

Strategies to Ensure an Adequate Health Workforce

Presentation for Nevada Patient Protection Commission

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Conference of Governors at the White House, 1908

Who We Are

Over **100** years of serving our nation's governors



Founded in 1908, the National Governors Association (NGA) is the nonpartisan organization of the nation's 55 governors. Through NGA, governors share best practices, address issues of national and state interest and share innovative solutions that improve state government and support the principles of federalism.

Discussion Topics

- Long-term policy considerations for the health workforce in the context of COVID-19
 - Licensure
 - Telehealth



Key Questions

- What Federal and state emergency flexibilities will gain permanence?
- What was the state of the health workforce before and as a result of COVID on the health workforce?
- Where is there unmet need in both “normal” and pandemic situation geographically and by specialty?
- Do you have access to health workforce data to strategize and implement appropriate rapid response?



Interstate Licensure Compacts

- **Interstate Medical Licensure Compact (IMLC):** Physicians in the [IMLC](#) may apply for expedited licensure in compact states using a centralized application system. This compact does not offer licensure reciprocity or home state recognition.
- **Nurse Licensure Compact (NLC):** [NLC](#) offers licensure reciprocity for nurses in participating states. This applies to Registered Nurses and Licensed Practical Nurses
- **Physical Therapy Licensure Compact (PTLC):** A licensed physical therapist or physical therapy assistant living in a compact state can purchase a compact privilege through the [PTLC](#) after paying the fees and completing the jurisprudence requirements for the state in which they wish to practice.
- **Recognition of Interstate EMS Personnel Licensure Interstate Compact (REPLICA):** [REPLICA](#) provides mutual recognition of EMS licenses in all participating states.
- **PSYPACT:** Once states enact [PSYPACT](#) legislation, they join the PSYPACT commission. Once a psychologists licensed by the commission, PSYPACT allows psychologists to practice telemedicine in compact states.



Nevada's participation in interstate licensure compacts

	IMLC	NLC	PTLC	REPLICA	PSYPACT
Nevada	X				X
California					
Arizona	X	X	X		X
Utah	X	X	X	X	X
Idaho	X	X		X	
Oregon			X		
Total # of states in the country	26	34	21	19	12



Other Licensure Reciprocity

Considerations

- Nevada is a member of the [Uniform Emergency Volunteer Health Practitioner Act](#), which recognizes out-of-state licenses from member states during a public health emergency.
- Arizona passed a [Universal Licensing Recognition](#), which provides a temporary, one-year license for providers licensed in other states. During this one-year period, the provider must go through the process of getting an official Arizona license.
- [Montana](#), [New Jersey](#), and [Pennsylvania](#) also have laws that require occupational boards to allow individuals with out-of-state licenses to practice.
- Some states have a version of universal licensure that applies in emergencies or national disasters as long as they are in good standing in their home state, including [Kansas](#), [Mississippi](#), [Ohio](#), [Oregon](#), [South Carolina](#), [Texas](#), [Utah](#), [Virginia](#). Additional information from NCSL [here](#).
- [NGA memo](#) for governors' feature executive and legislative health workforce flexibilities granted due to COVID-19.



Scope of Practice Considerations

Nurse Practitioners

	Full independent practice authority	Full independent prescriptive authority	Primary Care Provider role recognized in policy
Nevada		X	X
California			X
Arizona	X	X	X
Utah			X
Idaho	X	X	X
Oregon	X	X	X

Physicians Assistants

	Supervision determined at practice level	Prescriptive authority determined at practice level	Scope of practice determined at practice level
Nevada		X	X
California	X	X	X
Arizona	X	X	X
Utah	X	X	X
Idaho		X	X
Oregon		X	X

Oral Health Professionals

	No supervision required for Dental Hygienists	Dental therapists recognized	Practice of teledentistry allowed
Nevada	X	X	
California			X
Arizona			X
Utah		X	X
Idaho		X	X
Oregon		X	X

Behavioral Health Providers

	Bachelors degree or higher required for addiction counselor credentialing	Statute outlining diagnostic ability for Licensed Professional Counselors
Nevada	X	X
California		
Arizona		X
Utah		
Idaho		
Oregon		X

Telehealth policies and opportunities

- **Coverage parity:** Nevada has a law requiring coverage parity for commercial insurance providers
- **Payment parity:** Currently there is no law requiring payment parity for commercial insurance providers
- **Distant and originating sites**
 - Commercial insurance plans have unrestricted definitions of originating and distant sites
 - Nevada Medicaid outlines multiple distant sites eligible for reimbursement, including recipients' home computer or phone
- **Modalities**
 - Nevada Medicaid will reimburse for live-video and store and forward but not remote patient monitoring services
 - Commercial insurance plans reimburse for live-video, but do not need to cover remote patient monitoring or store-and-forward
- **Issues to Address Throughout the Nation**
 - Privacy/security/technology
 - Broadband
 - At-risk populations/Equity
 - Uncertainty regarding permanence of emergency waivers
- **NGA [memo](#)** on state executive and legislative strategies related to telehealth in response to COVID-19.

