORKFORCE INVESTMENT BOARD
<ul style="list-style-type: none"> In 1998, Maine State Labor Task Force combined existing aide jobs with new lower-level entry positions and new higher-level team leader positions to provide opportunities for advancement. The Maine State Labor Task Force has been working to assure that entry-level education for unlicensed caregivers will include a 20-hour core curriculum that is transferable among the educational programs for PCAs and CNAs. 	<p>The Maine Hospital Association (MHA) is developing a multimedia program to increase interest in health care careers, as well as ensuring that students interested in health professions are adequately prepared.</p> <p>http://www.themha.org/pages/new_pages/new2m.htm</p>	
JOB REDESIGN	WORKFORCE DATA COLLECTION	OTHER
	<ul style="list-style-type: none"> The Maine Hospital Association collects workforce data on nurses and allied health workers, mostly through membership surveys. In 2001, the Maine State Chamber of Commerce and the Maine Technical College System conducted a Maine Health Care Workforce Needs Survey. Beginning September 1, 2002, Maine implemented voluntary reporting at the time of relicensure for RNs in order to develop the Maine Minimum Nursing Data Set. 	<ul style="list-style-type: none"> The Colleagues in Caring Nursing Workforce Initiative held a Nursing Summit in December 2001 to discuss the future of nursing, analyze the changes needed in nurse education while creating opportunities to enhance the integration of nurse education and practice, and the development of strategies for recruitment and retention. http://omne.org/hot_topics/rn_summit-report.html. The Maine legislature recently funded a 50-cent-per-hour wage increase for home care workers in long term care (excluding nurses). The Maine Hospital Association, Maine Society for Healthcare Human Resources Administration, and OMNE have ongoing initiatives that address recruitment, retention, and the work environment.


MARYLAND

TASK FORCE, COMMISSION OR PANEL	SCHOLARSHIPS, LOAN FORGIVENESS	
<p>Maryland established the Statewide Commission on the Crisis in Nursing in July 2000 to study issues of nurse recruitment, retention, education, workplace issues, and workplace technology. http://www.mbon.org/</p>	<ul style="list-style-type: none"> • The Maryland Higher Education Commission offers a variety of nursing scholarships. Additional information may be obtained by contacting the State Scholarship Administration at 410-260-4565 or 800-974-1024 • The Maryland State Nursing Scholarship Program provides financial assistance to full or part-time nursing students who are Maryland residents with GPAs of 3.0 or higher. For more information: http://www.mbon.org/ • Income eligible state and local government employees may qualify for a loan assistance/repayment program to study nursing, physical or occupational therapy. For more information: http://www.finaid.org/loans/forgiveness.phtml 	
CAREER LADDER DEVELOPMENT	HEALTH CAREERS MARKETING	LABOR DEPARTMENT/WORKFORCE INVESTMENT BOARD
	<p>The Maryland Health Careers website offers information on the recruitment and retention of healthcare professionals. http://www.marylandhealthcareers.org/</p>	
JOB REDESIGN	WORKFORCE DATA COLLECTION	OTHER


MASSACHUSETTS

TASK FORCE, COMMISSION OR PANEL	SCHOLARSHIPS, LOAN FORGIVENESS	
<p>The Massachusetts Health Care Task Force was established in May 2000 to conduct a comprehensive analysis of the health industry, examining health care operation, administration, access, regulation, financing, revenues, cost, liabilities, reserves, financial viability, delivery, outcome and quality. For more information: http://www.state.ma.us/healthcare/</p>	<p>The Massachusetts Nurses Association has a variety of scholarships for RNs seeking to advance and for student nurses. For more information: Call: 781-830-5745 or http://www.massnurses.org/</p>	
CAREER LADDER DEVELOPMENT	HEALTH CAREERS MARKETING	LABOR DEPARTMENT/WORKFORCE INVESTMENT BOARD
JOB REDESIGN	WORKFORCE DATA COLLECTION	OTHER
	<p>The Center for Health Professions at Worcester State College collects data on the health care workforce in Massachusetts. http://www.worcester.edu/academics/wsc_centers_inst.htm</p>	<p>The Massachusetts Association of Registered Nurses (MARN) held a conference in on the nursing shortage. http://www.bc.edu/publications/bcm/summer_2002/11_summit.html</p>


MICHIGAN

TASK FORCE, COMMISSION OR PANEL	SCHOLARSHIPS, LOAN FORGIVENESS	
	<ul style="list-style-type: none"> The following scholarship & loan repayment proposals are currently under consideration by the legislature: <ul style="list-style-type: none"> grants to student RNs, LPNs, or CNAs who are employed by nursing homes and who will remain in their positions for one year after accepting the grant. a scholarship program for eligible resident students enrolled in an accredited RN education programs. a loan repayment program for eligible residents RN students. <p>http://www.michiganlegislature.org/</p> <ul style="list-style-type: none"> The Michigan State Loan Repayment Program (SLRP) offers loan repayment to physicians, dentists, nurse practitioners, nurse midwives, and physician assistants in return for working in underserved communities. For more information, contact the Michigan Department of Community Health at 517-241-9946 	
CAREER LADDER DEVELOPMENT	HEALTH CAREERS MARKETING	LABOR DEPARTMENT/WORKFORCE INVESTMENT BOARD
	<p>The Michigan Health Council maintains a website dedicated to increasing healthcare professions awareness among school age children. For more information: http://www.mihott.com/resources.cfm</p>	
JOB REDESIGN	WORKFORCE DATA COLLECTION	OTHER
		<p>A study of the current and future needs of the professional nursing workforce was completed in July 2001 by the Department of Consumer and Industry Services, as authorized by the Michigan legislature. http://www.mhc.org/mhc_images/nursingworkforcerpt.pdf</p>


MINNESOTA

TASK FORCE, COMMISSION OR PANEL	SCHOLARSHIPS, LOAN FORGIVENESS	
<ul style="list-style-type: none"> The Minnesota Hospital and Healthcare Partnership has established a task force on workforce development to recommend strategies to address future workforce needs. http://www.mhhp.com/wfintro.htm In 2001, the Minnesota Health Professions Workforce Partnership convened eleven regional forums to discuss strategies to address health workforce shortages. http://www.health.state.mn.us/divs/chs/rhpc/PDFdocs/forum.pdf In 2001, the Minnesota Department of Health convened a panel of nursing workforce experts to examine use of a Magnet Nursing Services Recognition Program as a way to address nursing shortages. http://www.health.state.mn.us/ 	<p>Minnesota's Department of Health website offers loan repayment programs for rural and urban physicians, dentists, physicians assistants, nurse practitioners, and nurses. For more information see: http://www.health.state.mn.us/divs/chs/loan.htm</p>	
CAREER LADDER DEVELOPMENT	HEALTH CAREERS MARKETING	LABOR DEPARTMENT/WORKFORCE INVESTMENT BOARD
	<ul style="list-style-type: none"> Minnesota Hospital and Healthcare Partnership offers a Summer Healthcare Internship program for high school students. http://www.mhhp.com/intern.htm The Targeted Industry Partnership hosts a health careers website. For more information: http://www.tip.mnscu.edu/healthcare_facts.htm 	
JOB REDESIGN	WORKFORCE DATA COLLECTION	OTHER
	<p>Minnesota's Department of Health regularly surveys the state's health care practitioners at the time of license renewal or registration. http://www.health.state.mn.us/divs/chs/data.htm</p>	<p>The "Creating Capacity for Nursing Education in Minnesota" workshop developed by the Healthcare Education-Industry Partnership (HEIP), Minnesota Colleagues in Caring (MnCIC), and MHHP, was held in St. Cloud on Oct. 5, 2001. The workshop convened nurse educators, employers, and students to comprehensively understand and improve the academic nursing environment. A report that incorporates the information shared and the recommendations developed during workshop is under development. http://www.mhhp.com/workfrce/capacity.htm</p>


MISSISSIPPI

TASK FORCE, COMMISSION OR PANEL	SCHOLARSHIPS, LOAN FORGIVENESS	
<p>The Office of Nursing Workforce (ONW) of the Mississippi Board of Nursing was authorized by the legislature in 2001 to study the nursing shortage in the state. The ONW is required to report its findings to the legislature annually. For more information: http://www.mscode.com/free/statutes/73/015/0018.htm</p>		
CAREER LADDER DEVELOPMENT	HEALTH CAREERS MARKETING	LABOR DEPARTMENT/WORKFORCE INVESTMENT BOARD
JOB REDESIGN	WORKFORCE DATA COLLECTION	OTHER
	<p>The Board of Nursing collects data on registered nurses in the state. http://www.mscode.com/free/statutes/73/015/0018.htm</p>	

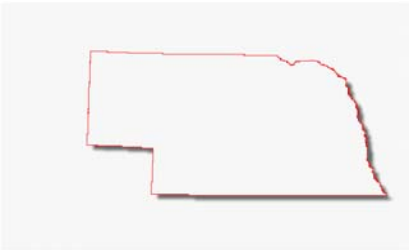
MISSOURI

TASK FORCE, COMMISSION OR PANEL	SCHOLARSHIPS, LOAN FORGIVENESS	
<p>The Bi-State Dental Task Force is a collaboration between Missouri and Kansas, through the University of Missouri at Kansas City, to address shortages of dental providers. As a result of this effort, Missouri has revised the Dental Practice Act, expanding the scope of practice for dental hygienists to provide preventive services in public health settings. For more information, please contact Barry Daneman at 816-235-2100.</p>	<ul style="list-style-type: none"> The Bi-State Dental Task Force expanded the state medical loan repayment program, Primary Care Resource Initiative for Missouri (PRIMO), to include dental and dental hygiene students. The Professional Nursing Student Loan Repayment Program provides up to \$10,000 per year to selected professional (RN or higher) nurses to repay educational loans, in exchange for nursing services in areas of need in Missouri. For more information: http://www.health.state.mo.us/CommunityHealthInitiatives/HSDUloanrepayments.html The Health Professions Scholarships, funded by contributions from Missouri hospitals, is available for students pursuing careers in nursing or allied health professions. A scholarship recipient may receive up to \$6,000 over a two-year period. For more information: http://web.mhanet.com/asp/education/scholarships.asp 	
CAREER LADDER DEVELOPMENT	HEALTH CAREERS MARKETING	LABOR DEPARTMENT/WORKFORCE INVESTMENT BOARD
	<p>The Health Resource Partners has a website that markets health careers in Missouri. For more information: http://www.healthresource.org/main.html</p>	
JOB REDESIGN	WORKFORCE DATA COLLECTION	OTHER
	<p>Since 1979, Missouri's Department of Health and Human Services' Bureau of Health Resources Statistics has surveyed health professionals every 2 years. This voluntary survey helps determine the unmet need for doctors, nurses (RN/LPN), dentists, and dental hygienists and targets resources, such as loan repayment, to address current workforce needs. For information, contact Alice Kempker at 573-751-6280.</p>	<p>The University of Missouri at Kansas City has increased the size its dental program; class size from 86 to 100 dental students. For more information, contact Barry Daneman at 816-235-2100.</p>


MONTANA

TASK FORCE, COMMISSION OR PANEL	SCHOLARSHIPS, LOAN FORGIVENESS	
<p>The Governor’s Blue Ribbon Task Force on Healthcare Workforce Shortages was established in October of 2001 to study education, work environment, and compensation in order to assist the state in developing strategies to address health workforce shortages. For more information, contact: Jean Branscum at 406-444-4521</p>	<p>The Blue Ribbon Task Force is studying the development of scholarships for high school students interested in health professions, as well as for medical and dental school students.</p>	
CAREER LADDER DEVELOPMENT	HEALTH CAREERS MARKETING	LABOR DEPARTMENT/WORKFORCE INVESTMENT BOARD
<p>The Blue Ribbon Task Force is exploring the use of distance learning as a way to upgrade current workers into shortage occupations.</p>		
JOB REDESIGN	WORKFORCE DATA COLLECTION	OTHER


NEBRASKA

TASK FORCE, COMMISSION OR PANEL	SCHOLARSHIPS, LOAN FORGIVENESS	
<p>The Center for Nursing was established in 2000 to collect data on nurse supply and demand and to develop a strategic plan to address shortages. For more information, please contact Dr. Charlene Kelly at 402-471-0317 or visit: http://www.center4nursing.org/</p>	<ul style="list-style-type: none"> The State of Nebraska offers forgivable loans to students currently enrolled in nursing programs in the state. Recipients are required to practice nursing in Nebraska for at least one year following graduation. For more information: http://www.center4nursing.org/loan.htm Nebraska Loan Repayment Program offers loan repayment awards of \$10,000 to health care practitioners with a practice obligation in a state-designated underserved area. For more information, contact: Marlene Janssen, Program Manager PHONE: (402)-471-2337 FAX: (402)-471-0180 The Rural and Metropolitan Basic Occupation (RAMBO) Scholarship Program provides financial assistance to individuals pursuing two-year allied health degrees. For more information, call 1- 877-557-2200 	
CAREER LADDER DEVELOPMENT	HEALTH CAREERS MARKETING	LABOR DEPARTMENT/WORKFORCE INVESTMENT BOARD (WIB)
<p>The Concerned Partners in the Region for Health Related Training (CPR-HRT) is a collaboration among key stakeholders to identify strategies to address health care skill shortages. This project creates employer led partnerships in health related occupations and supports career ladders in nursing and allied health occupations, with a strong focus on recruitment and training. For more information, contact Cathy Plager of the Nebraska Department of Labor at 402-471-9928</p>		<p>Lincoln and Greater Nebraska WIBs are supporting health care related H1B grants. For more information contact: Cathy Plager: Greater Nebraska WIB 402-471-9928 or Jan Norlander- Jensen: Lincoln WIB 402-441-7117.</p>
JOB REDESIGN	WORKFORCE DATA COLLECTION	OTHER
	<p>The Nebraska Center for Nursing has conducted surveys of RNs and LPNs focusing on demographics, salary, employment environment, education, and job satisfaction. For more information: http://www.center4nursing.org/Results.html</p>	


NEVADA

TASK FORCE, COMMISSION OR PANEL	SCHOLARSHIPS, LOAN FORGIVENESS	
<p>The Nevada Nurse Task Force, established by the Nevada Nurses Association, is a statewide multi-disciplinary group that released a report on the nursing shortage in Nevada. The Task Force developed three subcommittees: Attraction, Commitment, and Professional Development. For more information: http://www.nvha.net/nursing/nurses.htm</p>		
CAREER LADDER DEVELOPMENT	HEALTH CAREERS MARKETING	LABOR DEPARTMENT/WORKFORCE INVESTMENT BOARD
	<p>The Attraction Sub-Committee of the NNTF is developing a brochure geared toward attracting high school students to nursing and is in the process of developing a high school course for nursing prerequisites in the tech/prep programs. Additionally, the development of a coloring book for elementary school students is underway. For more information: http://www.nvha.net/nursing/nurses.htm</p>	
JOB REDESIGN	WORKFORCE DATA COLLECTION	OTHER


NEW HAMPSHIRE

TASK FORCE, COMMISSION OR PANEL	SCHOLARSHIPS, LOAN FORGIVENESS	
<p>New Hampshire's Direct Care Task Force established by the New Hampshire Department of Health and Human Services has been meeting quarterly to discuss workforce issues. For more information, contact Richard Chevrefils at 603-271-4321.</p>		
CAREER LADDER DEVELOPMENT	HEALTH CAREERS MARKETING	LABOR DEPARTMENT/WORKFORCE INVESTMENT BOARD
	<ul style="list-style-type: none"> • The North New Hampshire AHEC website offers health career information to middle and high school students. For more information: http://www.nnhahec.org/ • The South New Hampshire AHEC offers health career information through their Health Careers Catalog and programs geared to high school students. For more information: http://www.snhahec.org/online.html - health 	
JOB REDESIGN	WORKFORCE DATA COLLECTION	OTHER


NEW JERSEY

TASK FORCE, COMMISSION OR PANEL	SCHOLARSHIPS, LOAN FORGIVENESS	
<p>New Jersey has appropriated \$1.2 million to establish the New Jersey Collaborative Center for Nursing at Rutgers University. The Center will focus on improving areas such as nursing education, recruitment, retention, and the utilization of adequately prepared personnel. For more information: http://www.rutgers.edu/menus/rescenters.shtml</p>	<p>The Health Research and Educational Trust of New Jersey (HRET), an affiliate of the New Jersey Hospital Association (NJHA), has established a scholarship fund to assist New Jersey residents pursuing health careers. The Association will provide grants for financial support (minimum of \$2,000 each to one or more applicants) to selected students who are enrolled in nursing, allied health, or graduate level public health programs. For more information: http://www.njha.com/hret/hretscholarship.html</p>	 <p>7-9-02</p>
CAREER LADDER DEVELOPMENT	HEALTH CAREERS MARKETING	LABOR DEPARTMENT/WORKFORCE INVESTMENT BOARD
<p>New Jersey appropriated \$5 million to establish a Specialty Nurse Education and Training Pilot Program in the Department of Health and Senior Services. The program provides financial support to hospitals, long-term care facilities, and home health care agencies for specialty training programs for RNs on staff. For more information: http://www.nerwocn.org/legislativereportsnj.html</p>		
JOB REDESIGN	WORKFORCE DATA COLLECTION	OTHER
<p>New Jersey has prohibited mandatory overtime for certain health care workers. For more information: http://www.healthsafetyinfo.com/news/index.cfm?artid=1756</p>	<p>New Jersey's Center for Occupational Employment Information collects supply and demand data for selected health care occupations. http://www.wnjp.net/coei/</p>	


NEW MEXICO

TASK FORCE, COMMISSION OR PANEL	SCHOLARSHIPS, LOAN FORGIVENESS	
<p>The New Mexico Consortium for Nursing Workforce Development studied of the supply of and demand for nurses in New Mexico. The study included a survey of nursing leaders; an analysis of trends in applications, enrollment and graduations from nursing education programs; a study of vacancies in hospitals, nursing homes, home health agencies and public health departments; and a trend analysis of nursing licensure statistics available through the Board of Nursing. For more information, contact Donea Shane at 505-298-6268 or e-mail doneas@unm.edu.</p>	<p>The Health Professional Loan Repayment program provides repayment of outstanding student loans for practicing health professionals in return for a two-year service commitment to practice full-time in a designated medical shortage area in New Mexico. Eligible health professions include: physicians and physician assistants; advanced practice nurses; osteopathic physicians and osteopathic physician assistants; dentists; optometrists; and podiatrists. For more information: http://www.nmche.org/financialaid/healthprof.html</p>	
CAREER LADDER DEVELOPMENT	HEALTH CAREERS MARKETING	LABOR DEPARTMENT/WORKFORCE INVESTMENT BOARD
JOB REDESIGN	WORKFORCE DATA COLLECTION	OTHER
	<ul style="list-style-type: none"> The University of New Mexico Institute of Public Policy surveyed nurses and nurse practitioners, physician assistants, general dentists, and general physicians to identify differences between rural and non-rural providers, to identify key factors that influence recruitment in rural and non-rural areas, and to assess provider satisfaction in these areas. For more information: http://hpc.state.nm.us/reports New Mexico Health Resources, Inc. (NMHR) conducted the 2000-2001 Healthcare Professional Salary Compensation Survey to collect salary and benefit information on approximately 1,500 healthcare providers and administrators providing primary and rural healthcare in New Mexico. For more information: http://www.nmhr.org/compsvy.html The New Mexico Health Policy Commission provides reports of survey data on New Mexico's health workforce for more information: http://www.nmhr.org/compsvy.html 	<p>New Mexico Health Resources, Inc. (NMHR) is a private, non-profit agency organized to support efforts to recruit and retain health personnel in New Mexico. For more information: http://www.nmhr.org/</p>

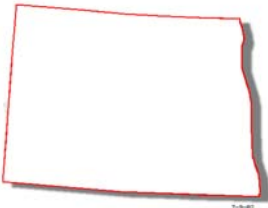
NEW YORK

TASK FORCE, COMMISSION OR PANEL	SCHOLARSHIPS, LOAN FORGIVENESS	CAREER LADDER DEVELOPMENT
<p>In April 2001, the New York State Board of Regents appointed a Blue Ribbon Task Force on the Future of Nursing to evaluate the current nursing shortage, solutions to the problem, and the long-term future of nursing. The Task Force has released their findings and recommendations in their report, "Protecting the Public." The report is available on line at: http://www.op.nysed.gov/taskforcereport.htm</p> 	<p>The Regents Professional Opportunity Scholarship Program, administered by the State Education Department, makes awards of up to \$5,000 per year for four years to New York State residents who are economically disadvantaged and/or a member of an underrepresented minority group and who are beginning or engaged in an approved program leading to a degree in a profession licensed by the Regents, including registered nursing. Scholarship recipients must agree to work in New York State in their chosen profession or field for one year for each annual award received.</p>	<ul style="list-style-type: none"> • The TANF Health Worker Training Initiative, administered by the New York State Departments of Health and Labor, made available up to \$20 million in 2002 for the provision of recruitment, job training, and support services for individuals eligible for TANF funded services for jobs in the hospital, nursing home, and home care service sectors. • The Health Workforce Retraining Initiative, administered by the New York State Departments of Health and Labor, made available up to \$90 million in 2002 for projects to train or retrain health industry workers in occupations with documented shortages and provide employment for health industry workers who need new skills due to changes in the health care system. • The Supplemental General Hospital Recruitment and Retention Adjustment, administered by the New York State Department of Health, provides a total of \$45 million over three years (2002-2004) in additional Medicaid rate increases to non-public hospitals for workforce recruitment and retention. • The Nursing Home Quality Improvement Demonstration Program, administered by the New York State Department of Health, provides a total of \$187.5 million over three years (2002-2004) for additional Medicaid rate increase to nursing homes to address recruitment and retention needs of the long term care workforce.
WORKFORCE DATA COLLECTION	HEALTH CAREERS MARKETING	OTHER
<ul style="list-style-type: none"> • The State Education Department plans to conduct a survey of RNs to identify specific characteristics, attributes, and expectations of New York's nurses. The survey tool will be mailed by September 2002, and the collection and analysis of results will be completed by June 2003. • The New York Center for Health Workforce Studies conducts an annual survey of all RN education programs in the state to obtain up-to-date information on current trends in enrollment, graduations, and the job market for RNs. 	<p>The New York State Department of Labor maintains the Career Zone, an interactive career information system targeted to youth. Information is provided on health services jobs. For more information: http://www.nycareerzone.org/index.jsp</p>	<p>The New York State Education Department has begun a clearinghouse on nursing, i.e., collecting data and reports related to the nursing profession and organizing them based on source, purpose, and outcome. For more information: http://www.op.nysed.gov/nurse.htm</p>
JOB REDESIGN		LABOR DEPARTMENT/WORKFORCE INVESTMENT BOARD


NORTH CAROLINA

TASK FORCE, COMMISSION OR PANEL	SCHOLARSHIPS, LOAN FORGIVENESS	
<ul style="list-style-type: none"> The North Carolina Physical Therapy Workforce Assessment Technical Panel was developed to assess the status of various allied health professions, in order to develop a consensus statement for the need and supply of allied health professionals. For more information: http://www.med.unc.edu/wrkunits/7ahec/ahec/ptreport.pdf In March 2002, the Cecil G. Sheps Center for Health Services Research convened a panel of pharmacy workforce educators, practitioners, employers, and regulators to identify strategies to address the pharmacist workforce shortage. Findings from the panel meeting and an analysis of the pharmacist workforce are expected to be released shortly at the following website: http://www.shepscenter.unc.edu/hp 		
WORKFORCE DATA COLLECTION	HEALTH CAREERS MARKETING	OTHER
<ul style="list-style-type: none"> The Cecil G. Sheps Center for Health Services Research at the University of North Carolina at Chapel Hill has collected healthcare workforce data from 1979 to 2001. They provide annual workforce data books, longitudinal analyses, biannual fact sheets on medical and residency training, and special topic fact sheets. For more information: http://www.shepscenter.unc.edu/hp Statewide surveys of nurses interested in attaining BSN and MSN degrees are conducted by the AHEC periodically. Two MSN education programs have been developed utilizing the AHEC MSN Interest Survey data of 2000. These programs will prepare nursing faculty to address the faculty shortage in nursing schools. The North Carolina Hospital Association has compiled data from its workforce survey of hospitals and will be releasing its findings shortly. http://www.ncha.org The North Carolina Center for Nursing (NCCN) has developed the Nurse Planning Model to promote local and state level strategic planning for nursing resources. http://www.ga.unc.edu/NCCN/newsroom/docword/release%208-29-01.doc 	<ul style="list-style-type: none"> The North Carolina Community Colleges Foundation has developed statewide awareness materials, particularly on allied health careers. The North Carolina Center for Nursing (NCCN) has awarded grants to 10 North Carolina health care agencies to implement creative nurse recruitment and retention programs. Designed to assist agencies experiencing nurse shortages in specific specialties or geographic areas, the Recruitment and Retention Grant Program allows agencies to develop and implement programs that enhance nurse recruitment and retention. http://www.ga.unc.edu/NCCN/newsroom/docword/release%208-29-01.doc 	<p>Special state funded nursing initiatives, to recruit and retain nurses include:</p> <ul style="list-style-type: none"> A statewide self-paced RN Refresher Program, which includes a precepted clinical experience, is offered at all nine regional AHECs. Enrollment in 2002 has doubled over previous years to 187 students enrolled statewide, indicating an increase in interest by many nurses in returning to the nursing workforce. Off-campus BSN and MSN programs are being developed, enabling nurses to live and continue to work in their home communities while studying nursing. A grant program administered by the NC AHEC provides funds to community college and university nursing schools to develop new sites for clinical experiences, particularly in shortage areas such as long term care, critical care, and in rural and underserved parts of North Carolina. Over 160 new clinical sites have been developed through these funds. The North Carolina Community College System through its statewide foundation, has raised more than a half-million dollars from health care providers and other major employers toward a \$2 million endowment designed to support efforts to match health training programs to health workforce needs. The North Carolina Hospital Association (NCHA) and the North Carolina Nurse Association's (NCNA) Collaborative Task Force is working with the UNC School of Nursing to develop a Clinical Management Institute to teach clinical management to hospital personnel throughout the state. http://www.ga.unc.edu/NCCN/newsroom/docword/release%208-29-01.doc
JOB REDESIGN	CAREER LADDER DEVELOPMENT	LABOR DEPARTMENT/WORKFORCE INVESTMENT BOARD


NORTH DAKOTA

TASK FORCE, COMMISSION OR PANEL	SCHOLARSHIPS, LOAN FORGIVENESS	
<ul style="list-style-type: none"> A collaboration of many state and private groups including the Board of Nursing, Organization of Nurse Executives, Long-Term Care Association, North Dakota Healthcare Association, North Dakota Department of Health, the Center for Rural Health and the North Dakota Nurses Association analyzed health workforce data to assess and track current/future workforce issues. 	<ul style="list-style-type: none"> The Nursing Education Loan Program is available to students in associates, bachelors, and graduate degree programs in nursing, as well as nurses enrolled in refresher courses. For more information: http://www.ndbon.org/education/default.asp The State/Community Program provides loan repayment of up to \$40,000 for nurse practitioners, physician assistants, and certified nurse midwives in return for practice in underserved communities. The State Dental Loan Repayment Program provides loan repayment of up to \$80,000 to dentists in return for four years of service in North Dakota. 	
CAREER LADDER DEVELOPMENT	HEALTH CAREERS MARKETING	LABOR DEPARTMENT/WORKFORCE INVESTMENT BOARD
<p>The North Dakota Health Related Technical Skills Project funded under a H-1B grant provides career ladder training in nursing to entry-level workers in health related occupations. For more information, contact Jim Hirsch at 701-328-5345.</p>	<p>Project CRISTAL, a Quentin N. Burdick Interdisciplinary Training Grant Program, markets health careers to elementary, middle and secondary school students.</p>	
JOB REDESIGN	WORKFORCE DATA COLLECTION	OTHER
	<ul style="list-style-type: none"> The Board of Nursing has contracted with the University of North Dakota Center for Rural Health to develop a survey for the Nurse Needs Study that will focus on certification, re-certification, recruitment, and retention. For more information, please contact Connie Kalenek at 701-328-9788 In 1999, a survey of Emergency Medical Services Provider and Squad Leaders was conducted. 	<ul style="list-style-type: none"> The North Dakota Healthcare Association has developed a workforce information framework which will be used by their taskforce to develop short and long term strategies for addressing hospital workforce needs/challenges. The Board of Nursing held a Nurse Leadership Summit in 2001 in order to identify recruitment and retention strategies. For additional information, contact Connie Kalenek at 701-328-9877.


OHIO

TASK FORCE, COMMISSION OR PANEL	SCHOLARSHIPS, LOAN FORGIVENESS	
<p>The Ohio Workforce Shortage Task Force was established in 2001 by the Ohio legislature to study health workforce shortage in Ohio and to propose a statewide plan to address these shortages. For more information: http://www.odh.state.oh.us/</p>	<p>The Ohio Board of Regents administers the Nurse Education Assistance Loan Program which provides financial assistance to students enrolled in Ohio nurse education programs. For more information: http://www.regents.state.oh.us/sgs/nealp.htm</p>	
CAREER LADDER DEVELOPMENT	HEALTH CAREERS MARKETING	LABOR DEPARTMENT/WORKFORCE INVESTMENT BOARD
	<p>The Association for Career and Technical Education (ACTE), Division of Health Careers and Technology promotes health career education. For more information: http://www.ohioacte.org/divisions.htm - health</p>	
JOB REDESIGN	WORKFORCE DATA COLLECTION	OTHER

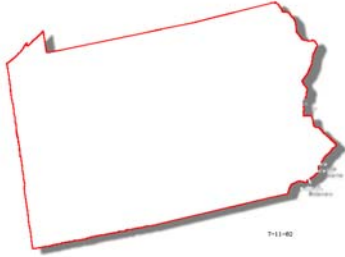
OKLAHOMA

TASK FORCE, COMMISSION OR PANEL	SCHOLARSHIPS, LOAN FORGIVENESS	
<p>In 2002, Oklahoma established the Nursing Workforce Task Force to identify strategies to:</p> <ul style="list-style-type: none"> • enhance recruitment and retention; • increase health career marketing; • develop uniform data collection; • upgrade the image of nursing and eliminate barriers to mobility in education and career advancement; • identify and implement best practice retention models for employers; • assure that governmental payors and private insurers adequately cover labor costs; • describe the roles and responsibilities of private and public organizations in addressing nursing workforce shortage issues; and • gather information on work by other groups regarding the nursing shortage. <p>http://www.oknurses.com/</p>		
CAREER LADDER DEVELOPMENT	HEALTH CAREERS MARKETING	LABOR DEPARTMENT/WORKFORCE INVESTMENT BOARD
JOB REDESIGN	WORKFORCE DATA COLLECTION	OTHER


OREGON

TASK FORCE, COMMISSION OR PANEL	SCHOLARSHIPS, LOAN FORGIVENESS	
<p>The Oregon Nursing Leadership Council developed a strategic plan to address the nursing shortage in Oregon. The goals of this plan are to:</p> <ul style="list-style-type: none"> • Double the enrollment in Oregon’s nursing programs by 2004; • Develop, implement, and evaluate staffing models that make the best use of the available nursing workforce; • Redesign nursing education to more directly meet the changing health care needs of Oregon; • Recruit and retain nurses in the profession; and • Create the Oregon Center for Nursing, which will coordinate implementation and ongoing evaluation of this plan. <p>http://www.ohsuhealth.com/nurse/resource/solution.asp?sub=2</p>	<p>In July 2001, Oregon established the Nursing Services Program loan repayment program designed to recruit additional nurses to work in targeted rural areas. For more information: http://www.osac.state.or.us/nursing_1.html</p>	
CAREER LADDER DEVELOPMENT	HEALTH CAREERS MARKETING	LABOR DEPARTMENT/WORKFORCE INVESTMENT BOARD
JOB REDESIGN	WORKFORCE DATA COLLECTION	OTHER


PENNSYLVANIA

TASK FORCE, COMMISSION OR PANEL	SCHOLARSHIPS, LOAN FORGIVENESS	
<p>In 2002, the Department of Health, through its Bureau of Health Planning, Division of Health Professions Development, convened a work group to address nursing shortages. After completing the work related to nursing shortages, the Department is planning to work on issues related to other health care occupations. For more information, contact: Helen Burns, PhD, Deputy Secretary for Health Planning and Assessment, 717-783-8804, or Joseph May, Director, Bureau of Health Planning, 717-772-5298.</p>	<p>State legislation created a one-time \$3 million nursing loan forgiveness program administered by the Pennsylvania Higher Education Assistance Agency. For more information, call (717)720-4000.</p>	
CAREER LADDER DEVELOPMENT	HEALTH CAREERS MARKETING	LABOR DEPARTMENT/WORKFORCE INVESTMENT BOARD
		<p>The CEO of the Hospital & Healthsystem Association of Pennsylvania (HAP) was appointed to the statewide Workforce Investment Board and has placed the healthcare workforce on the Board's agenda. For more information contact: Diane Bosak, Chief Operating Office, PA Workforce Investment System at 717-772-4966</p>
JOB REDESIGN	WORKFORCE DATA COLLECTION	OTHER


PUERTO RICO

TASK FORCE, COMMISSION OR PANEL	SCHOLARSHIPS, LOAN FORGIVENESS	
		
CAREER LADDER DEVELOPMENT	HEALTH CAREERS MARKETING	LABOR DEPARTMENT/WORKFORCE INVESTMENT BOARD
JOB REDESIGN	WORKFORCE DATA COLLECTION	OTHER
	<p>The State Health Department surveys all licensed health professionals at the time of registration or re-registration. The data is being used to compile a Health Workforce Profile for Puerto Rico that will be published later this year.</p>	


RHODE ISLAND

TASK FORCE, SUB-COMMITTEE OR PANEL	SCHOLARSHIPS, LOAN FORGIVENESS	
<p>The Governor’s Advisory Council on Health has developed the Health Professions Workforce Workgroup to examine the issue of health workforce shortages and to make recommendations to the full Council.</p>	<ul style="list-style-type: none"> • The Rhode Island Loan Repayment Program offers awards to health care practitioners in return for service in underserved areas of Rhode Island. For additional information, call: (401)-277-1171 • Rhode Island established a no interest loan program for nursing students. <p>For more information: http://www.health.state.ri.us/publications/leg00_01.htm</p>	
CAREER LADDER DEVELOPMENT	HEALTH CAREERS MARKETING	LABOR DEPARTMENT/WORKFORCE INVESTMENT BOARD
JOB REDESIGN	WORKFORCE DATA COLLECTION	OTHER
		<p>Recently enacted legislation:</p> <ul style="list-style-type: none"> • Supports training of pharmacy technicians at Vocational High Schools; and • Allows retired nurses to volunteer their services. <p>For more information: http://www.health.state.ri.us/publications/leg00_01.htm</p>


SOUTH CAROLINA

TASK FORCE, COMMISSION OR PANEL	SCHOLARSHIPS, LOAN FORGIVENESS	
<p>In 2001, the South Carolina Colleagues in Caring (SCCIC) Project Coordinating Council, recommended the following to address the current and evolving nursing shortage:</p> <ul style="list-style-type: none"> • Maintaining a permanent state-supported structure for nursing workforce planning and development; • Developing and implement a statewide plan for recruiting and retaining students in nursing education programs; • Maximizing enrollments in SC nursing education programs to meet the demand for nurses in the state; and • Developing programs that will facilitate workforce transition and retention. <p>For a complete report of the Council's activities, contact: Renatta Loquist 803-777-4499 or visit: http://www.sc.edu/nursing/cic/SCCICPub/CriticalforCare.html</p>		 <p>A map of South Carolina with a red outline. The map shows the state's geographical shape, including major cities and the coastline. A small date '7-11-02' is visible in the bottom right corner of the map area.</p>
CAREER LADDER DEVELOPMENT	HEALTH CAREERS MARKETING	LABOR DEPARTMENT/WORKFORCE INVESTMENT BOARD
	<p>South Carolina's AHEC offers information about recruitment and retention of health care professional as well as health careers information. For more information: http://www.ahec.net/</p>	
JOB REDESIGN	WORKFORCE DATA COLLECTION	OTHER
		<p>The South Carolina Department of Health and Environmental Control is a partner in the HRSA funded Southeast Public Health Training Center at the University of North Carolina to address the training needs of the public health workforce. For more information: http://www.scdhec.net/</p>


SOUTH DAKOTA

TASK FORCE, COMMISSION OR PANEL	SCHOLARSHIPS, LOAN FORGIVENESS	
		
CAREER LADDER DEVELOPMENT	HEALTH CAREERS MARKETING	LABOR DEPARTMENT/WORKFORCE INVESTMENT BOARD
JOB REDESIGN	WORKFORCE DATA COLLECTION	OTHER
	<p>The South Dakota Center for Nursing conducted several surveys in 2002 to assess the health care workforce, including:</p> <ul style="list-style-type: none"> • The Provider Scenario Survey to assess provider expectations for future health care needs; • The Consumer Scenario Survey to assess public expectations for future health care needs; and • The Employer Demand and Intention Survey of South Dakota to assess the demand for nurses in the future. For more information: http://www.sdcenterfornursing.org/ 	<ul style="list-style-type: none"> • South Dakota State University, College of Nursing has developed Learning Communities to aid nursing freshmen including: <ul style="list-style-type: none"> • Internet-equipped computers and a nursing library in residence halls; • Co-enrollment in classes for Fall and Spring semesters; • Organized study groups; and • A Learning Community Coordinator to help with academic problems <p>For more information: http://www3.sdstate.edu/Academics/CollegeOfNursing/Index.cfm</p> <ul style="list-style-type: none"> • South Dakota's Colleagues in Caring is charged with analyzing trends in the supply and demand for registered nurses in South Dakota and developing a statewide nursing care consortium. To accomplish these goals, Colleagues in Caring conducted the surveys described under 'Workforce Data Collection' and convened a task force to create an articulation plan for eleven schools of nursing in the state. <p>For more information: http://www.sdcenterfornursing.org/</p>

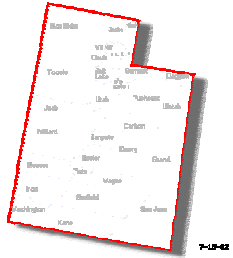
TENNESSEE

TASK FORCE, COMMISSION OR PANEL	SCHOLARSHIPS, LOAN FORGIVENESS	
<p>In 2002, the Tennessee Hospital Association received a grant to establish a Center for Health Workforce Planning to assess the state's health care workforce shortages and develop recruitment and retention strategies to address them. http://frist.senate.gov/press-item.cfm/hurl/id=183657</p>	<p>The Health Access Incentive Program offers grants to physicians, nurse practitioners, physician assistants, and nurse midwives in return for 3 years of service in an underserved area. Loan repayment is also available in return for service in qualifying areas.</p>	
CAREER LADDER DEVELOPMENT	HEALTH CAREERS MARKETING	LABOR DEPARTMENT/WORKFORCE INVESTMENT BOARD
JOB REDESIGN	WORKFORCE DATA COLLECTION	OTHER

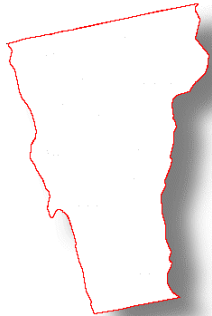
TEXAS

TASK FORCE, COMMISSION OR PANEL	SCHOLARSHIPS, LOAN FORGIVENESS	
	<ul style="list-style-type: none"> The Texas Higher Education Coordination Board has loan repayment programs for medical students and nursing students. For more information: http://www.thecb.state.tx.us/HealthRelated/ Outstanding Rural Scholar Recognition Program (ORSRP) assists rural communities in “growing their own” health care professionals by matching community funds with state funds to support a student of the community’s choice in a health professional education program. For more information: http://www.orca.state.tx.us/Rural Health Unit/index.html 	
CAREER LADDER DEVELOPMENT	HEALTH CAREERS MARKETING	LABOR DEPARTMENT/WORKFORCE INVESTMENT BOARD
	<ul style="list-style-type: none"> The Nurses Association markets nursing on its website, offering career pathway information to individuals. http://www.texasnurses.org/foundation/careerinfo/index.html The Office of Rural Health has a Health Careers Promotion Program designed to encourage rural high school students to pursue higher education in health care careers and to work in rural communities in Texas. For more information: http://www.orca.state.tx.us/Rural Health Unit/index.html 	<p>The Texas Workforce Commission, comprised of 28 local workforce development boards and their service contractors, are working together as the Texas Workforce Network to implement an initiative targeted to nursing. For more information: http://www.twc.state.tx.us/</p>
JOB REDESIGN	WORKFORCE DATA COLLECTION	OTHER
	<ul style="list-style-type: none"> The Texas Department of Health collects health workforce data on a number of health professions within the state. For more information: http://www.tdh.state.tx.us/ The Texas Nurses Association collects and reports information using the Texas Nurse Workforce Data System. For more information: http://www.texasnurses.org/foundation/dataproject/index.html 	<p>The Texas Statewide Health Care Coordinating Council is addressing development needs to assure an adequate supply of health workers. For more information: http://www.texasshcc.org/</p>

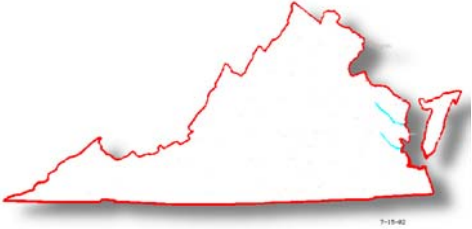
UTAH

TASK FORCE, COMMISSION OR PANEL	SCHOLARSHIPS, LOAN FORGIVENESS	
	<p>The Office of Primary Care, Rural and Ethnic Health administers a Health Care Workforce Program through the Department of Health to assist underserved communities to address shortages of health care workers including:</p> <ul style="list-style-type: none"> • The Rural Physicians and Physician Assistants Grant and Scholarship; • The Urban Special Population Health Care Provider Financial Assistance Program; and • The Nurse Education Financial Assistance Program. <p>http://www.health.state.ut.us/primary_care/scholarloanmenu.html</p>	
CAREER LADDER DEVELOPMENT	HEALTH CAREERS MARKETING	LABOR DEPARTMENT/WORKFORCE INVESTMENT BOARD
<p>Utah has identified competency levels that differentiate nurses at Associate, Baccalaureate and Masters levels. The involved universities are using this information to enable nurses to further their education without losing or having to repeat course credits, thus shortening the length of time required to obtain an advanced degree.</p>		
JOB REDESIGN	WORKFORCE DATA COLLECTION	OTHER
	<p>The Medical Education Council maintains data files on physicians, nurse practitioners, physician assistants, pharmacists, and dentists in Utah. They have also completed comparative studies on RNs, lab technologists, respiratory therapists, radiology technicians and technologists and LPNs. For more information call: 801-526-4550.</p>	


VERMONT

TASK FORCE, COMMISSION OR PANEL	SCHOLARSHIPS, LOAN FORGIVENESS	
<ul style="list-style-type: none"> The Vermont Department of Human Services convened a Blue Ribbon Nursing Commission to study the nursing shortage in Vermont. The Commission issued a report in January of 2001 and provided seven recommendations to address the state's nursing shortage, including the establishment of a Center for Nursing to address on-going issues of supply, education, practice, and research. The report is available on-line at: http://www.ahs.state.vt.us/PDFfiles/0101NursingRpt.pdf The Human Resources Investment Council of the Vermont Department of Employment and Training established the Healthcare Workforce Development Partnership, a public/private partnership to address the workforce shortage in Vermont's healthcare system and to facilitate the recruitment, education and employment of Vermonters to support a vital healthcare system. For more information: http://www.det.state.vt.us/~hric/ 	<ul style="list-style-type: none"> The Nursing Educational Loan Repayment Program is funded by the State of Vermont through the Department of Health and provides nursing loan forgiveness (for students in an RN or LPN program in Vermont) and loan repayment (for working nurses). The Primary Care Educational Loan Repayment Program is funded by the State of Vermont, through the Department of Health. Eligible practitioners include physicians, physician assistants, nurse practitioners, and certified nurse midwives. The Educational Loan Repayment Program for Dentists is funded by the State of Vermont through the Department of Health. The purpose of the program is to help recruit and retain dentists in Vermont and increase access to dental care for the Medicaid population. For more information on all of these programs: http://www.med.uvm.edu/ahec/ 	 <p>7-15-02</p>
CAREER LADDER DEVELOPMENT	HEALTH CAREERS MARKETING	LABOR DEPARTMENT/WORKFORCE INVESTMENT BOARD
<p>The Vermont Technical College offers an on-line LPN education program that articulates with its ADN program. For more information: http://www.vtc.vsc.edu/site/academics/cert_nrct.html</p>	<ul style="list-style-type: none"> The Vermont Office of Nursing Workforce, Research, Planning, and Development received state and federal support to market nursing careers to middle school students. The Southern Vermont Area Health Education Center sponsors a variety of programs to expose k-12 students to health careers. For more information about these programs: http://www.southernvermontahhec.org/programs_and_partnerships.html 	<p>A Department of Labor H-1B visa grants support specialty training programs for operating room, critical care, and psychiatric nurses.</p>
JOB REDESIGN	WORKFORCE DATA COLLECTION	OTHER
<p>The Vermont Office of Nursing Workforce, Research, Planning and Development received a federal grant to study factors that promote the retention of older nurses.</p>	<p>The Vermont Board of Nursing and the Office of Nursing Workforce are collaborating on a secondary analysis of RN and LPN relicensure survey data, particularly intention to leave.</p>	<p>The Vermont Nurse Internship Project has developed a formal nursing internship program that provides adequate practical clinical experience for novice nurses to function at a competent level when they enter the workforce and has expanded clinical opportunities for nursing students by increasing the use of clinical staff as preceptors in specialty areas. For more information: http://www.springfieldhospital.org/vnip.html</p>


VIRGINIA

TASK FORCE, COMMISSION OR PANEL	SCHOLARSHIPS, LOAN FORGIVENESS	
<p>In 2002, Virginia established, the State Advisory Council on the Future of Nursing to address the nursing shortage.</p>	<p>Legislation has been introduced to make part-time nursing students eligible for scholarship and loan repayment.</p>	
CAREER LADDER DEVELOPMENT	HEALTH CAREERS MARKETING	LABOR DEPARTMENT/WORKFORCE INVESTMENT BOARD
JOB REDESIGN	WORKFORCE DATA COLLECTION	OTHER
	<p>Legislation has been introduced to authorize the Board of Nursing to accept private grants or donations for the purposes of collecting and analyzing nursing workforce information.</p>	<ul style="list-style-type: none"> • The Virginia Department of Education, Office of Career and Technical Education, is working closely with local school divisions on requests for additional programs that provide education and certification/licensure for emergency medical technicians, dental assistants, nurse aides, LPNs, and veterinary aides. • The Virginia League for Nursing and the Virginia Partnership for Nursing held a nursing summit in the fall of 2001 to study the cause and effects of the nursing shortage. The summit included health care professionals, nursing educators, and hospital and nursing home administrators. Findings of the summit will be made available to the newly established State Advisory Council.


WASHINGTON

TASK FORCE, COMMISSION OR PANEL	SCHOLARSHIPS, LOAN FORGIVENESS	
<p>In 2001, the Health Care Labor Shortage Work Group of the Workforce Training Education Coordinating Board (WTECB) issued a report on strategies to address the health care labor shortage. The detailed report is available at: http://www.wtb.wa.gov/</p>	<p>The Office of Community and Rural Health offers up to \$25,000 annually in loan repayment or scholarships to encourage primary care health professionals who are residents of Washington State to serve in health care shortage areas of the state. http://www.doh.wa.gov/hsqa/ocrh/retention.htm</p>	
CAREER LADDER DEVELOPMENT	HEALTH CAREERS MARKETING	LABOR DEPARTMENT/WORKFORCE INVESTMENT BOARD
<ul style="list-style-type: none"> The Employment Security Department provides \$450,000 to train current workers for career advancement. Local Workforce Development Councils (local workforce investment boards) are developing health care career ladders. For example, Pierce County WDC has established a partnership with employers, educators, and labor to develop career ladders/maps so that students may not only move up but laterally in the health professions. They have added ESL components to health care courses. 	<ul style="list-style-type: none"> A health partnership established by local Workforce Development Councils in NW Washington has researched local labor market data for shortage healthcare occupations, qualifications needed, and projections for future openings. This information was used to develop a recruitment video available at Work Source Centers (one-stop employment service delivery centers) and at job fairs. The Department of Education has established career pathways for high school students. These career pathways are designed to be integrated into the curriculum. One of the career strands is health care. 	<ul style="list-style-type: none"> The Workforce Training and Education Coordinating Board (Workforce Investment Board) has funding to set up partnerships between industry, education and labor. Between 2000 and 2002, 8 of 12 local workforce development areas have received grants to establish these partnerships. The U.S. DOL funded a consortium in NW Washington to support programs that expand educational capacity.
JOB REDESIGN	WORKFORCE DATA COLLECTION	OTHER
	<p>The Washington State Hospital Association, in conjunction with the WWAMI Center for Health Workforce Studies, surveyed 83 acute care hospitals in the state to gather data on nurses and other allied health occupations.</p>	<p>In 2002, the State Board for Community and Technical Colleges directed over \$3 million in WIA funds (High Demand Program Grants) to expand educational capacity in a variety of health care programs at community and technical colleges. Nineteen separate programs were funded, with a projected additional capacity of about 3,000 students.</p>

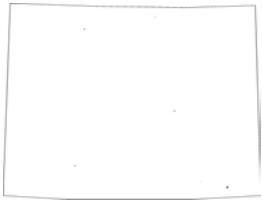
WEST VIRGINIA

TASK FORCE, COMMISSION OR PANEL	SCHOLARSHIPS, LOAN FORGIVENESS	
<p>The West Virginia Oral Health Task Force was established in 1999 to improve access to dental care.</p>	<ul style="list-style-type: none"> The West Virginia Division of Recruitment offers a variety of financial incentives funded by the State and communities that can be used for medical education loan repayment, residency stipends, sign-on bonuses, or other incentives to attract or retain a primary care physicians, nurse practitioners, physician assistants, and/or certified nurse midwives in underserved communities. http://www.wvrecruitment.org/projects/financial_incentive.htm The West Virginia Higher Education Policy Commission offers \$20,000 scholarships to medical students and \$10,000 scholarships to students pursuing degrees in other health care professions. http://www.wvrecruitment.org/publications/student_opportunities.htm 	
CAREER LADDER DEVELOPMENT	HEALTH CAREERS MARKETING	LABOR DEPARTMENT/WORKFORCE INVESTMENT BOARD
<p>The West Virginia Department of Health and Human Resources is developing the Medical Field Training Opportunities program, which will create a career ladder in nursing for WV WORKS participants. The program offers financial assistance to interested individuals using WIA funds. For more information contact Leslie Ventura at 304-558-0939</p>	<p>The West Virginia Hospital Association offers links to health careers information, with tips for success in health professions. http://www.wvha.com/</p>	
JOB REDESIGN	WORKFORCE DATA COLLECTION	OTHER

WISCONSIN

TASK FORCE, COMMISSION OR PANEL	SCHOLARSHIPS, LOAN FORGIVENESS	
<p>In April 2002, the Governor appointed a Committee to study health care worker shortages. The Committee will submit a report to the Governor in late 2002. For more information, contact Eric Baker WI DWD Deputy Secretary at eric.baker@dwd.state.wi.us or 608-266-2284.</p>	<p>Health care professionals in Wisconsin can receive up to \$50,000 in educational loan assistance through the Health Professions Loan Assistance Program (HPLAP). The HPLAP was established in 1990 by the Wisconsin Department of Commerce, in cooperation with the Wisconsin Office of Rural Health, and is available to communities to assist in recruiting and retaining primary care health professionals.</p> <p>http://www.worh.org/new_orh_docs/resrc_ewsletter.asp - article1</p>	
CAREER LADDER DEVELOPMENT	HEALTH CAREERS MARKETING	LABOR DEPARTMENT/WORKFORCE INVESTMENT BOARD
<p>The Wisconsin Hospital Association and representatives of Wisconsin Health Facilities have created a career ladder that will allow CNAs to obtain advanced degrees once they get a high school diploma and achieve the skill standards in the four units of the health services curriculum.</p> <p>http://www.cesa2.k12.wi.us/ya/health.html</p>		<p>The Wisconsin Department of Workforce Development and the Wisconsin Technical College System Board will oversee a \$2.6 million grant from the U.S. Department of Labor that will help the state address health worker shortages. The grant calls for funding the collaborative activities of partnerships of technical colleges and local workforce development boards. For more information, contact: Ron Hunt, Deputy Administrator, DWD, 608-266-2687 or ron.hunt@dwd.state.wi.us</p>
JOB REDESIGN	WORKFORCE DATA COLLECTION	OTHER
	<ul style="list-style-type: none"> The Wisconsin Nurses Association, along with other nursing organizations in Wisconsin, is collecting and analyzing RN workforce data. <p>http://www.wingragroup.com/wisconsinnurses/newscopy.asp?id=38</p> <ul style="list-style-type: none"> The Department of Health and Family Services records and reports workforce data for dentists, physicians, and registered nurses. <p>http://www.dhfs.state.wi.us/provider/index.htm</p>	

WYOMING

TASK FORCE, COMMISSION OR PANEL	SCHOLARSHIPS, LOAN FORGIVENESS	
<p>The Commission on Nursing and Nurse Education is assessing the current state of the nurse workforce and devising strategies to address shortages. For more information, contact Toni Decklever at 307-771-2256 or tsdhoc@aol.com</p>		
CAREER LADDER DEVELOPMENT	HEALTH CAREERS MARKETING	LABOR DEPARTMENT/WORKFORCE INVESTMENT BOARD
<p>Wyoming has hospital-based efforts to develop a flexible career advancement system. Programs are available to allow CNAs to complete nursing degrees.</p>	<p>The Health Occupations Consortium has a program to market health careers to high school students.</p>	
JOB REDESIGN	WORKFORCE DATA COLLECTION	OTHER
	<p>The Department of Employment and the Long Term Care Association currently have the most extensive data on Wyoming's health workforce, with information on salary, nurse/patient ratios and nursing turnover at health care facilities.</p>	<p>Wyoming healthcare facilities in conjunction with the Wyoming Nurses Association hosted a teleconference town hall meeting open to all health professionals and administrators on health workforce shortages.</p>