

114 13 Sec. 110. HEALTH AND LONG=TERM=CARE WORKFORCE REVIEW AND
114 14 RECOMMENDATIONS.

114 15 1. The department of public health, in collaboration with
114 16 the department of human services, the department of
114 17 inspections and appeals, the department of workforce
114 18 development, and other state agencies involved with relevant
114 19 health care and workforce issues, shall conduct a
114 20 comprehensive review of Iowa's health and long=term=care
114 21 workforce. The review shall provide for all of the following:

114 22 a. Raising of public awareness of the imminent health and
114 23 long=term=care workforce shortage, based upon the rapidly
114 24 changing demographics in the state.

114 25 b. A description of the current health and long=term=care
114 26 workforce, including documenting the shortages and challenges
114 27 that exist throughout the state and analyzing the impact of
114 28 these shortages on access to care, the quality of care
114 29 received including outcomes, and the cost of care.

114 30 c. A projection of the health and long=term=care workforce
114 31 necessary to provide comprehensive, accessible, quality, and
114 32 cost=effective care during the next twenty=five years.

114 33 d. Construction of a workforce model to provide the
114 34 necessary or desirable health and long=term=care workforce
114 35 described in paragraph "c".

115 1 2. The department of public health and other agencies
115 2 collaborating in the review shall actively elicit input from
115 3 persons involved or interested in the delivery of health and
115 4 long=term=care services, including but not limited to members
115 5 of the health and long=term=care workforce and consumers of
115 6 health and long=term care.

115 7 3. The department shall coordinate the review with other
115 8 initiatives such as PRIMECARRE and the Iowa collaborative
115 9 safety net provider network recruitment effort.

115 10 4. The department of public health shall submit the
115 11 findings and recommendations of the review for submission to
115 12 the general assembly and the governor on or before January 15,
115 13 2008. The recommendations shall include specific action steps
115 14 to assist the state in meeting the health and long=term=care
115 15 workforce shortages and challenges. The action steps shall
115 16 include but are not limited to all of the following:

115 17 a. Strategies such as enhanced pay and benefits, expanded
115 18 initial and ongoing training, flexible work scheduling,
115 19 reduced workload volume, and utilizing a team=based approach
115 20 to providing care to both recruit and retain the necessary
115 21 health and long=term=care workforce.

115 22 b. Utilization of innovative measures, including but not
115 23 limited to telemedicine and other emerging technologies, and
115 24 scope of practice changes that allow modifications in roles
115 25 and responsibilities in various health and long=term=care
115 26 settings.