

HEALTH SERVICES EXECUTIVE

LICENSURE BY EQUIVALENCY PROPOSAL

Overview

NAB's proposed Licensure by Equivalency offers a solution to licensure portability. Portability models based on common competency standards have been successful in other professions (e.g., doctors, nurses, pharmacists, occupational therapists) as an acceptable pathway for entry-level and experienced practitioners to demonstrate qualification for licensure. NAB proposes the new qualification standard of "Health Services Executive" (HSE) as a broader, more inclusive combination of education, experience, and examination as meeting the equivalence of licensure qualifications for nursing home administrators (NHA), assisted living administrators (RCAL), and for home- and community-based services (HCBS).

Approach

Graduates of a NAB-accredited HSE program, of which two years is dedicated to the long-term care administration major and which includes a minimum 1000-hour field experience, would be eligible to apply for the HSE. An additional pathway will be offered that recognizes currently licensed administrators who meet the new HSE qualification standard. Under this approach, states will maintain their individual existing pathways to current licensure for NHA, RCAL, and HCBS, as applicable, which is especially important for the new licensee that elects to maintain permanent state residence and/or practice in a specific line of service. In addition to their existing licensure categories, states are only asked to adopt the HSE qualification standard as an alternative pathway to support practice in multiple lines of service and portability of an individual's license. States desire exceptional candidates to efficiently earn the privilege to practice, while promoting public safety through rigorous education, ongoing competency development, and accountability.



Importance of the Issue

Adopting this HSE licensure proposal protects the public by assuring highly trained individuals serving residents in health and aging services while recognizing the evolving continuum of care and services. Additionally, the HSE proposal recognizes the licensure transfer challenge confronting professionals and national providers, and streamlines the regulatory interstate portability of license requirements. This proposal is driven by the White House report "Occupational Licensing: A Framework for Policy Makers" and the knowledge that members of the Federation of Associations of Regulatory Boards (i.e., nursing, pharmacy, medicine, occupational therapy, optometry) are proactively accepting this challenge with interstate compacts and models. The Centers for Medicaid and Medicare Services (CMS) cannot officially endorse this proposal, but strongly encourages the success of this model. NAB held meetings with LeadingAge, the American Health Care Association, and the American College of Health Care Administrators, which have garnered support of this approach. This proposal aids in enhancing the profession's image, removes barriers to licensure and portability of license, and offers expanded career choices, to enhance recruitment and retention of a highly qualified leadership workforce.