



General Assembly

***Substitute Bill No. 1450***

*January Session, 2025*



***AN ACT CONCERNING RECRUITMENT AND RETENTION OF THE  
HEALTH CARE WORKFORCE.***

Be it enacted by the Senate and House of Representatives in General Assembly convened:

- 1       Section 1. (NEW) (*Effective July 1, 2025*) (a) As used in this section:
- 2       (1) "Federally qualified health center" has the same meaning as  
3       provided in Section 1905(l)(2)(B) of the Social Security Act, 42 USC  
4       1396d(l)(2)(B), as amended from time to time;
- 5       (2) "Health care provider" means a health care provider licensed by  
6       the Department of Public Health; and
- 7       (3) "Primary care" means the medical fields of family medicine,  
8       general pediatrics, primary care, internal medicine, primary care  
9       obstetrics or primary care gynecology, without regard to board  
10      certification.
- 11      (b) The Department of Public Health shall establish, within available  
12      appropriations, a health care provider loan reimbursement program.  
13      The health care provider loan reimbursement program shall provide  
14      loan reimbursement grants to health care providers who are employed  
15      on a full-time basis as health care providers in the state.
- 16      (c) The Commissioner of Public Health shall (1) develop eligibility

17 requirements for recipients of such loan reimbursement grants, which  
18 requirements may include, but need not be limited to, income  
19 guidelines, (2) award not less than twenty per cent of such loan  
20 reimbursement grants to persons employed full-time as primary care  
21 providers, and (3) award not less than twenty per cent of such loan  
22 reimbursement grants to persons employed full-time as health care  
23 providers (A) in a rural community in the state, or (B) by a federally  
24 qualified health center in the state. The commissioner shall consider  
25 health care workforce shortage areas when developing such eligibility  
26 requirements. A person who qualifies for a loan reimbursement grant  
27 shall be reimbursed on an annual basis for qualifying student loan  
28 payments in amounts determined by the commissioner. A health care  
29 provider shall only be reimbursed for loan payments made while such  
30 person is employed full-time in the state as a health care provider. Any  
31 person may apply for a loan reimbursement grant to the Department of  
32 Public Health at such time and in such manner as the commissioner  
33 prescribes.

34 (d) The Department of Public Health may adopt regulations, in  
35 accordance with the provisions of chapter 54 of the general statutes, to  
36 implement the provisions of this section.

37 Sec. 2. (NEW) (*Effective from passage*) On and after October 1, 2026, no  
38 state-administered loan reimbursement program offering loan  
39 reimbursement grants to physicians, physician assistants or advanced  
40 practice registered nurses employed in the state shall include as part of  
41 the eligibility criteria for such program a requirement that a physician,  
42 physician assistant or advanced practice registered nurse be employed  
43 by a nonprofit employer to receive a loan reimbursement grant under  
44 the program. Nothing in this section shall be construed to prohibit a  
45 nonprofit employer from offering loan reimbursement grants to its  
46 employees and requiring employment as a condition of receiving such  
47 grants.

48 Sec. 3. (NEW) (*Effective from passage*) (a) As used in this section:

49 (1) "Nurse's aide" means a nurse's aide registered pursuant to chapter  
50 378a of the general statutes; and

51 (2) "Emergency medical technician" means a person who is certified  
52 to practice as an emergency medical technician under the provisions of  
53 section 20-206ll or 20-206mm of the general statutes.

54 (b) Not later than January 1, 2026, the Department of Public Health,  
55 in collaboration with a nonprofit organization providing education,  
56 community and home-based services in the state, shall establish a  
57 virtual education pilot program to provide home-based virtual  
58 education to persons seeking certification as a nurse's aide or emergency  
59 medical technician in the state. Such virtual education program shall  
60 offer courses that satisfy the training and competency evaluation  
61 requirements prescribed by the commissioner for (1) registration as a  
62 nurse's aide, and (2) certification as an emergency medical technician.  
63 The Commissioner of Public Health shall establish eligibility criteria for  
64 such program and may solicit and accept private funds to implement  
65 such pilot program.

66 (c) Not later than January 1, 2027, the Commissioner of Public Health  
67 shall report, in accordance with the provisions of section 11-4a of the  
68 general statutes, to the joint standing committee of the General  
69 Assembly having cognizance of matters relating to public health,  
70 regarding the outcome of such program.

71 (d) Nothing in this section shall be construed to eliminate the  
72 requirements for nurse's aides and emergency medical technicians to  
73 receive in-person, supervised practical training pursuant to 42 CFR  
74 483.152, section 19-13-D8t(l)(1)(A) of the regulations of Connecticut state  
75 agencies and subsection (d) of section 20-206mm of the general statutes,  
76 respectively.

77 Sec. 4. Section 10-21q of the general statutes is repealed and the  
78 following is substituted in lieu thereof (*Effective from passage*):

79 (a) The Commissioner of Education shall, in collaboration with the

80 Chief Workforce Officer, utilize the plan required of the Office of  
81 Workforce Strategy pursuant to section 2 of special act 22-9 in (1) the  
82 promotion of the health care professions as career options to students in  
83 middle and high school, including, but not limited to, through career  
84 day presentations regarding health care career opportunities in the  
85 state, the development of partnerships with health care career education  
86 programs in the state and the creation of counseling programs directed  
87 to high school students to inform such students about, and recruit them  
88 to, the health care professions, and (2) job shadowing and internship  
89 experiences in health care fields for high school students.

90 (b) Not later than September 1, 2023, the Commissioner of Education  
91 shall provide each local and regional board of education with the plan  
92 described in subsection (a) of this section, and through the Governor's  
93 Workforce Council Education Committee, support implementation of  
94 such plan.

95 (c) Not later than January 1, 2026, the Commissioner of Education  
96 shall amend the plan described in subsection (a) of this section to  
97 include the specific promotion of the professions of radiologic  
98 technology, nuclear medicine technology and respiratory care through  
99 (1) career day presentations regarding career opportunities in such  
100 health care professions, partnerships with education programs in  
101 radiologic technology, nuclear medicine technology and respiratory  
102 care in the state and the creation of counseling programs directed to  
103 high school students to inform such students about, and recruit them to,  
104 such health care professions, and (2) job shadowing and internship  
105 experiences in such health care professions for high school students.

106 Sec. 5. (NEW) (*Effective July 1, 2025*) (a) Not later than January 1, 2026,  
107 the Commissioner of Public Health shall establish, within available  
108 appropriations, a grant program to recruit athletic trainers to work in  
109 rural and underserved areas of the state. The grant program shall  
110 provide a grant, in an amount determined by the commissioner, to each  
111 athletic trainer who (1) relocates to the state, (2) obtains licensure as an  
112 athletic trainer from the Department of Public Health, and (3) practices

113 as an athletic trainer in a rural and underserved area of the state, for the  
114 costs associated with relocating to the state.

115 (b) The commissioner shall (1) prescribe forms and criteria for an  
116 athletic trainer to apply and qualify for grant funds under the grant  
117 program, and (2) require each athletic trainer who receives a grant to  
118 report to the commissioner on the use of the funds for the costs  
119 associated with relocating to the state.

120 (c) Not later than January 1, 2027, and annually thereafter, the  
121 commissioner shall report, in accordance with the provisions of section  
122 11-4a of the general statutes, to the joint standing committee of the  
123 General Assembly having cognizance of matters relating to public  
124 health regarding the impact of the grant program on recruiting athletic  
125 trainers to work in rural and underserved areas of the state.

This act shall take effect as follows and shall amend the following sections:

Section 1	<i>July 1, 2025</i>	New section
Sec. 2	<i>from passage</i>	New section
Sec. 3	<i>from passage</i>	New section
Sec. 4	<i>from passage</i>	10-21q
Sec. 5	<i>July 1, 2025</i>	New section

**Statement of Legislative Commissioners:**

In Section 1(3)(c), "at least" was changed to "not less than" for consistency. In Section 3(b), "virtual education program" was changed to "virtual education pilot program", for internal consistency. In Section (3)(d), "42 CFR 438.152" was changed to "42 483.152" for accuracy.

**PH** Joint Favorable Subst.