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HOUSE BILL NO. 1332

Offered January 18, 2026

A *BILL* to amend the Code of Virginia by adding in Chapter 4 of Title 32.1 an article numbered 6.01, consisting of sections numbered 32.1-122.10:0001 through 32.1-122.10:0005, relating to Regional Care Compacts Pilot Program established; workforce development; report.

Patron—Anthony

Referred to Committee on Health and Human Services

Be it enacted by the General Assembly of Virginia:

1. That the Code of Virginia is amended by adding in Chapter 4 of Title 32.1 an article numbered 6.01, consisting of sections numbered 32.1-122.10:0001 through 32.1-122.10:0005, as follows:

Article 6.01.**Regional Care Compacts Pilot Program.****§ 32.1-122.10:0001. Definitions.**

As used in this article, unless the context requires a different meaning:

"Compact" means a voluntary, regionally based alliance of two or more participating providers organized pursuant to this article.

"CNA" means a certified nurse aide certified pursuant to Article 4 (§ 54.1-3022 et seq.) of Chapter 30 of Title 54.1.

"LPN" means a licensed practical nurse licensed pursuant to Article 3 (§ 54.1-3019 et seq.) of Chapter 30 of Title 54.1.

"Participating provider" means (i) a hospital licensed pursuant to Article 1 (§ 32.1-123 et seq.) of Chapter 5; (ii) a nursing home as that term is defined in § 32.1-123; (iii) a certified nursing facility as that term is defined in § 32.1-123; (iv) a home care organization licensed pursuant to Article 7.1 (§ 32.1-162.7 et seq.) of Chapter 5; or (v) any other health care entity approved by the Department to participate in a compact.

"Pilot region" means a geographic region designated by the Department for participation in the Regional Care Compacts Pilot Program.

"Program" means the Regional Care Compacts Pilot Program

"Workforce development activities" means recruitment, training, clinical placement, apprenticeship, tuition assistance, retention strategies, or related work undertaken to strengthen CNA and LPN workforce pipelines.

§ 32.1-122.10:0002. Establishment of the Program; purpose; participation.

A. The Department shall establish the Regional Care Compacts Pilot Program to support voluntary, collaborative efforts among participating providers to strengthen CNA and LPN workforce pipelines and promote stability in delivery of care in regions affected by workforce shortages.

B. Participation in a compact shall be voluntary. Nothing in this article shall be construed to require any provider to join, contribute resources to, or maintain membership in a compact.

C. The Department shall designate no fewer than three and no more than five pilot regions for participation in the Program. When selecting pilot regions, the Department shall prioritize areas with:

1. High CNA or LPN vacancy rates;
2. Documented shortages in long-term care, post-acute care, or home-care capacity; or
3. Disproportionate impacts arising from reductions in federal workforce or health-related funding.

§ 32.1-122.10:0003. Powers and responsibilities of compacts.

A compact organized pursuant to this article may:

1. Develop joint workforce development programs, including CNA and LPN training partnerships, clinical placements, paid apprenticeships, and mentorship programs;

2. Pool financial or other resources for workforce development purposes;

3. Enter into agreements with educational institutions, workforce development boards, and philanthropic or private entities to expand training and placement capacity;

4. Establish shared goals, standards, or performance measures for recruitment, training, and retention; and

5. Share workforce data in accordance with applicable state and federal law, including the Health Insurance Portability and Accountability Act (HIPAA) (42 U.S.C. § 1320d et seq.) and state confidentiality requirements.

B. Nothing in this article shall be construed to:

1. Grant a compact regulatory authority;

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2. Authorize a compact to set compensation, employment terms, or patient care rates; or

3. Permit conduct in violation of state or federal antitrust law.

§ 32.1-122.10:0004. Administration; technical assistance.

A. The Department shall provide technical assistance and coordination to support compact development and implementation, including guidance on privacy standards, data-sharing practices, and regional workforce analysis.

B. The Department shall administer the Program using existing staff and resources to the maximum extent practicable and may coordinate with the Department of Health Professions, the Virginia Health Workforce Development Authority, and other relevant entities in such administration.

§ 32.1-122.10:0005. Reporting.

A. Each compact shall submit an annual report to the Department that includes:

1. Workforce development activities undertaken;

2. The number of CNA and LPN trainees supported;

3. Recruitment, training, and retention outcomes;

4. Partnerships and resource-sharing arrangements; and

5. Any challenges or recommendations for improvement.

B. The Department shall submit a consolidated report to the Governor and the General Assembly each year by December 1 summarizing Program outcomes and offering recommendations regarding continuation, expansion, or modification of the Program.