



General Assembly of the Commonwealth of Pennsylvania

Joint State Government Commission

Room 108 Finance Building, 613 North Street

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Released: April 10, 2019

Report Summary in response to House Resolution 754 of 2018

Staff Study of Pennsylvania Health Care Workforce Needs

Under House Resolution No. 754 (Session of 2018), the Joint State Government Commission studied the long-term health care workforce and workforce training needs of the Commonwealth as well as how federal and state statutes and regulations impact the ability of the Commonwealth to meet those needs. Recommendations are provided to ensure that the Commonwealth is able to adequately train, attract, and retain its health care workforce to meet those needs identified by the Commission.

To facilitate its study, the Commission staff conferred with stakeholders from all aspects of the health care sector and continuum of care. These discussions, along with the Commission staff's independent research, generated the report's recommendations to address current and emerging challenges within the Commonwealth's health care workforce over the next five years.

Specific recommendations include that the Commonwealth: invest in establishing state pipeline programs to increase minority participation within the health care workforce; increase length of service commitments and loan repayment award amounts within health career-related loan repayment programs; expand physician residencies; create easier educational pathways for nursing professionals to pursue advanced nursing degrees and careers as nurse educators; continue to use recruitment tools available for international medical graduates and foreign nursing professionals; reduce nurse attrition and turnover by improving nurse work environment through staffing solution efforts; expand the role of nurse practitioners and physician assistants; enable the increased use of telemedicine through the implementation of parity laws; improve wages, training opportunities, and career development opportunities for long-term care workers; reduce restrictions on mental health information sharing consistent with federal requirements and improve insurer compliance with mental health parity law requirements; reduce restrictions permitted under physician non-compete agreements; and improve health care workforce data collection and analysis at the state level.

The full report is available on our website, <http://jsg.legis.state.pa.us/>