

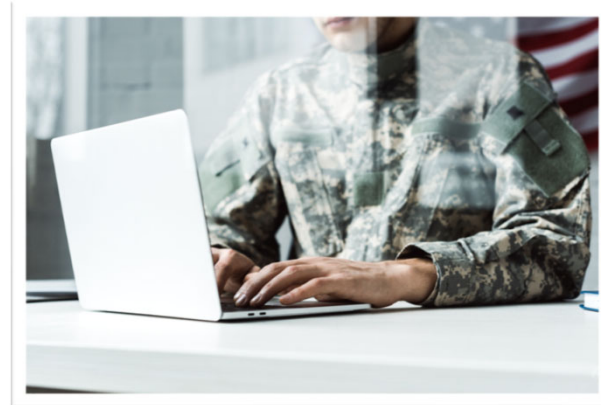


Wisconsin Military Medics &
Corpsmen Program (WIS-MAC),
August 17, 2021



Background

- Over 200,00 military service members annually separate from the military. Healthcare holds promise as a target industry with jobs for service members with healthcare training and experience. However, their military healthcare training and hands-on patient experience does not easily translate into comparable certification/licenses required in civilian healthcare.
- This is most evident in healthcare roles where state licenses are required to practice, such as RN, and other clinical care practitioners.
- As a result, many veterans and service members are left unemployed, underemployed, or leave the healthcare field altogether.



Wisconsin Healthcare Workforce

- The Wisconsin Hospital Association *2019 & 2020 Healthcare Workforce Reports* documented the shortages of healthcare workers in Wisconsin.

During the height of the surge of COVID-19, Wisconsin hospitals experienced shortages of:

- Nurses
- Nursing Assistants
- Respiratory Therapists

Factors:

- Wisconsin aging population has steadily increased over the past 10 years. This means increased demand for hospital and health system services. The baby boomers in healthcare are retiring faster than they can be replaced.
- The vacancy rates in healthcare dropped below double digits in 2019: Entry-level positions such as nursing assistants, practical nurses and technicians made up all but one of the top five highest vacancy rates in 2019.
- Advanced practice nurses remained in the top-five again in 2020.
- COVID-19 increased the impact of these existing shortages.

(Data Source: Wisconsin Hospital Association, *2020 Healthcare Workforce Report*)



Wisconsin Military Medics & Corpsmen (Wis-MAC) Program

The Wis-MAC program is a pathway for returning veteran clinical care providers and practitioners to work in their field under supervision while they obtain appropriate education and licensure in the State of Wisconsin.

Benefits of Wis-MAC Program

- Wisconsin healthcare systems have access to a pipeline of highly skilled, and motivated service members and veterans eager to apply their military medical experience and education in civilian healthcare.
- This program will help address workforce shortages in entry and mid-level healthcare positions.
- When passed, Wisconsin will be just the second state in the country to offer this pathway. This will make Wisconsin attractive for service members and veterans with military healthcare experience from all over the United States.
- The veterans hired in healthcare, with the assistance of the Wis-MAC program will directly contribute to the state and local tax base, economy, and in communities where they live.
- The program will increase the diversity of patient care practitioners.



Wisconsin Military Medics & Corpsmen Program Eligibility

Wis-MAC Qualified Pathway

- Army Medics, Navy/Marine/Coast Guard Corpsmen, and Air Force Aerospace Medical Technicians 12 months pre/post-discharge.
 - Honorable/Generally Discharged
 - Able to perform clinical skills under the supervision of a physician, registered nurse, podiatrist, or advance practice nurse prescriber.
 - Wis-MAC applicants agree to a timeline to complete credential through the State of Wisconsin or license requirements.
 - May practice clinical skills without civilian credentials, under supervision.
 - Veterans & service members hired by Partner Healthcare systems.
-
- **No Veteran Behind Pathway**

 - **Healthcare Leadership Pathway**



Wis-MAC Healthcare System Partnerships

- The program will establish partnerships with hospitals in all regions of the state, federally qualified community health centers, tribal health centers, and veteran homes to participate in the Wis-MAC program.
- The program will provide an additional solution to some of their staffing needs, reduce recruitment costs and hiring cycle time.
- The program will make direct referrals of employment-ready veterans who meet partner healthcare organizations job qualifications.
- The Wisconsin Military Medics & Corpsmen Program will foster a new awareness and appreciation of veterans and what they offer the healthcare workforce.



Wis-MAC Planning

Wis-MAC Roundtable

- The thirty-three member Roundtable is comprised of volunteer representatives from healthcare organizations, veterans service organizations, higher education and healthcare associations.
- Created four task groups to review the Virginia MMAC program model and to develop and recommend the program elements for the Wisconsin Military Medics & Corpsmen program.
 - * Legislative
 - * Education/Credential & Regulations
 - * Partner Healthcare Agreement/Scope of Practice
 - * Veterans Recruitment
- Twenty-four Wis-MAC task group meetings held.



Virginia MMAC Program Results & Personal Experiences

- **Total Hires – 269**
- ✓ MMAC Qualified – 108
- ✓ No Veteran Left Behind – 119
- ✓ Healthcare Leadership – 42

“MMAC gave me the chance to keep practicing medicine at a decent pay while getting my education; make my transition almost seamless.”

(Navy Corpsman)

“Our MMAC-referred employees are very efficient in emergency situations and know what needs to be done and are able to step in to complete the task. They are accustomed to chaos and do not get rattled. They are methodical, calm, helpful, and kind. They can provide the back up and moral support needed in many situations. MMAC is a great clinical pathway for Veterans.”

(Dr. Susan Lee, Carillion Clinic)



Contact

Heroes for Healthcare welcomes your feedback and questions about the Wis-Mac Program!

* Please contact Joyce Mallory, Community Engagement Manager, by phone (833)511-4718 or by email: Joyce@heroesforhealthcare.org.

Visit our website for more information: <http://heroesforhealthcare.org>.





State of Wisconsin
2021 - 2022 LEGISLATURE

LRB-2266/P4
JPC:amn

PRELIMINARY DRAFT - NOT READY FOR INTRODUCTION

1 **AN ACT** *to amend* 441.06 (4) and 448.61; and *to create* 440.077, 448.03 (2) (bm)
2 and 448.40 (1m) of the statutes; **relating to:** practice of certain skilled health
3 services by military medical personnel and granting rule-making authority.

Analysis by the Legislative Reference Bureau

This bill allows certain persons who have recently served as an army medic, a navy or coast guard corpsman, or an air force aerospace medical technician in the U.S. armed forces to practice certain skilled health services as part of a program facilitated by the Department of Safety and Professional Services without having to obtain a license. Under current law, with some exceptions, no person may engage in the practice of medicine and surgery without first receiving a license from the Medical Examining Board. This bill directs DSPPS, in collaboration with the Department of Veterans Affairs, the Medical Examining Board, and the Board of Nursing, to establish a program in which military medical personnel may temporarily practice certain skilled health services in an inpatient or outpatient health care facility under the direction of a physician, podiatrist, registered professional nurse, or advanced practice nurse prescriber without having to obtain a license from the Medical Examining Board, the Podiatry Affiliated Credentialing Board, or the Board of Nursing.

In order to participate in the program, the military medical personnel must establish a timeline with his or her employer or supervisor under which the military medical personnel will act to acquire a license from the Medical Examining Board, the Podiatry Affiliated Credentialing Board, or the Board of Nursing. The bill provides, however, that the timeline may be extended if unforeseen circumstances

cause the military medical personnel to need more time to acquire a license. “Military medical personnel” is defined in the bill as a person who has served as an army medic, a navy or coast guard corpsman, or an air force aerospace medical technician in the U.S. armed forces and who was discharged or released from such service in the previous 12 months under honorable or general conditions.

For further information see the state fiscal estimate, which will be printed as an appendix to this bill.

The people of the state of Wisconsin, represented in senate and assembly, do enact as follows:

1 **SECTION 1.** 440.077 of the statutes is created to read:

2 **440.077 Military medical personnel program. (1)** In this section:

3 (a) “Advanced practice nurse prescriber” means an advanced practice nurse
4 prescriber certified under s. 441.16 (2).

5 (b) “Disease” means any pain, injury, deformity, physical or mental illness, or
6 departure from complete health or the proper condition of the human body or any of
7 its parts.

8 (c) “Inpatient health care facility” has the meaning in s. 50.135 (1).

9 (d) “Military medical personnel” means a person who has served as an army
10 medic, a navy or coast guard corpsman, or an air force aerospace medical technician
11 in the U.S. armed forces and who was discharged or released from such service in the
12 previous 12 months under honorable or general conditions.

13 (e) “Podiatrist” has the meaning in s. 448.60 (3).

14 (f) “Registered professional nurse” means a registered nurse who is licensed
15 under ch. 441 or who holds a multistate license, as defined in s. 441.51 (2) (h), issued
16 in a party state, as defined in s. 441.51 (2) (k).

17 (g) 1. “Skilled health services” means any of the following:

1 a. To examine into the fact, condition, or cause of human health or disease, or
2 to treat, operate, prescribe, or advise for the same, by any means or instrumentality.

3 b. To apply principles or techniques of medical sciences in the diagnosis or
4 prevention of any of the conditions in subd. 1. a. and par. (b).

5 c. To penetrate, pierce, or sever the tissues of a human being.

6 d. To offer, undertake, attempt, or hold oneself out in any manner as able to do
7 any of the acts described in this paragraph.

8 2. "Skilled health services" does not include surgical procedures or issuing
9 prescription orders.

10 **(2)** The department, in collaboration with the department of veterans affairs,
11 the medical examining board, and the board of nursing, shall establish a program in
12 which military medical personnel may temporarily perform certain skilled health
13 services while supervised in an inpatient or outpatient health care facility by a
14 physician, podiatrist, registered professional nurse, or advanced practice nurse
15 prescriber without having to obtain a license under s. 441.06, 448.04, or 448.61. Such
16 allowed activities shall reflect the level of training and experience of the military
17 medical personnel. Under the program, a participating military medical personnel
18 shall be supervised by a physician, podiatrist, registered professional nurse, or
19 advanced practice nurse prescriber. The supervising physician, podiatrist,
20 registered professional nurse, or advanced practice nurse prescriber shall retain
21 responsibility for the care of the patient.

22 **(3)** (a) In order to participate in the program under sub. (2), a military medical
23 personnel shall establish a timeline with his or her employer or supervisor that
24 describes the actions the military medical personnel intends to take to acquire a
25 license under s. 441.06, 448.04, or 448.61, including the date by which the military

1 medical personnel agrees to acquire the license. The military medical personnel
2 shall submit the timeline to the department on a form provided by the department.

3 (b) A military medical personnel becomes ineligible to participate in the
4 program under sub. (2) beginning on the day after the date that the military medical
5 personnel agreed to acquire a license under par. (a).

6 (c) The timeline to acquire a license under par. (a) may not be longer than is
7 reasonably necessary considering the license the military medical personnel intends
8 to acquire, his or her education and experience, and any other relevant factors.

9 (d) The medical examining board may extend the timeline under par. (a) if it
10 appears that, because of unforeseen circumstances, the applicant requires more time
11 to receive a license under s. 441.06, 448.04, or 448.61.

12 (4) The medical examining board shall oversee the operations of the program
13 under sub. (2).

14 **SECTION 2.** 441.06 (4) of the statutes is amended to read:

15 441.06 (4) Except as provided in ~~s. ss. 257.03 and 440.077~~, no person may
16 practice or attempt to practice professional nursing, nor use the title, letters, or
17 anything else to indicate that he or she is a registered or professional nurse unless
18 he or she is licensed under this section. Except as provided in ~~s. ss. 257.03 and~~
19 440.077, no person not so licensed may use in connection with his or her nursing
20 employment or vocation any title or anything else to indicate that he or she is a
21 trained, certified or graduate nurse. This subsection does not apply to any registered
22 nurse who holds a multistate license, as defined in s. 441.51 (2) (h), issued by a
23 jurisdiction, other than this state, that has adopted the enhanced nurse licensure
24 compact under s. 441.51.

25 **SECTION 3.** 448.03 (2) (bm) of the statutes is created to read:

1 448.03 (2) (bm) The activities of military medical personnel, as defined in s.
2 440.077 (1) (d), while supervised under s. 440.077.

3 **SECTION 4.** 448.40 (1m) of the statutes is created to read:

4 448.40 (1m) The board may promulgate rules to establish minimum standards
5 for military medical personnel, as defined in s. 440.077 (1) (d), who perform skilled
6 health services, as defined in s. 440.077 (1) (g), that are supervised under s. 440.077.

7 **SECTION 5.** 448.61 of the statutes is amended to read:

8 **448.61 License required.** Except as provided in ss. 257.03, 440.077, and
9 448.62, no person may practice podiatry, designate himself or herself as a podiatrist,
10 use or assume the title “doctor of surgical chiropody”, “doctor of podiatry” or “doctor
11 of podiatric medicine”, or append to the person’s name the words or letters “doctor”,
12 “Dr.”, “D.S.C.”, “D.P.M.”, “foot doctor”, “foot specialist” or any other title, letters or
13 designation which represents or may tend to represent the person as a podiatrist
14 unless the person is licensed under this subchapter.

15 (END)

**State of Wisconsin
Department of Safety & Professional Services**






AGENDA REQUEST FORM

1) Name and title of person submitting the request: Kimberly Wood, Program Assistant Supervisor-Adv.		2) Date when request submitted: 8/17/2021 <small>Items will be considered late if submitted after 12:00 p.m. on the deadline date which is 8 business days before the meeting</small>	
3) Name of Board, Committee, Council, Sections: Medical Examining Board			
4) Meeting Date: 8/18/2021	5) Attachments: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	6) How should the item be titled on the agenda page? Newsletter Matters <ul style="list-style-type: none"> • Review of Distribution Report and Future Planning 	
7) Place Item in: <input checked="" type="checkbox"/> Open Session <input type="checkbox"/> Closed Session	8) Is an appearance before the Board being scheduled?) <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	9) Name of Case Advisor(s), if required:	
10) Describe the issue and action that should be addressed: <u>Newsletter Distribution Report:</u> The Board should review the attached report outlining the distribution and open rates of the recently distributed newsletter.			
11) Authorization			
<i>Kimberly Wood</i>		8/17/2021	
Signature of person making this request		Date	
Supervisor (if required)		Date	
Executive Director signature (indicates approval to add post agenda deadline item to agenda) Date			
Directions for including supporting documents: 1. This form should be attached to any documents submitted to the agenda. 2. Post Agenda Deadline items must be authorized by a Supervisor and the Policy Development Executive Director. 3. If necessary, provide original documents needing Board Chairperson signature to the Bureau Assistant prior to the start of a meeting.			

Subject: Wisconsin Medical Examining Board Newsletter
 Sent: 08/11/2021 03:59 PM CDT
 Sent By: Kimberly.Wood@wisconsin.gov
 Sent To: Subscribers of Medical Examining Board

44,426

 Recipients

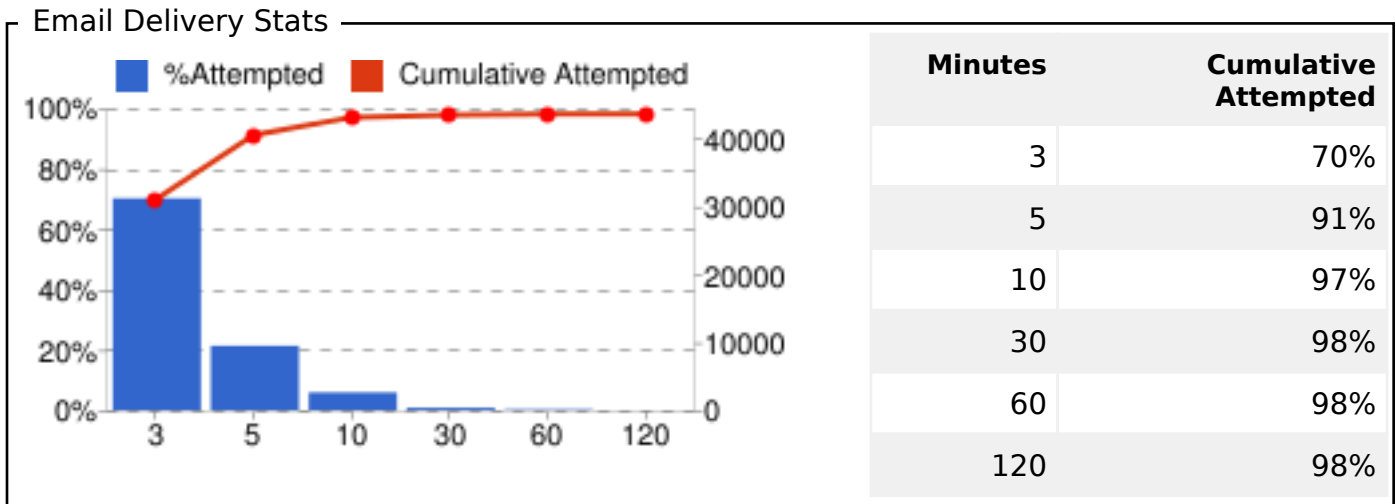
-  Email
-  SMS
-  Facebook
-  Twitter
-  RSS

95%

Delivered



- 0% Pending
- 5% Bounced
- 43% Open Rate
- 20% Click Rate



Delivery Metrics - Details

44,426	Total Sent
42,108 (95%)	Delivered
0 (0%)	Pending
2,318 (5%)	Bounced
0 (0%)	Unsubscribed

Bulletin Analytics

33,019	Total Opens
18010 (43%)	Unique Opens
11,850	Total Clicks
8615 (20%)	Unique Clicks
46	# of Links

Delivery and performance

These figures represent all data since the bulletin was first sent to present time.

	Progress	% Delivered	Recipients	# Delivered	Opened Unique	Bounced/Failed	Unsubscribes
Email Bulletin	Delivered	94.8%	44,219	41,901	18010 / 43.0%	2,318	0
Digest	n/a	n/a	207	207	0 / 0.0%	0	0
SMS Message	Delivered	0.0%	0	0	n/a	0	n/a

Link URL	Unique Clicks	Total Clicks
https://online.drl.wi.gov/decisions/2021/ORDER0007329-000...	708	923
https://online.drl.wi.gov/decisions/2021/ORDER0007473-000...	552	830
https://online.drl.wi.gov/decisions/2021/ORDER0007474-000...	475	624
https://online.drl.wi.gov/decisions/2021/ORDER0007475-000...	431	622
https://online.drl.wi.gov/decisions/2021/ORDER0007326-000...	425	606
https://online.drl.wi.gov/decisions/2021/ORDER0007388-000...	444	592
https://online.drl.wi.gov/decisions/2021/ORDER0007390-000...	435	590
https://online.drl.wi.gov/decisions/2021/ORDER0007332-000...	356	479
https://online.drl.wi.gov/decisions/2021/ORDER0007478-000...	324	455
https://online.drl.wi.gov/decisions/2021/ORDER0007479-000...	316	405
https://online.drl.wi.gov/decisions/2021/ORDER0007391-000...	295	365
https://online.drl.wi.gov/decisions/2021/ORDER0007392-000...	265	360
https://online.drl.wi.gov/decisions/2021/ORDER0007445-000...	264	352
https://online.drl.wi.gov/decisions/2021/ORDER0007447-000...	261	350
https://online.drl.wi.gov/decisions/2021/ORDER0007386-000...	257	348
https://online.drl.wi.gov/decisions/2021/ORDER0007389-000...	250	347
https://online.drl.wi.gov/decisions/2021/ORDER0007384-000...	250	342
https://online.drl.wi.gov/decisions/2021/ORDER0007477-000...	246	317
https://online.drl.wi.gov/decisions/2021/ORDER0007168-000...	242	309
https://online.drl.wi.gov/decisions/2021/ORDER0007446-000...	221	308
https://online.drl.wi.gov/decisions/2021/ORDER0007385-000...	179	256
https://online.drl.wi.gov/decisions/2021/ORDER0007227-000...	195	256

Link URL	Unique Clicks	Total Clicks
https://online.drl.wi.gov/decisions/2021/ORDER0007387-000...	190	251
https://dsps.wi.gov/Pages/SelfService/OrdersDisciplinaryActio...	166	246
https://online.drl.wi.gov/decisions/2021/ORDER0007476-000...	179	244
https://online.drl.wi.gov/decisions/2021/ORDER0007444-000...	115	159
https://dsps.wi.gov/Pages/BoardsCouncils/CSB/Reports.aspx?...	109	156
https://dsps.wi.gov/Pages/RulesStatutes/PendingRules.aspx?...	76	133
https://public.govdelivery.com/accounts/WIDSPS/subscriber/e...	103	123
https://docs.legis.wisconsin.gov/2021/related/acts/23?utm_m...	33	100
https://dsps.wi.gov/Pages/BoardsCouncils/MEB/Default.aspx?...	50	83
https://content.govdelivery.com/accounts/WIDSPS/bulletins/2...	36	66
https://dsps.wi.gov/Pages/BoardsCouncils/MEB/Meetings.asp...	43	60
https://dsps.wi.gov/Pages/RulesStatutes/Medicine.aspx?utm_...	40	53
https://docs.legis.wisconsin.gov/2021/related/lcactmemo/act...	22	43
https://dsps.wi.gov/Pages/BoardsCouncils/MEB/PhysicianAssi...	14	36
https://evers.wi.gov/Pages/Application_Process.aspx?utm_me...	20	27
https://30.selectsurvey.net/doa/TakeSurvey.aspx?SurveyID=...	14	16
https://docs.legis.wisconsin.gov/code/admin_code/med/10/03...	11	15
https://dsps.wi.gov/Pages/RulesStatutes/RealEstate.aspx?ut...	5	7
https://twitter.com/wi_dsps?utm_medium=email&utm_sourc...	4	4
https://subscriberhelp.govdelivery.com/	3	3
https://subscriberhelp.granicus.com/?utm_medium=email&u...	2	2