



Solutions to Address the Critical Healthcare Workforce Shortage

Support Policies to Protect the Healthcare Workforce

- Review and update existing state law to enhance protections for the healthcare workforce against violence in healthcare settings
- Provide funding to support workplace violence prevention

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 in all disciplines 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
- 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
- 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
- Support approaches that create healthcare career pathways to help reduce barriers to careers in healthcare
- Identify opportunities to support basics needs, like housing, transportation, and child care, for residents pursuing career opportunities in healthcare