



Illinois Health and Hospital Association

2026 Workforce Policy Update

Lance Kovacs, AVP, Health Policy & Regulation

August 27, 2026

Health Care Workforce Task Force Act

Healthcare Workforce Task Force

- 2025 IHA Advocacy Priority
- Signed by Governor in August
- Effective January 1, 2026

Key Issues Task Force Will Consider

- Strengthening healthcare worker recruitment and retention
- Improving the state licensure process
- Expanding workforce pipeline and training programs
- Reducing workplace violence and enhancing safety
- Promoting access to healthcare careers across Illinois
- Assessing the impact of medical liability environment on workforce

Task Force Will Make Recommendations to General Assembly



Health Care Workforce Task Force Composition

State Agencies and Legislators

- Attorney General, HFS, IDFPR, IDPH
2 Senators and 2 Representatives (2 Democrats and 2 Republicans)
- 2 of the legislators will serve as Co-Chairs

Statewide Association Representatives

- Hospitals
- Physicians
- Nurses
- Allied Health Professionals
- Long-Term Care
- FQHCs
- Emergency Physicians
- Nursing Schools
- Organized Labor



3

IDFPR Licensure Update

Implementation of Comprehensive Online Regulatory Environment (CORE)

- Modernization effort to transition all licensed professionals to an online application and renewal system
- New platform moves entire application online, including fee payments and document uploads
- System identifies application errors
- Rollout began in October 2024 with three professions.
- 131 professions have now been transitioned (new applications only)
- IDFPR aims to have full implementation by Fall 2026



4

International Medical Graduate Medical License

Pathway to full physician licensure for international medical graduates (IMG) through a 3-step process

Step 1: IMG Physician Limited License (2 years)

- Foreign trained individuals who meet certain criteria can apply for a limited license
- Must have a sponsoring entity (Hospitals, FQHCs, Multi-specialty physician office)

Step 2: IMG Physician Restricted License (2 years)

- May practice independently in an underserved area
- Not permitted to have a solo practice or provide telemedicine services

Step 3: Full Licensure

5

PA102-0641: Nurse Staffing Improvement Act

Nursing Care Committee	Staffing Plan	Leadership Responsibilities
<u>Composition</u> • At least 55% RNs providing direct inpatient care • Direct - care RN serving as co-Chair. <u>Meetings</u> • At least six (6) times per year. <u>Responsibilities</u> • Recommending the hospital staffing plan (inclusive of the ED). • Preparing an annual report for the hospital governing board report • Preparing two (2) two reports per year for RNs • Review and address variance reports.	<u>Considerations for Development</u> • Patient outcomes • Complaints related to staffing • Unit number of nursing hours provided compared to patients on the unit • Aggregate overtime nursing hours worked • Degree to which actual shifts worked varied from what is provided for in the staffing plan <u>Variance Reporting</u> • Process must be established for RNs to report variations from staffing plan.	<u>Chief Nursing Officer Responsibilities</u> • Provide a written statement to the Nursing Care Committee, if the staffing plan recommended by the committee is not adopted. • The statement should include the reason the staffing plan was not adopted and highlight changes or alternatives to the proposed staffing plan.

6

PA103-0211: Notice of Staff Rights

Effective January 1, 2024, [PA103-0211](#) requires nursing care committees to notify nursing staff of their rights under the Nurse Staffing by Patient Acuity Act. The notice must occur at least once per year and include a phone number and email address to report noncompliance. These reports can be sent to IDPH via email at dph.ccr@illinois.gov or via phone to the Central Complaint Registry Hotline at (800) 252-4343.

Strategies for sharing this information include:

- Sending a secured email to all nursing staff;
- Including in a newsletter that is shared with all nursing staff;
- Integrating the information into the Nursing Care Committee's bi-annual annual report; and
- Posting on the hospital's intranet



Illinois Health and Hospital Association

Your trusted voice and resource

team-ih.org