

Commonwealth of Pennsylvania  
Governor's Office  
Executive Order

WHEREAS, the citizens of the Commonwealth cannot receive accessible and affordable health care of the highest quality without sufficient adequately trained, compensated and employed health care staff to meet the full continuum of their health care needs.

WHEREAS, the Commonwealth is facing a serious shortage of health care workforce adequate to provide physical, behavioral, primary, oral, acute and long-term care needed by its residents now and in the future, and this shortage has only been exacerbated by the pandemic.

WHEREAS, the Commonwealth's economy is known for its "Eds and Meds" but too many of those trained in health care in Pennsylvania's schools and universities do not remain in Pennsylvania, and those who have worked here are leaving their jobs, despite the need for them, due to licensure, compensation and other barriers to their entering or remaining in the State's health care workforce.

WHEREAS, the Commonwealth agencies responsible for licensing, establishing training requirements, regulating health care, and providing funding have, over time, been delegated overlapping responsibilities and have not worked cohesively to assure an adequate health care workforce.

WHEREAS, it is the responsibility of the Commonwealth to determine how best to eliminate employment barriers such as non-optimum licensure and regulation and compensation issues

that impede the adequacy of the State's health care work force now and in the future.

WHEREAS, the establishment of an Office of Health Care Workforce Innovation and Reform and the establishment of the Governor's Health Care Workforce Reform Cabinet will coordinate and implement the Commonwealth's Health Care Workforce Innovation and Reform Agenda.

NOW, THEREFORE, I, Josh Shapiro, Governor of the Commonwealth of Pennsylvania, by virtue of the authority vested in me by the Constitution of the Commonwealth of Pennsylvania and other laws of the Commonwealth, do hereby establish the **Office of Health Care Workforce, Innovation and Reform** and the **Governor's Health Care Workforce Reform Cabinet**. By doing so, I invest it with the necessary powers to perform the duties and functions set forth herein and to advise and counsel me in the development and operation of the **Commonwealth's Health Care Workforce Innovation and Reform Agenda**.

1. **Office of Health Care Workforce, Innovation and Reform.** The Office of Health Care Workforce Innovation and Reform shall be managed by the Director of the Office of Health Care Workforce, Innovation and Reform (hereafter referred to as the "Director"), who shall serve at the pleasure of, and report directly to the Governor. The Director, in consultation with the Office of Administration, shall determine the appropriate staffing levels and associated classifications necessary to support the operation of the Office of Health Care Workforce Reform.

- a. **Responsibilities.** The purpose of the Office of Health Care Workforce Innovation and Reform is to coordinate the Commonwealth's Health Care Workforce Reform Agenda. In coordinating the Commonwealth's Health Care

Workforce Reform Agenda, the Office of Health Care Workforce Reform shall create a strategic plan within six (6) months to do the following and to implement such plan once approved by the Governor:

(1) Prioritize licensed and unlicensed health care professions that:

(a) have a high rate of burnout, turnover and shortage,

(b) address the greatest public health needs in the Commonwealth, and/or

(c) create jobs in communities facing geographic, racial, ethnic, age or gender disparities in health outcomes.

(2) For the prioritized professions, facilitate the analysis of administrative, licensure, certification, credentialing, reimbursement, education, training, fiscal and other policies and practices.

(3) Oversee the redesign of operations and infrastructure, and

(4) Direct the creation and maintenance of a system to assure the accountability of designated agencies for their assigned powers, duties and responsibilities, including the establishment of a health care workforce data center to support the work of the Office of Health Care Workforce Innovation and Reform.

**b. Authority.** The Office of Health Care Workforce Innovation and Reform shall, at the direction of the Governor, within six (6) months of this Order, develop a strategic plan to direct the restructuring of the Commonwealth's health care workforce system and the implementation of its Health Care Workforce

Innovation and Reform Agenda for the State's present and future health care workforce needs. The health care workforce includes licensed and unlicensed professions in all health care settings, including but not limited to, physical health, oral health, behavioral health, long-term care and community-based services and supports, including but not limited to those listed in Section 294Qj)(1) of the Patient Protection and Affordable Care Act. Upon approval of the strategic plan by the Governor, implement the plan.

**c. Reporting.** The Office of Health Care Workforce Innovation and Reform shall not have line responsibility for the day-to-day operations of the departments, agencies, commissions and offices with a health care workforce purview or regulatory function. Certain relevant policy and process experts from throughout the government shall be designated "on loan" or detailed to report to the Director of the Office of Health Care Workforce Innovation and Reform to aid in its mission. In addition, members of the Governor's Health Care Workforce Reform Cabinet shall report to the Office of Health Care Workforce Innovation and Reform for any and all accountabilities related to the Commonwealth's Health Care Reform Agenda.

**d. Health Care Workforce Innovation and Reform Advisory Council.** The Office of Health Care Workforce Innovation and Reform shall establish a Health Care Workforce Innovation and Reform Advisory Council (hereinafter referred to as "Advisory Council").

As the priorities of the Pennsylvania health care workforce evolve, the membership of the Advisory Council shall reflect that change in priorities. The Advisory Council shall include members that represent important stakeholders, including but not limited to,

stakeholder experts recommended by the Director and appointed by the Governor, representatives from Pennsylvania's Health Care educational and training programs, and representatives from health care providers, associations and consumer groups.

The Advisory Council shall advise the Director and the Governor's Health Care Workforce Reform Cabinet on matters relating to health care workforce reform, including the strategic plan and its implementation. The Director shall chair the Advisory Council.

(1) **Terms.** All members shall serve at the pleasure of the Governor.

(2) **Compensation.** Members of the Advisory Council shall serve without compensation for their services except that such members may be reimbursed the necessary and actual expenses incurred in attending meetings of the Advisory Council, unless remotely, and in the performance of their duties in accordance with established Commonwealth policy.

## 2. **Governor's Health Care Workforce Reform Cabinet**

**a. Responsibilities.** The Governor's Health Care Workforce Reform Cabinet shall advise the Director and the Governor on matters related to health care reform workforce, including the strategic plan and its implementation, and shall direct government resources in the implementation of the Health Care Workforce Reform Agenda. The Director shall chair the Governor's Health Care Workforce Reform Cabinet.

**b. Composition.** The Governor's Health Care Workforce Reform Cabinet shall consist of the following:

- (1) Director of the Office of Health Care Workforce Innovation and Reform
- (2) Secretary of Human Services
- (3) Secretary of State
- (4) Secretary of Education
- (5) Secretary of Labor and Industry
- (6) Commissioner of Insurance
- (7) Budget Secretary
- (8) Secretary of Budget and Planning
- (9) Secretary of Aging
- (10) Secretary of Health
- (11) Secretary of Drug and Alcohol Programs
- (12) Additional members as may be recommended by the Director and appointed by the Governor.

**3. Relationships with Other Agencies.** All agencies under the Governor's jurisdiction shall cooperate with and provide assistance and support to the Office of Health Care Workforce Innovation and Reform and the Governor's Health Care Workforce Reform Cabinet. The Office of Health Care Workforce Innovation and Reform shall also be directed

and appointed by the Governor to participate in certain other commissions, panels, cabinets, and initiatives.

**4. Effective Date.** The Executive Order shall take effect immediately.

**5. Termination Date.** The Executive Order shall remain in effect unless revised or rescinded.

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