

Policies to Encourage Rapid Expansion and Making Better Use of New York's Health Workforce

Surge Capacity Strategies: Rapid Expansion of the State's Health Workforce

- Outreach to all health professionals with inactive NYS licenses asking them to consider being part of surge capacity, helping the state respond to the COVID-19 pandemic.
- Outreach to all actively licensed health professionals in the state asking for similar assistance.
- Outreach to all state associations representing health professions with the same message, asking them to reach out to members and encourage their assistance with surge capacity.
- Outreach to deans and directors of nursing and medical schools as well as public health programs in the state, asking about number of faculty and students well as their availability to contribute to surge capacity.
- Anyone interested in assisting was directed to the state's website to provide basic information about professional experience as well as availability.
- Over 82,000 health professionals responded to this call for assistance.
- Currently, state vetting in process with handoffs to high need high need facilities.
- Used some of the 8,600 mental health professionals who responded to the state's call for help to staff an emotional support hotline.

Maintaining Production in the Educational Pipeline

- Colleges and universities across the state are closed and remaining coursework for the semester is delivered on-line.

- Health professions education programs are encouraged to be flexible and creative in helping students (particularly those in their final year of study) complete clinical rotations interrupted by the pandemic. Possible strategies include simulation experiences and mentorships, among others.
- Health professions education programs are encouraged to consider graduating qualified students early (after successfully meeting all program requirements).

Regulatory Flexibility

- Facilitate timely licensure (or re-licensure) of retired or inactive health professionals willing to deploy as part of surge capacity, including, physicians, physician assistants, nurse practitioners, registered nurses and licensed practical nurses.
- Allow physicians, respiratory therapists, midwives, physician assistants, nurse practitioners, registered nurses and licensed practical nurses licensed in another state to practice in New York.
- Rapid deployment of newly graduated registered nurses and licensed practical nurses working on limited permits.
- Make more effective use of the existing workforce through changes to scope of practice requirements, including:
 - Less restrictive supervisory requirements for certified registered nurse anesthetists, physician assistants, and nurse practitioners.
 - Removal of limits on working hours for physician and postgraduate trainees.

Detailed information on New York's efforts in this area can be found on the New York State Education Department website: http://www.op.nysed.gov/COVID-19_EO.html.