

National Governors Association

A Framework for Considering Scope-of-Practice Modifications

November 12, 2015



Level Setting

What is scope of practice?

- Legal authority for performing certain tasks and under what conditions such tasks can be performed

State levers to shape scope of practice:

- Education requirements
- Training requirements
- Certification
- Licensure
- Continuing education requirements
- Supervision requirements
- Medicaid reimbursement policy

Underlying Goals of Health Workforce Strategy



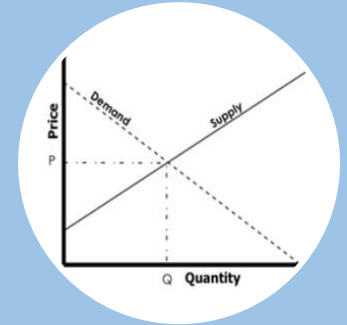
Improve access
to care



Ensure high
quality care



Improve
efficiencies within
the health system



Increase
economic
development

Workforce Strategy

Underlying Goals of Health Workforce Strategy

Improve access to care

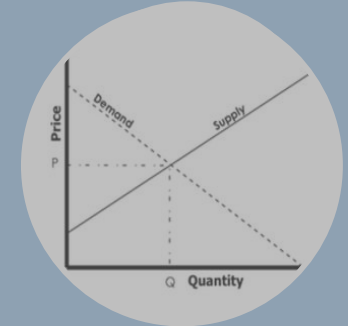
- Address maldistribution/shortages:
 - Type of service(s)
 - Geographic areas
- Provider participation in public programs



Ensure high quality care



Improve efficiencies within the health system



Increase economic development

Workforce Strategy

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Improve access to care

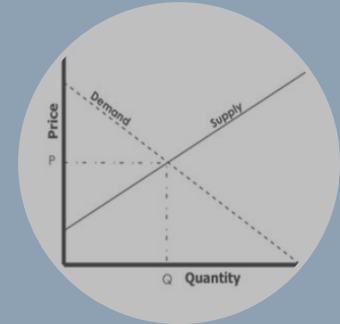
Ensure high quality care

Set a unified standard of quality that carries across:

- Professions
- Settings
- Patient populations, including the underserved



Improve efficiencies within the health system



Increase economic development

Workforce Strategy

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Improve access to care

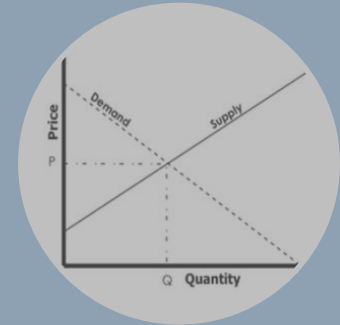


Ensure high quality care

Improve efficiencies within the health system

Drive towards higher quality and lower cost care. Approaches may include:

- Team-based models
- Integration of services
- Care in non-clinical settings



Increase economic development

Workforce Strategy

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quality care



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Increase
economic
development

New roles for health
professions creating
economic opportunities
for state residents

- Career ladders
- New career paths

Workforce Strategy

Framework for Assessing Workforce Strategy

Consider each lever and its impact on the profession under review across each goal in the framework to determine potential policy components. Each goal can be scored on a 1-5 scale based on the analysis.

Lever		Access	Quality	Efficiencies	Economic Development	Potential Policy
1	Education Requirements					
2	Training Requirements					
3	Certification					
4	Licensure					
5	Continuing education requirements for certification/license renewal					
6	Supervision requirements					
7	Reimbursement level in state public health programs					
8	Payment parity across provider types					

Framework for Assessing Workforce Strategy

Which state levers are most likely to affect each goal? Questions to consider:

Access

- How extensive are training and education requirements? Do these prevent/delay provider entry to practice?
- What percentage of provider time is required for continuing education?
- Is in-person supervision required? What percentage of provider time will be required for supervision/case review?

Quality

- Does a standardized level of education translate to improved quality?
- Will supervision requirements help to improve outcomes?
- Does Medicaid reimbursement impact the quality of care for different populations?

Framework for Assessing Workforce Strategy

Which state levers are most likely to affect each goal? Questions to consider:

Transformation/Efficiencies

- Do training and supervision requirements prepare this provider type to offer the same level of care as existing providers allowed to perform these services?
- How does this provider type complement/enhance services being provided by other providers?
- What role/function does this provider type play in a team-based model of care?
- How will the provider or their employer be reimbursed for services (included in capitated rate or administrative costs, direct billing, through supervising provider's billing code)? At what rate will provider be reimbursed?

Economic Development

- Are there opportunities for this provider to practice (e.g., health systems will utilize/employ, independent practice allowed)?
- How extensive are training and education requirements? How much time will it take to enter the field?
- Are there sufficient incentives in place to encourage this provider type to practice in the state?