



Solutions to Address the Critical Healthcare Workforce Shortage

Financial Assistance to Hospitals and Health Systems to Meet Workforce Need

- The state legislature should provide direct funding to hospitals and health systems for recruitment, retention, and training for healthcare workers and for relief from the increased cost of contract labor and crucial staffing premium pay
 - Healthcare recruitment, retention, and training programming should include, but not be limited to, cash recruitment bonuses, student loan payment assistance, cash retention bonuses, tuition assistance, workplace violence prevention, and other forms of training programming
 - Funds should be available to defray the increased costs of contract labor and crucial staffing premium pay

Examine Laws, Regulations, and Processes

- Support state approval of interstate licensing compacts, e.g., nurse licensure, medical licensure, physical therapist licensure, APRN licensure, EMS licensure, etc.
- Address potential state licensing barriers associated with implementation of interstate licensing compacts
- Review laws, regulations and state initiatives that add staff burden and negatively influence retention
- Review and update existing state law to enhance protections for the healthcare workforce against violence in healthcare settings
- Examine laws and regulations that prescriptively require additional staff
- Examine how modifications to regulations regarding education and experience would increase the number of candidates for employment