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The Growing Impact of Multilateral Agreements on National Health Workforce Planning – EU, North American and Asia-Pacific Trends and Challenges

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May 15, 2015

Overview

- Setting the Stage: Health Professions Licensure and Regulation in the US
- NAFTA
- Trends Impacting on Migration
- Global Code of Practice

Licensing and Regulation of Health Professionals is State Responsibility

- Federal government does not license health professionals or set regulations on entry or scope of practice
- Each state has its own requirements and application processes for licenses
- A practitioner wanting to practice in more than one state must apply to each state
- States use similar processes, standards and examinations
- Efforts are underway to facilitate migration and practice across states: the Interstate Compacts

Inter-state Licensure Compacts

“Nursing Licensure Compact”: 25 states have signed on so far

“Interstate Medical Licensure Compact”: Legislation introduced in 18 states; passed in 5 states; minimum of 7 needed to begin.

- Facilitate mobility across states
- Facilitate tele-health
- Greatly streamlined process after obtain first license in compact state

Health Professions Covered by NAFTA

- Dentist
- Dietitian
- Medical Laboratory Technologist (Canada)
- Medical Technologist (Mexico and the United States)
- Nutritionist
- Occupational Therapist
- Pharmacist
- Physician
- Physiotherapist/Physical Therapist
- Psychologist
- Recreational Therapist
- Registered Nurse
- Veterinarian

NAFTA Does Not Over-ride State Licensure Requirements

- NAFTA authorized visas for temporary employment, (TN visa) for admissions into US
- Required examination/standards and state application process did NOT change
- Canada has similar education standards; Mexico did not
- Canadians did well on exams; Mexicans did not
- Consequently, Canadians could migrate more easily than Mexicans

Factors Other Than Visas Impact on Migration

- Ability to pass required examinations
- The economy and job opportunities in both sending and receiving countries
- Job opportunities for non-US health professionals decreasing – language, citizenship status and knowledge of US health system and culture give US citizens advantage

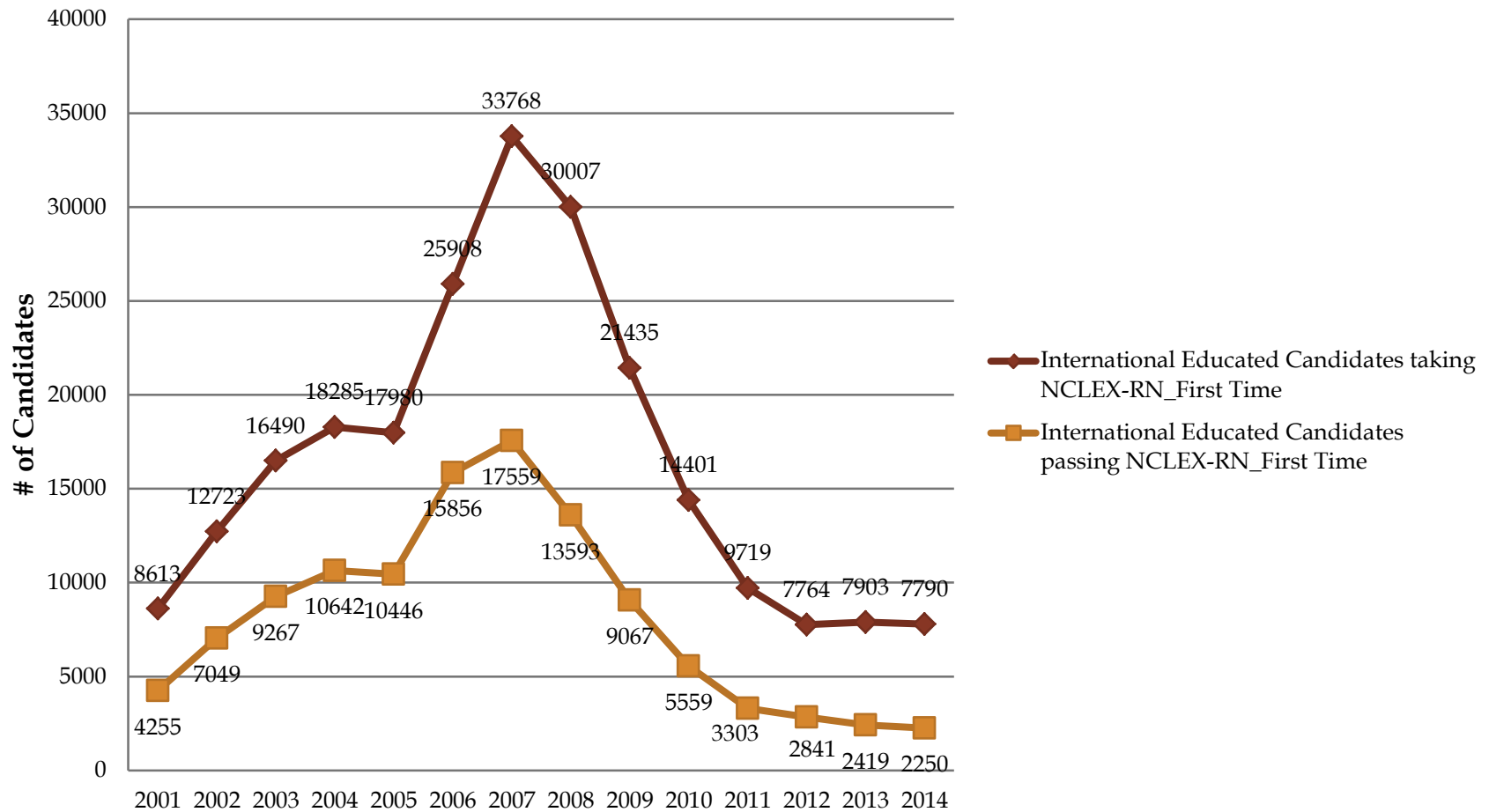
Nurse Exam Pass Rates

NCLEX	<u>Exam Takers</u>	<u>Pass Rates</u>
Canada 2003	2,126	77%
2012	553	70%
Mexico 2003	77	17%
2012	53	28%

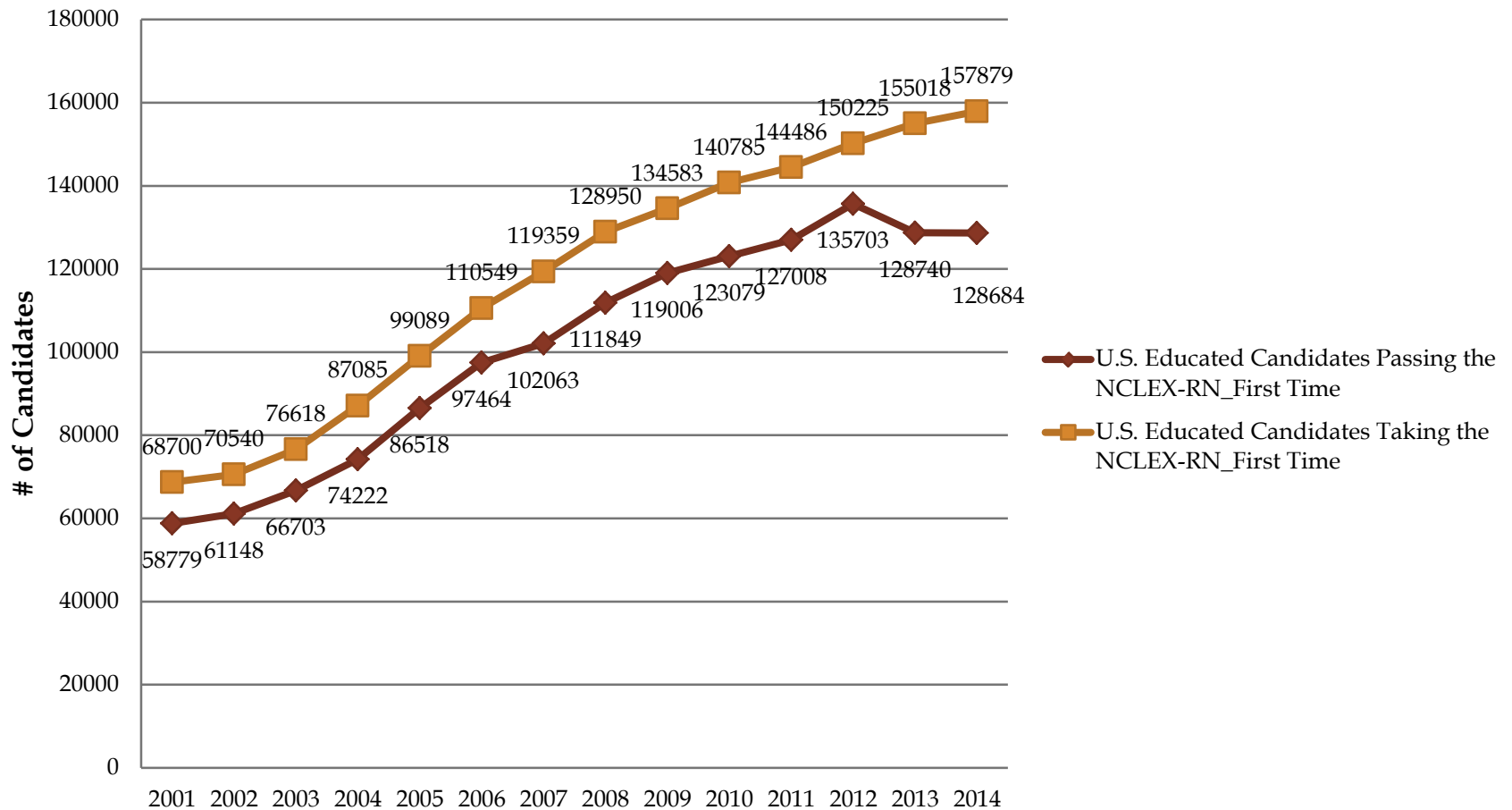
WHO Global Code of Practice

- Encouraged all countries to do a better job of planning for own health workforce needs
- In the US, the Affordable Care Act of 2010 encouraged more effective data and information on future needs
- In the US, workforce shortages and opportunities in health care have led to a major increase in enrollment in health professions education programs leading to a decreased need for migration to meet workforce needs
- Hence, the “pull” on non-US health professionals has decreased *consistent* with goals of Code.... but not due to the Code.
- NGO activities have also encouraged ethical recruitment practices

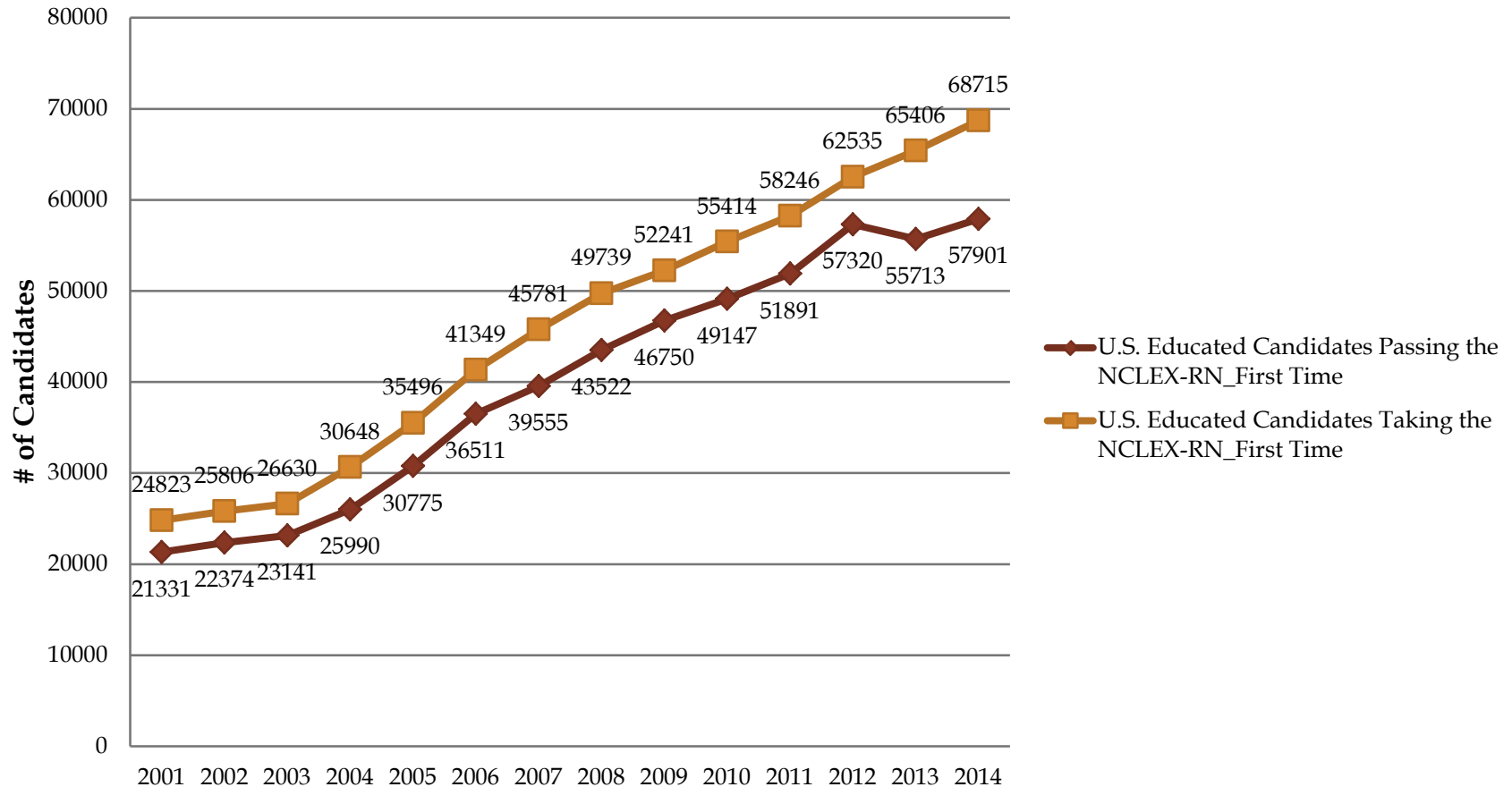
International Graduates First Time Takers and Passers – 2001-14



Total First Time Takers and Passers – US Graduates 2001-14



BSN First Time Takers and Passers

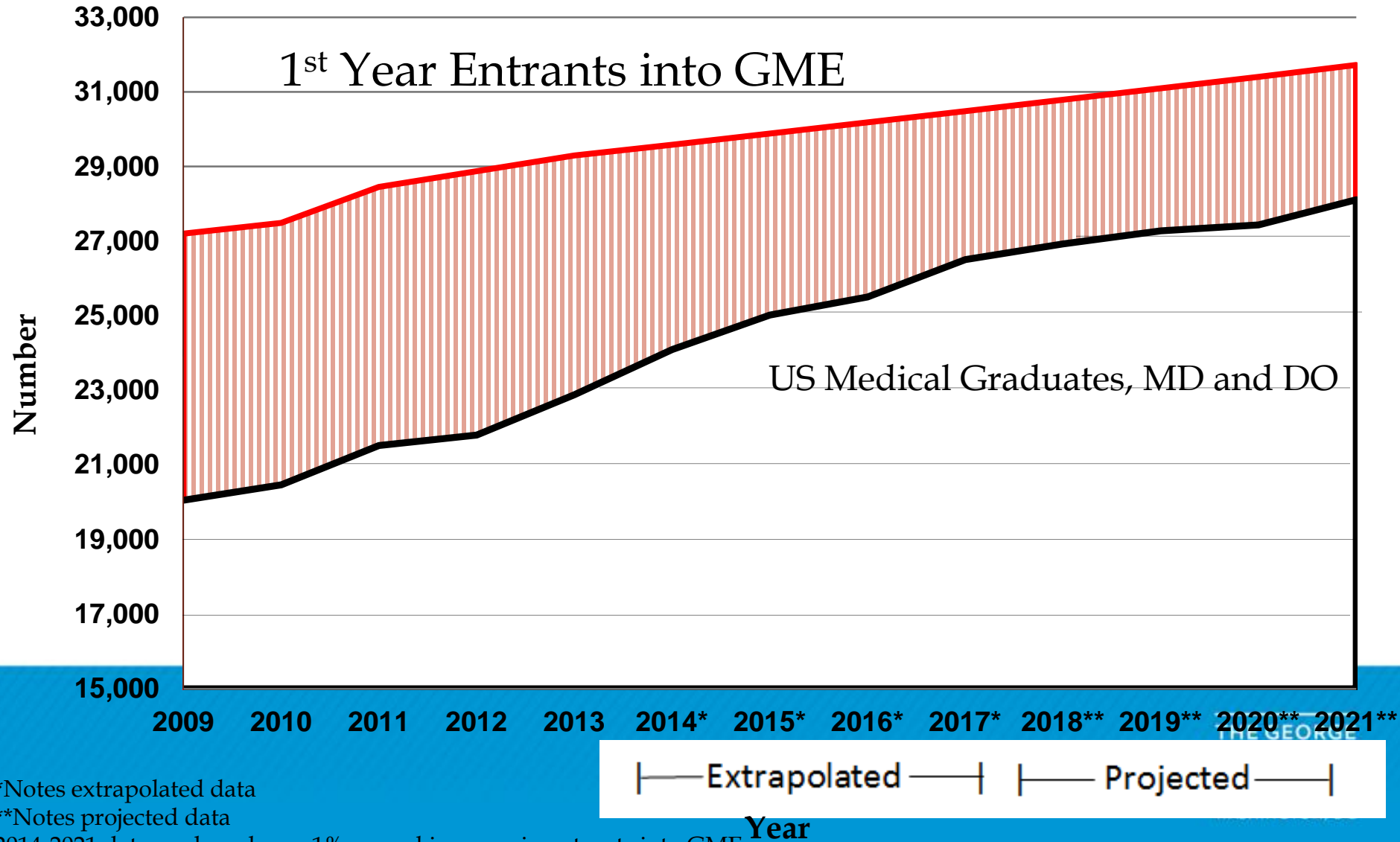


Physician Pipeline: 4 Paths to GME

Entrants into GME in 2015 (Estimated)

US Medical School Graduates:	19,000 (62.5%)
<u>US Osteopathic Graduates:</u>	<u>5,000 (16.5%)</u>
Sub-total US Graduates	24,000 (79%)
US Citizen Foreign Graduates:	2,700 (8.9%)
<u>Non-US Citizen Foreign Graduates:</u>	<u>3,700 (12.2%)</u>
Total Foreign:	6,400 (21%)
Total Entrants Into GME:	30,400 (100%)

Projected US MD and DO Medical School Graduates and 1st Year Entrants into GME (2009-2021)



Summary

- NAFTA: limited impact on health workforce migration to US; while increased number of visas were available, internal requirements were not waived
- Increase in domestic production reduced the international migration of health professionals to the US
- This is consistent with, albeit not caused by, the Global Code of Practice
- The Code provides helpful moral support for health workforce planning and ethnical policies
- International migration fills gaps and is sensitive to job opportunities in the US

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