

**House File 275 - Introduced**

HOUSE FILE 275

BY HEATON

**A BILL FOR**

1 An Act relating to a coordinated health care workforce  
2 recruitment and retention effort.  
3 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF IOWA:

1 Section 1. HEALTH WORKFORCE RECRUITMENT AND RETENTION —  
2 COORDINATED EFFORT.

3 1. The department of public health shall lead a coordinated  
4 effort to address recruitment and retention of direct care  
5 professionals and other health care professionals, including  
6 but not limited to nursing, mental health, and oral health  
7 professionals, necessary to meet the current and future demand  
8 for critical health care services and long-term services and  
9 supports in the state.

10 2. In partnership with key public and private stakeholders  
11 including but not limited to representatives of employers and  
12 direct care professionals from various settings, consumers,  
13 family caregivers, advocates, community colleges, labor,  
14 the Iowa caregivers, united way, the Olmstead consumer task  
15 force, and the departments of education and human services,  
16 the department on aging, the office of the long-term care  
17 ombudsman, and other stakeholders, and in alignment with  
18 recommendations of the older Iowans legislature, the elevate  
19 aging collaborative, the future ready Iowa initiative, the Iowa  
20 skills2compete coalition, the 2016 direct care workforce summit  
21 and the direct care workforce 2020 regional listening sessions,  
22 and of other appropriate entities, the department shall do all  
23 of the following:

24 a. Expand existing recruitment and retention efforts of the  
25 direct care workforce initiative including competency-based  
26 training and specialty endorsements in Alzheimer's disease and  
27 dementia, mental health, oral health, and other areas; and  
28 provide the needed infrastructure, policies, procedures, and  
29 repository to support accurate recordkeeping and portability  
30 of training credentials and certifications for direct care  
31 professionals.

32 b. Lead a multistakeholder and interagency initiative to  
33 inform policy making and to identify and implement strategies  
34 to do all of the following:

35 (1) Increase compensation and provide benefits for

1 those who work in the direct care sector and other health  
2 professions that may include individual tax credits, minimum  
3 wage increases, and increased provider reimbursements.

4 (2) Conduct data analysis specific to various aspects of  
5 the direct care workforce and other health care professions  
6 including worker turnover and best practices.

7 (3) Provide forgivable loans and scholarships for  
8 high-demand health care sectors and place a high priority on  
9 strategies to attract new and more diverse populations to  
10 the health care field as well as retain older workers and  
11 individuals with disabilities in the field for a longer period.

12 c. Retain existing successful workforce initiatives and  
13 allocate unused portions of funds to health and long-term  
14 services and support initiatives to more fully support existing  
15 direct care professional initiatives and other health care  
16 professional recruitment and retention efforts.

17 3. The department of public health shall provide a progress  
18 report to the governor and the general assembly by January  
19 1, 2018, and annually by January 1, thereafter, including  
20 recommendations for changes in law or funding to support the  
21 coordinated effort.

22 EXPLANATION

23 The inclusion of this explanation does not constitute agreement with  
24 the explanation's substance by the members of the general assembly.

25 This bill relates to health workforce recruitment and  
26 retention. The bill directs the department of public health  
27 (DPH) to lead a coordinated effort to address recruitment and  
28 retention of direct care professionals and other health care  
29 professionals, including but not limited to nursing, mental  
30 health, and oral health professionals, necessary to meet the  
31 current and future demand for critical health care services and  
32 long-term services and supports in the state.

33 The bill directs DPH, in partnership with key public and  
34 private stakeholders and in alignment with recommendations of  
35 various task forces, workgroups, and coalitions to: (1) expand

1 existing recruitment and retention efforts for direct care  
2 professionals and provide the needed infrastructure, policies,  
3 procedures, and repository to support accurate recordkeeping  
4 and portability of training credentials and certifications  
5 for direct care professionals; (2) lead a multistakeholder  
6 and interagency initiative to inform policy and to identify  
7 and implement strategies to increase compensation and provide  
8 benefits for those who work in the direct care sector and  
9 other health professions, conduct data analysis specific to  
10 various aspects of the direct care workforce and other health  
11 care professions including worker turnover and best practices;  
12 and provide forgivable loans and scholarships for high-demand  
13 health care sectors and place a high priority on strategies  
14 to attract new and more diverse populations to the health  
15 care field as well as retain older workers and individuals  
16 with disabilities in the field for a longer period; and (3)  
17 retain existing successful workforce initiatives and allocate  
18 unused portions of funds to health and long-term services and  
19 support initiatives to more fully support existing direct care  
20 professional initiatives and other health care professional  
21 recruitment and retention efforts.

22     The bill directs DPH to provide a progress report to the  
23 governor and the general assembly by January 1, 2018, and  
24 annually by January 1, thereafter, including recommendations  
25 for changes in law or funding to support the coordinated  
26 effort.