

Regulation of Professional Practice in Health Care

Presented by:

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Regional Forum on the Regulation of Nursing Practice

Pan American Health Organization/World Health Organization

Federal Council of Nursing

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Center for Health Workforce Studies

- An academic research center established in 1996 and based at the School of Public Health at UAlbany
- **Mission:** To provide timely, accurate information and conduct policy-relevant research about the health workforce
- **Goal:** To provide data and information that can assist in decision making on health workforce programs and policies
- **Funding** from a variety of sources including federal and state government, foundations, providers and their associations, labor unions

Today's Presentation

- Health professions regulatory frameworks
- Pandemic impacts on supply, distribution, production of registered nurses
- Health workforce recruitment and retention: challenges and strategies
- Health workforce data collection
- Looking ahead: investments in nursing development

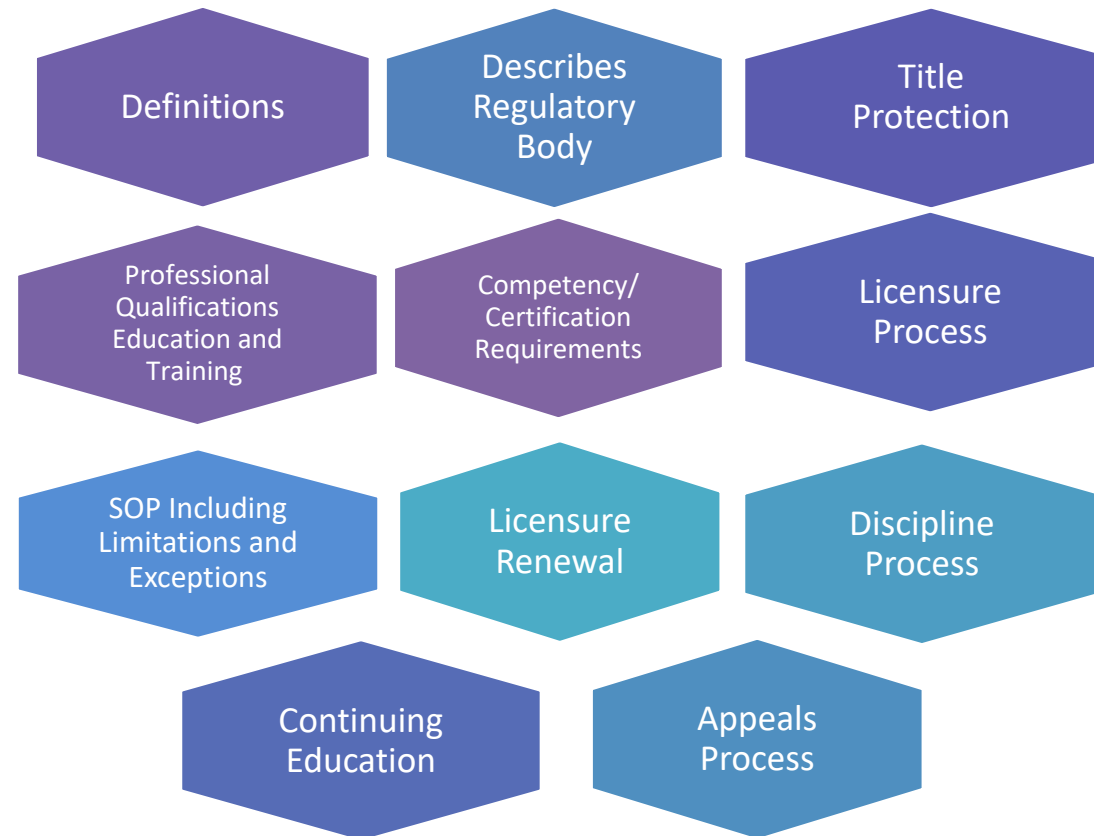
Health Professions Regulation

- Goal: Assure the provision of high-quality care to the population
- Different countries use approaches:
 - State-based
 - Federal
 - Hybrid
- Best practices:
 - Clearly defined professional scope of practice (SOP)
 - Flexible enough to allow for innovation, optimization
 - SOP is transparent and publicly accountable
 - Coordination and communication is optimized
 - Legitimate stakeholder input sought

[Regulating health professional scopes of practice: comparing institutional arrangements and approaches in the US, Canada, Australia and the UK | Human Resources for Health | Full Text \(biomedcentral.com\)](#)

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

State Laws and Regulations



How Effective Was the U.S. Regulatory Structure for Nursing During the Pandemic?

- In 2020, the pandemic resulted in a surge in demand for health services as those infected with COVID-19 sought care
- U.S. states recognized the need to build health workforce surge capacity in response to pandemic demand for care
- Many states issued **executive orders** that
 - Increased regulatory flexibility on scope of practice
 - Facilitated licensing of health care professionals
 - Enabled use of telehealth services

[HWTAC State-Responses-to-Address-Workforce-Needs-in-the-Initial-Wave-of-the-Pandemic 2021 FINAL1 \(healthworkforceta.org\)](https://www.healthworkforceta.org/HWTAC-State-Responses-to-Address-Workforce-Needs-in-the-Initial-Wave-of-the-Pandemic-2021-FINAL1)

Post-Pandemic Impacts on Health Workforce Supply

- The pandemic dramatically increased the number of occupations in short supply as well as the magnitude of the shortages
- Labor shortages were also widespread in many other employment sectors
- Strong competition for workers
- Many major employers (Target, Amazon, Panera) with many vacancies offered sign-on bonuses and flexible hours to new recruits

[Health Worker Recruitment and Retention in New York City: What Are the Issues? What Are the Strategies? \(chwsny.org\)](https://www.chwsny.org)

Pandemic Impacts on RN Educational Pipeline

- Providers unable to accommodate student clinical placements during the pandemic
- Increased use of simulation labs to meet clinical requirements
- Faculty attrition – retirements, better paying jobs
- New RN grads much less prepared for transition to practice
- Limits on ability to expand educational capacity
 - Lack of clinical training slots
 - Faculty vacancies

NY Providers Identified RNs and LPNs as Hardest to Recruit and Retain

- Registered nurses
- Licensed practical nurses
- Social workers
- Behavioral health providers
- Lab techs, radiology techs, surgical techs, EMTs
- Respiratory therapists
- Aides (CNAs, home health aides)

What Contributed to Recruitment Difficulties?

- Demand for workers outstripped supply
- Greater competition for available workers
- Generational shift
 - Younger applicants – less mission driven
 - More concerned with work-life-balance, flexibility, hybrid work models
 - Less concerned with long-term job benefits

Health Workforce Recruitment Strategies

- Scholarships and loan repayment, some with obligated service
- Sign-on bonuses
- Educational partnerships to support career advancement
 - Standardized career ladder programs
 - Internships/externships for health professions students
- Support for transition to practice
 - Nurse residencies
- Local recruitment
- Health careers programs for local middle and secondary school students

What Contributed to Retention Difficulties?

- Stressful working conditions, particularly in patient care positions, leading to burn out
- Retirement
- Fear of exposure to COVID-19 and potential impacts on family
- Better paying jobs, in and outside of health care
- Family obligations (childcare/elder care)
- Transportation issues

Health Workforce Retention Strategies

- Retention bonuses
- Worker resilience programs
- Flexible hours
- Hybrid work models
- Use of team-based models of care
 - More support staff (LPNs, Aides) to assist RNs

State Strategies

- Service obligated scholarship and loan repayment programs
- Facilitated licensing of health professionals
 - Licensure compacts
- Optimizing use of existing workforce
- Supporting new workforce strategies
- Collecting, analyzing, and disseminating health workforce data and information to inform decision-making

Critical Need for Data on New York's Active RN Workforce

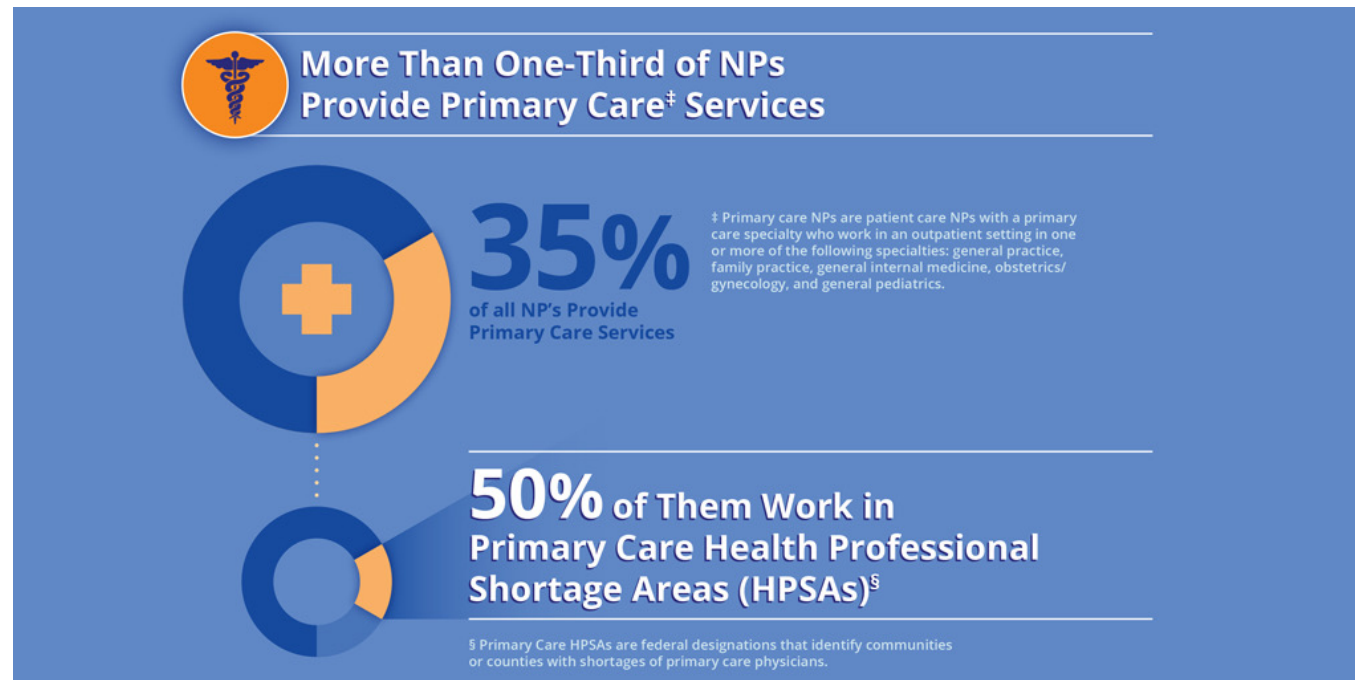
- Demographic characteristics
- Distribution
 - By geography
 - By setting
- Education level
- Practice characteristics
 - Stress, burnout
- Future plans

Mandatory Nurse Practitioner Re-Registration Survey

- Effective September 1, 2015, certified NPs in NY were required by law to provide information to the state at the time of re-certification
- CHWS, working with SED and DOH, helped with survey design, data collection/compilation and analysis
- Very high response rate
- Survey data used to disseminate information about the state's NP workforce

Disseminating Information on NY Nurse Practitioners

- 2021 Report: [A Profile of New York State's Patient Care Nurse Practitioners](#)
- 2021 Research Brief: [Nurse Practitioner Diversity in New York State](#)
- Infographic: [Profile of Nurse Practitioners in New York State](#)



Health Workforce Re-registration Surveys

- Health Professions Data bill signed into law in 2021
 - Mandatory re-registration surveys for over 40 licensed health professions (excludes physicians)
 - CHWS, working with NY Health and Education Departments, identified limited resources to launch a small number of re-registration surveys, starting with registered nursing
- RN re-registration survey launched in November
- LPN re-registration survey will be launched shortly

Looking Ahead

Data driven strategies to support nursing workforce development and retention

- Market health careers, particularly to those who live in underserved communities
- Support work/study partnerships between health care providers and nurse education programs
- Build effective and collaborative health care teams that can share the work of patient care

Questions?

- For more information, please email me at jmoore@albany.edu
- Visit us at:



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