



**HealthForce**  
by Global MedTeam

# Healthcare Workforce Month in Review

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***April 2024***



# FOREWORD



**Dennis Kogod**

*Chief Operating Officer, Global MedTeam*

Thank you for reading *April 2024 in Review*, a monthly update focused on key stories and trends in the U.S. healthcare workforce.

For those of you who may not know me, my name is Dennis Kogod and I'm the Chief Operating Officer of Global MedTeam. I've been working in the healthcare space for the last 35 years and my past experiences include time as CEO of International and President/COO for Davita Healthcare Partners.

In this month's report, we wanted to spotlight a story about the National Center for Assisted Living (NCAL) joining other groups in [backing immigration legislation that would reissue unused visas to healthcare professionals](#). According to the NCAL, assisted living employees reportedly represent one-fifth of the entire long-term care workforce. Furthermore, 15% of the full-time caregivers in assisted living communities are registered nurses and 19% are licensed practical or vocational nurses. This highlights the fact that the current shortage impacts all healthcare institutions across the continuum.

This report is put together by my colleagues here at Global MedTeam, which connects U.S. healthcare systems with internationally trained nurses that can drive workforce retention, address issues in cost management and optimize patient health. If your organization is interested in recruiting international nurses, please get in touch with me at [dennis@globalmedteam.com](mailto:dennis@globalmedteam.com).

I hope you enjoy reading our April 2024 Month in Review!





# WHO'S MAKING HEADLINES

Movers and shakers in the healthcare workforce



**Tarik Khan**

State Representative (PA)

Plans to introduce legislation to offer incentives for nursing faculty recruitment and healthcare preceptorship, which would establish grant programs and tax deductions to attract and retain nursing faculty and preceptors.

[Read more here.](#)



**Pilar Schiavo**

Assemblywoman (CA)

Unveiled legislation, *AB 2015* to facilitate certification of nursing school instructors, providing flexibility in the hiring process by separating the teaching credential approval from employment, allowing nurses to secure credentials from the Board of RNs.

[Read more here.](#)



**Brad Barrett**

State Representative (IN)

Introduced *House Bill 1259*, which was approved by the Indiana Senate which gives hospitals the flexibility to waive an 18-month clinical experience requirement for instructors to increase the number of graduates entering the workforce.

[Read more here.](#)



**Lauren Jones**

Secretary of Labor & Workforce Development (MA)

Announced a grant of \$16.3M to train the healthcare workforce, targeting critical skill gaps in Massachusetts and training nearly ~2K individuals in high-demand roles.

[Read more here.](#)



# BACK TO SCHOOL

## Educational institutions making an impact

### Abraham Baldwin Agricultural College

#### *Night study program*

Introducing a night-study program tailored to working students, aiming to assist them in pursuing their nursing career aspirations while balancing work and family responsibilities.



[Read more here.](#)

### Elmira College

#### *2+4 degree program*

Introduced a new 2+4 degree path enabling students to obtain a doctorate in osteopathic medicine two years earlier than traditional programs by condensing undergraduate studies to two years, followed by four years of medical school.



[Read more here.](#)

### University of Vermont

#### *Fast track to nursing*

Launched an MS in Nursing program aiming to fast-track career-changers into the profession, which offers an accelerated path for individuals with non-nursing backgrounds, featuring a full-time prelicensure year followed by a master's curriculum.



[Read more here.](#)

### University of Chicago & City College of Chicago

#### *Jobs & access to education*

Announced a partnership aimed at creating 200 new jobs and providing access to healthcare education with its first clinical lab technician program in the city, which is expected to serve up to 800 students.



[Read more here.](#)

### University of North Texas

#### *New nursing degrees*

Introducing two new nursing degrees, which include a traditional BS in Nursing and a MS in Nursing in Psychiatric Mental Health, slated for availability in fall 2025.



[Read more here.](#)

### LaGuardia Community College

#### *NCLEX training program*

Commencing the 2024 NCLEX for RNs for English Language Learners Training Program, which aids internationally trained nurses in acquiring essential skills and knowledge to pass the exam and obtain nursing licensure in New York State.



Community College

[Read more here.](#)





# POLICY SPOTLIGHT

Updates on legal, policy & regulation



**LaShuan Bethea**  
*Executive Director, National Center for Assisted Living*

Her organization, the NACL joined others in endorsing a proposed immigration bill aimed at redistributing unused visas to healthcare professionals and expressing support for the Healthcare Workforce Resilience Act. [Read more here.](#)



**Parker Space**  
*State Senator (NJ)*

Introduced bill S-2435, approved by the New Jersey Senate, to alleviate the EMT shortage in the state. It would revise reimbursement requirements for EMS training which would allow entities with both volunteer and paid EMTs to be eligible for reimbursement. [Read more here.](#)



**Mandy K. Cohen**  
*Director, Center for Disease Control*

Her organization, the CDC announced that it plans to allocate over \$3 billion to enhance the public health workforce and infrastructure with much of the funding coming from the American Rescue Plan Act. [Read more here.](#)



**Ron DeSantis**  
*Governor (FL)*

Signed bills offering grant money and low-interest loans to help healthcare workers pay off school debt for those individuals who volunteer in rural areas or smaller hospitals in the state. [Read more here.](#)



# BY THE NUMBERS

## Key metrics to know

### Impact on patient mortality

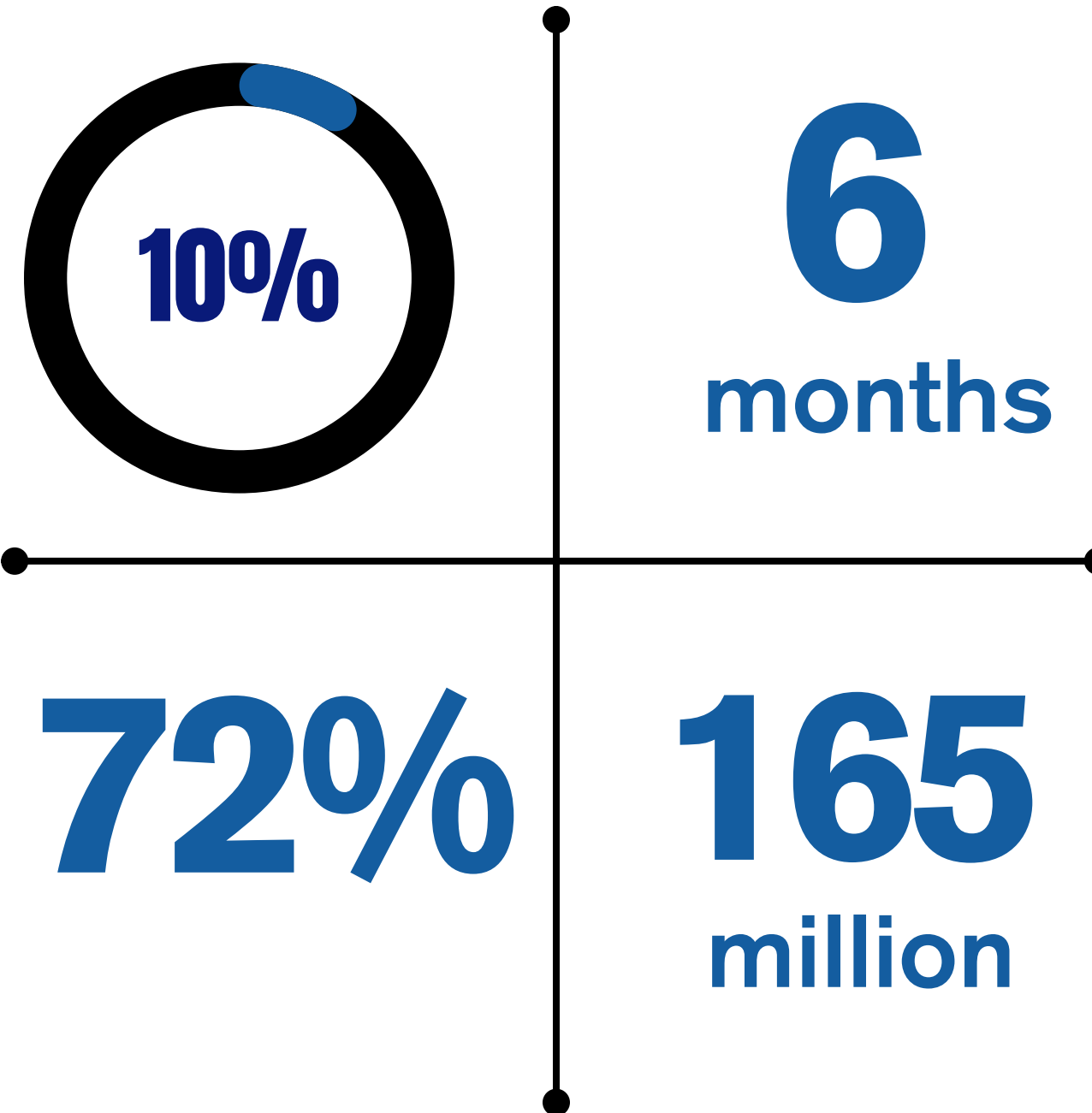
A 10% increase in nurses' "intention to leave" increased the likelihood of patient mortality by 14%, according to recent study analyzing nurses' responses on issues like workload, job satisfaction, and intention to leave.

[Read more here.](#)

### Nurse leader burnout

Nearly one-third of hospital nurse leaders intend to depart from their roles within the next year. Burnout emerges as a significant driver for nurse leader turnover, with 72% reporting occasional, frequent, or constant experiences of burnout.

[Read more here.](#)



### Waiting period for Alzheimer's treatment

New Hampshire's healthcare worker shortage hampers Alzheimer's treatment, with patients facing a possible diagnosis waiting over six months to see neurologists.

[Read more here.](#)

### Health provider shortage areas

165 million Americans live in behavioral health provider shortage areas, with the US facing a projected shortage of over 85K behavioral health providers by 2036.

[Read more here.](#)



# HOSPITAL WATCH

Healthcare systems in the news



## Staten Island, NY

97% of the 1,300 nurses voted to strike starting on April 2nd in response to requests by hospital administrators to increase workload and changes that impact staffing ratios and pay.

[Read more here.](#)



## Jefferson, Louisiana

Announced that it allocated ~\$5 million in recent years to operate 29 workforce programs with more than 1,200 people participating annually with a focus on recruitment and retention of nurses.

[Read more here.](#)



## Philadelphia, PA

Introduced a Nurse Emeritus Program to engage retired nurses in mentoring and supporting nursing teams and leaders. Roles include focus on direct care, education, and strategic leadership.

[Read more here.](#)



## Charlottesville, VA

Bucking the nursing shortage trend (it reportedly has the lowest turnover in the US by 10%) through implementing programs focused on lowering burnout rates, balancing patient and nursing ratios, and increasing compensation to \$38/hour.

[Read more here.](#)







# Global MedTeam

Global MedTeam is a career placement platform for health systems, supplying exceptionally trained, passionate, and quality nurses. We envision a healthcare system that delivers high-quality care to every patient, without compromising sustainability for providers or health systems.

Hiring our international nurses helps improve workforce retention, cost management, and patient health for our clients and their communities. Global MedTeam manages the entire process including recruiting, training, placement, licensing, and immigration.

Visit our website to [learn more.](#)

