



## National Lieutenant Governors Association

### Resolution Promoting Health Care Workforce Development Initiatives

- 1   **WHEREAS**, our nation's healthcare and behavioral health workforce provide a wide range of  
2   critical services that support health outcomes and wellness, and
- 3   **WHEREAS**, our nation's healthcare and behavioral health industries are experiencing a historic shortage  
4   of skilled workers to support health needs<sup>1 2</sup>, and
- 5   **WHEREAS**, there are multiple contributing factors to current health care workforce shortages including  
6   supply of human capital, low wages, insufficient and costly housing, inaccessible childcare and  
7   transportation options, and
- 8   **WHEREAS**, workforce shortages are exacerbated by the ongoing COVID-19 global pandemic causing  
9   workers to leave the industry due to burnout and stress, and
- 10  **WHEREAS**, youth unemployment remains high<sup>3</sup>, and
- 11  **WHEREAS**, demographic trends result in increased needs from aging adults, increased vacancies as  
12  workers age, and fewer younger workers to replace them<sup>4</sup>, and
- 13  **WHEREAS**, barriers to entry for jobs have been raised due to a focus on credentials required in job  
14  postings, and
- 15  **WHEREAS**, technological advances demand the need for people to work alongside innovations, and
- 16  **WHEREAS**, a lack of fluency in English represents a barrier to entry for many workers, and
- 17  **WHEREAS**, employers and regulatory bodies do not sufficiently recognize the skills, education, and  
18  credentials of foreign-born populations, and

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<sup>1</sup> American Hospital Association, <https://www.aha.org/fact-sheets/2021-05-26-fact-sheet-strengthening-health-care-workforce>

<sup>2</sup> U.S. News & World Report, "Many States Face Shortage of Mental Health Providers," June 10, 2021  
<https://www.usnews.com/news/best-states/articles/2021-06-10/northeastern-states-have-fewest-mental-health-provider-shortages>

<sup>3</sup> Bureau of Labor Statistics, "Employment and Unemployment Among Youth Summary," August 18, 2021  
<https://www.bls.gov/news.release/youth.nr0.htm>

<sup>4</sup> Center for Health Journalism, "Will we have enough health care workers to care for our aging population?," March 9, 2020  
<https://centerforhealthjournalism.org/2020/03/06/will-there-be-enough-healthcare-workers-take-care-our-growing-and-graying-population>



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- 19 **WHEREAS**, higher education remains unaffordable for many, and
- 20 **WHEREAS**, broadband access remains a challenge across the country in many communities, and
- 21 **WHEREAS**, business-led, on-the-job education and training are key towards sustainable development of a  
22 supported, prepared, and equitable workforce, and
- 23 **WHEREAS**, people who have committed crimes but have served their time need careers and can, in many  
24 cases, be great caregivers, and
- 25 **WHEREAS**, all Americans, including those who are foreign-born, older, younger, and those with  
26 disabilities, have the capacity, if given the opportunity, to contribute to our shared economic prosperity.
- 27 **NOW, THEREFORE, BE IT RESOLVED** that the National Lieutenant Governors Association hereby  
28 recognizes that our nation must focus on modernizing our education system to align education and work-  
29 based learning with credential requirements to meet industry needs.

ADOPTED, this day, the \_\_\_\_\_ of March, 2022.

Sponsors: Lt. Governor Kevin Meyer (R – Alaska), Lt. Governor Dianne Primavera (D – Colorado)