Out-of-State Health Care Workers Might Alleviate New Jersey's Health Care Worker Shortage



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In an effort to help with New Jersey's shortage of health care workers, the New Jersey legislature is considering a Bill to allow certain out-of-state licensed healthcare professionals to practice in New Jersey for up to one year while their New Jersey licensure applications are pending. The Bill would apply to physicians, professional and advanced practice nurses, alcohol and drug counselors, marriage and family therapists, professional counselors, psychologists, home health aides, respiratory care practitioners and social workers who are licensed to practice their profession in another state. Individuals practicing pending licensure would be required to notify the Division of Consumer Affairs if the individual's authorization to practice in any other state is suspended, revoked, or subject to adverse disciplinary action.

Additionally, the Bill proposes to allow certain recent graduates to practice under a "Temporary Graduate License," subject to scope of practice and supervision requirements and a criminal history background check. Physician assistants, professional nurses, pharmacists, respiratory care practitioners, and social workers, may be eligible for a Temporary Graduate License until the individual is either fully licensed or fails the licensure examination.

The Bill, which is supported by the New Jersey State Nurses Association, the New Jersey Association of Mental Health and Addiction Agencies, and other local associations, was approved by the Senate Commerce Committee in February 2025 and is now pending review by the Senate Budget and Appropriations Committee.

Click Here to read the entire May 2025 Healthcare Law Update now!

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