

1-1 By: Orr, et al. (Senate Sponsor - Cook) H.B. No. 3801
 1-2 (In the Senate - Received from the House May 8, 2025;
 1-3 May 12, 2025, read first time and referred to Committee on Health &
 1-4 Human Services; May 23, 2025, reported favorably by the following
 1-5 vote: Yeas 8, Nays 0; May 23, 2025, sent to printer.)

1-6 COMMITTEE VOTE

	Yea	Nay	Absent	PNV
1-7				
1-8	X			
1-9	X			
1-10	X			
1-11	X			
1-12	X			
1-13	X			
1-14			X	
1-15	X			
1-16	X			

1-17 A BILL TO BE ENTITLED
 1-18 AN ACT

1-19 relating to the establishment of the Health Professions Workforce
 1-20 Coordinating Council and a workgroup on nursing career pathways and
 1-21 the abolition of the statewide health coordinating council and the
 1-22 nursing advisory committee of that council.

1-23 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF TEXAS:

1-24 SECTION 1. Subtitle E, Title 2, Health and Safety Code, is
 1-25 amended by adding Chapter 104A to read as follows:

1-26 CHAPTER 104A. HEALTH PROFESSIONS WORKFORCE COORDINATING COUNCIL
 1-27 Sec. 104A.001. DEFINITION. In this chapter, "council"
 1-28 means the Health Professions Workforce Coordinating Council.

1-29 Sec. 104A.002. ESTABLISHMENT; ADMINISTRATIVE ATTACHMENT.
 1-30 (a) The Health Professions Workforce Coordinating Council is
 1-31 established to study and develop a strategic approach for ensuring
 1-32 a thriving health care system and health professions workforce in
 1-33 this state.

1-34 (b) The council is administratively attached to the
 1-35 department. The department shall provide administrative support to
 1-36 the council.

1-37 Sec. 104A.003. MEMBERSHIP. (a) The council is composed of:
 1-38 (1) at least one representative appointed by the
 1-39 executive director or governing body of each of the following:

- 1-40 (A) the department;
- 1-41 (B) the commission;
- 1-42 (C) the Texas Education Agency;
- 1-43 (D) the Texas Higher Education Coordinating

1-44 Board;

- 1-45 (E) the Texas Workforce Commission;

- 1-46 (F) the Texas Board of Chiropractic Examiners;

- 1-47 (G) the State Board of Dental Examiners;

- 1-48 (H) the Texas Medical Board;

- 1-49 (I) the Texas Board of Nursing;

- 1-50 (J) the Texas Optometry Board;

- 1-51 (K) the Texas State Board of Pharmacy;

- 1-52 (L) the Executive Council of Physical Therapy and

1-53 Occupational Therapy Examiners;
 1-54 (M) the Texas Behavioral Health Executive

1-55 Council;

- 1-56 (N) the State Board of Veterinary Medical

1-57 Examiners; and

- 1-58 (O) the Texas Veterinary Medical Association;

1-59 and

- 1-60 (2) four members with relevant health care experience,

1-61 including experience in health professions workforce planning or

2-1 complex health care data analysis, appointed by the governor.
 2-2 (b) A council member serves at the pleasure of the
 2-3 appointing authority.
 2-4 (c) A vacancy on the council shall be filled in the same
 2-5 manner as the original appointment.
 2-6 Sec. 104A.004. DUTIES. The council shall:
 2-7 (1) compile from each state agency with a
 2-8 representative appointed to the council under Section
 2-9 104A.003(a)(1) information regarding the health professions
 2-10 workforce, including:
 2-11 (A) high school graduation rates from the Texas
 2-12 Education Agency;
 2-13 (B) higher education graduation and
 2-14 certification rates from the Texas Higher Education Coordinating
 2-15 Board;
 2-16 (C) health professions workforce shortages;
 2-17 (D) the number of licensed health care
 2-18 professionals regulated by each participating licensing state
 2-19 agency;
 2-20 (E) federal labor statistics regarding health
 2-21 professions; and
 2-22 (F) any other information relevant to the supply
 2-23 and demand of health care professionals;
 2-24 (2) prepare the strategic plan described by Section
 2-25 104A.005; and
 2-26 (3) establish the work group described by Section
 2-27 104A.006.
 2-28 Sec. 104A.005. STRATEGIC PLAN. (a) The council shall
 2-29 examine the health professions in this state based on the
 2-30 information compiled under Section 104A.004(1) and biennially
 2-31 prepare a health professions strategic plan. The plan must:
 2-32 (1) include a data analysis model demonstrating the
 2-33 supply, demand, production, and projected need for the next 10
 2-34 years of the health professions workforce;
 2-35 (2) define targeted goals and objectives for the
 2-36 health professions workforce, including short-term and long-term
 2-37 strategies for each state agency participating in the council and
 2-38 local workforce planning agencies to build a thriving health care
 2-39 system;
 2-40 (3) identify immediate shortages in health
 2-41 professions;
 2-42 (4) define goals for this state to support the health
 2-43 care needs of a growing population;
 2-44 (5) examine this state's capacity to satisfy future
 2-45 health profession demands based on the existing education programs
 2-46 offered and current trends of interstate migration, attrition, and
 2-47 other relevant workforce factors;
 2-48 (6) propose recommendations to realign existing
 2-49 workforce and education programs;
 2-50 (7) propose the development of additional education
 2-51 programs for health professions that align with the long-term goals
 2-52 and projections identified in the plan;
 2-53 (8) identify systemic causes of workforce shortages
 2-54 for health professions; and
 2-55 (9) inventory programs and services, including state
 2-56 funding amounts provided for workforce planning and preparation and
 2-57 for health professional education.
 2-58 (b) Not later than October 1 of each even-numbered year, the
 2-59 council shall complete and publish on the council's Internet
 2-60 website the strategic plan described by Subsection (a).
 2-61 Sec. 104A.006. WORK GROUP. (a) The council shall establish
 2-62 a work group to examine the health professions and health care
 2-63 education programs that provide a gateway into a variety of health
 2-64 professions. The work group consists of members of the council or
 2-65 their designees.
 2-66 (b) The work group shall:
 2-67 (1) identify sources for gathering information on
 2-68 gateway health professions; and
 2-69 (2) build a data analysis model to monitor the

3-1 historical growth of gateway health professions.
3-2 Sec. 104A.007. NURSING ADVISORY COMMITTEE. (a) The
3-3 council shall establish a nursing advisory committee to assist the
3-4 council with its duties. A majority of the members of the advisory
3-5 committee must be nurses, and the advisory committee:
3-6 (1) must include:
3-7 (A) members of associations representing nurses,
3-8 educators of nurses, and employers of nurses;
3-9 (B) members representing the Texas Board of
3-10 Nursing; and
3-11 (C) at least one member who is a nurse
3-12 researcher; and
3-13 (2) may include other members who are public or
3-14 private sector health care experts, nurses, nurse educators,
3-15 employers of nurses, or consumers of nursing services.
3-16 (b) The nursing advisory committee shall:
3-17 (1) review policies governing data collection and
3-18 reports published under Chapter 105 that relate to the nursing
3-19 profession;
3-20 (2) subject to approval of the council, develop
3-21 priorities and an operations plan for the nursing resource section
3-22 established under Section 105.002(b); and
3-23 (3) review reports and information before
3-24 dissemination by the council.
3-25 (c) A nurse member of the nursing advisory committee and a
3-26 nurse member of the council shall co-chair the committee.
3-27 (d) Chapter 2110, Government Code, does not apply to the
3-28 nursing advisory committee formed under this section.
3-29 (e) Meetings of the nursing advisory committee under this
3-30 section are subject to Chapter 551, Government Code.
3-31 Sec. 104A.008. DEPARTMENT AUTHORITY TO COLLECT DATA.
3-32 Nothing in this chapter may be construed to limit the collection of
3-33 health care facility data by the department or a program the
3-34 department administers in accordance with other law.
3-35 SECTION 2. Section 56.3075(a), Education Code, is amended
3-36 to read as follows:
3-37 (a) If the money available for TEXAS grants in a period for
3-38 which grants are awarded is sufficient to provide grants to all
3-39 eligible applicants in amounts specified by Section 56.307, the
3-40 coordinating board may use any excess money available for TEXAS
3-41 grants to award a grant in an amount not more than three times the
3-42 amount that may be awarded under Section 56.307 to a student who:
3-43 (1) is enrolled in a program that fulfills the
3-44 educational requirements for licensure or certification by the
3-45 state in a health care profession that the coordinating board, in
3-46 consultation with the Texas Workforce Commission and the Department
3-47 of State Health Services [~~statewide health coordinating council~~],
3-48 has identified as having a critical shortage in the number of
3-49 license holders needed in this state;
3-50 (2) has completed at least one-half of the work toward
3-51 a degree or certificate that fulfills the educational requirement
3-52 for licensure or certification; and
3-53 (3) meets all the requirements to receive a grant
3-54 award under Section 56.307.
3-55 SECTION 3. Section 56.4075(a), Education Code, is amended
3-56 to read as follows:
3-57 (a) The coordinating board may award a grant in an amount
3-58 not more than three times the amount that may be awarded under
3-59 Section 56.407 to a student who:
3-60 (1) is enrolled in a program that fulfills the
3-61 educational requirements for licensure or certification by the
3-62 state in a health care profession that the coordinating board, in
3-63 consultation with the Texas Workforce Commission and the Department
3-64 of State Health Services [~~statewide health coordinating council~~],
3-65 has identified as having a critical shortage in the number of
3-66 license holders needed in this state;
3-67 (2) has completed at least one-half of the work toward
3-68 a degree or certificate that fulfills the educational requirement
3-69 for licensure or certification; and

4-1 (3) meets all the requirements to receive a grant
4-2 award under Section 56.407.

4-3 SECTION 4. Section 61.9641, Education Code, is amended to
4-4 read as follows:

4-5 Sec. 61.9641. DEFINITIONS. In this subchapter:

4-6 (1) "Clinical site" means an acute care or
4-7 rehabilitation facility, a primary care setting, a long-term care
4-8 facility, a nursing home, a residential care setting, or any other
4-9 site identified by the board as providing clinical learning
4-10 experiences for nursing students.

4-11 (2) "Nursing advisory committee" means the nursing
4-12 advisory committee established under Section 104A.007 [~~104.0155~~],
4-13 Health and Safety Code.

4-14 SECTION 5. Sections 32.046(c) and (d), Health and Safety
4-15 Code, are amended to read as follows:

4-16 (c) The commission shall coordinate with the department,
4-17 [~~the statewide health coordinating council,~~] the office of mental
4-18 health coordination, and the statewide behavioral health
4-19 coordinating council in developing the strategic plan.

4-20 (d) The commission, in consultation with the department,
4-21 [~~the statewide health coordinating council,~~] the office of mental
4-22 health coordination, and the statewide behavioral health
4-23 coordinating council, shall annually review and update, as
4-24 necessary, the strategic plan.

4-25 SECTION 6. Sections 32.047(d) and (e), Health and Safety
4-26 Code, are amended to read as follows:

4-27 (d) The commission shall coordinate with the department
4-28 [~~and the statewide health coordinating council~~] in the development
4-29 of the strategic plan.

4-30 (e) The commission, in consultation with the department
4-31 [~~and the statewide health coordinating council~~], shall annually
4-32 review the strategic plan and update the plan as necessary.

4-33 SECTION 7. Section 105.001(2), Health and Safety Code, is
4-34 amended to read as follows:

4-35 (2) "Council" means the Health Professions Workforce
4-36 Coordinating Council [~~statewide health coordinating council~~].

4-37 SECTION 8. Section 105.002(b), Health and Safety Code, is
4-38 amended to read as follows:

4-39 (b) In conjunction with the nursing advisory committee
4-40 formed under Section 104A.007 [~~104.0155~~], to avoid duplication of
4-41 effort, and to the extent funding is available through fees
4-42 collected under Section 301.155(c), Occupations Code, the council
4-43 shall establish a nursing resource section within the center for
4-44 the collection and analysis of educational and employment trends
4-45 for nurses in this state.

4-46 SECTION 9. Section 222.022(2), Health and Safety Code, is
4-47 amended to read as follows:

4-48 (2) "Health care facility" means a public or private
4-49 hospital, skilled nursing facility, intermediate care facility,
4-50 ambulatory surgical center, family planning clinic that performs
4-51 ambulatory surgical procedures, rural or urban health initiative
4-52 clinic, end stage renal disease facility, and inpatient
4-53 rehabilitation facility. The term does not include the office of
4-54 physicians or practitioners of the healing arts practicing
4-55 individually or in groups or [~~has the meaning assigned by Section~~
4-56 ~~104.002, except that the term does not include~~] a chemical
4-57 dependency treatment facility licensed by the Department of State
4-58 Health Services under Chapter 464.

4-59 SECTION 10. (a) The Texas Center for Nursing Workforce
4-60 Studies shall establish and oversee a workgroup to assess the
4-61 feasibility of better aligning the certification and career
4-62 pathways of nurse aides, medication aides, personal care
4-63 technicians, and persons trained in nursing during service in the
4-64 United States armed forces into the nursing profession.

4-65 (b) The workgroup must include:

4-66 (1) the executive head of each of the following
4-67 entities, or that person's designated representative:

4-68 (A) the Texas Board of Nursing;

4-69 (B) the Health and Human Services Commission;

5-1 (C) the Texas Workforce Commission;
5-2 (D) the Texas Education Agency; and
5-3 (E) the Texas Higher Education Coordinating
5-4 Board; and

5-5 (2) relevant academic or health care professionals.

5-6 (c) In conducting the assessment under this section, the
5-7 workgroup shall consider and evaluate:

5-8 (1) the standards, regulations, and laws currently
5-9 impacting the nursing profession; and

5-10 (2) the feasibility of alignment in licensure and
5-11 certification requirements for nurse aides, medication aides,
5-12 personal care technicians, and persons trained in nursing during
5-13 service in the United States armed forces to minimize duplicative
5-14 efforts in the educational pathways in nursing.

5-15 (d) Not later than December 1, 2026, the workgroup
5-16 established under this section shall submit a report summarizing
5-17 the results of the assessment conducted under this section to the
5-18 governor, the lieutenant governor, the speaker of the house of
5-19 representatives, and each standing committee of the legislature
5-20 with primary jurisdiction over nursing.

5-21 (e) This section expires January 1, 2027.

5-22 SECTION 11. The following provisions of the Health and
5-23 Safety Code are repealed:

- 5-24 (1) Chapter 104;
- 5-25 (2) Section 105.011(c); and
- 5-26 (3) Section 311.033(d).

5-27 SECTION 12. (a) On the effective date of this Act:

5-28 (1) the statewide health coordinating council
5-29 established under Subchapter B, Chapter 104, Health and Safety
5-30 Code, is abolished, and the council member terms expire; and

5-31 (2) the nursing advisory committee established under
5-32 Section 104.0155, Health and Safety Code, is abolished, and the
5-33 committee member terms expire.

5-34 (b) On the effective date of this Act, any appropriation to,
5-35 and any unexpended, unobligated funds of, the statewide health
5-36 coordinating council or the nursing advisory committee is an
5-37 appropriation to the Department of State Health Services for
5-38 purposes of establishing and providing administrative support to
5-39 the Health Professions Workforce Coordinating Council. The
5-40 department and council assume all obligations, property, rights,
5-41 and duties of the statewide health coordinating council and the
5-42 nursing advisory committee.

5-43 SECTION 13. (a) Not later than October 1, 2025, the
5-44 appropriate entities shall designate members of the Health
5-45 Professions Workforce Coordinating Council established under
5-46 Chapter 104A, Health and Safety Code, as added by this Act.

5-47 (b) Not later than December 1, 2026, the Health Professions
5-48 Workforce Coordinating Council established under Chapter 104A,
5-49 Health and Safety Code, as added by this Act, shall appoint the
5-50 members of the nursing advisory committee established under Section
5-51 104A.007, Health and Safety Code, as added by this Act. An
5-52 individual who is a member of the statewide health coordinating
5-53 council nursing advisory committee established under Section
5-54 104.0155, Health and Safety Code, as repealed by this Act, may be
5-55 appointed as a member of the nursing advisory committee established
5-56 under Section 104A.007, Health and Safety Code, as added by this
5-57 Act.

5-58 (c) Not later than October 1, 2026, the Health Professions
5-59 Workforce Coordinating Council established under Chapter 104A,
5-60 Health and Safety Code, as added by this Act, shall publish its
5-61 initial strategic plan as required by Section 104A.005, Health and
5-62 Safety Code, as added by this Act.

5-63 SECTION 14. This Act takes effect September 1, 2025.

5-64 * * * * *