

2021 SENATE INDUSTRY, BUSINESS AND LABOR

SB 2198

2021 SENATE STANDING COMMITTEE MINUTES

Industry, Business and Labor Committee Fort Union Room, State Capitol

SB 2198
1/19/2021

A BILL for an Act to provide an appropriation to the department of commerce for a nursing workforce recruitment and retention grant program.

Chair Klein opened the hearing at 10:00 a.m. All members were present. Senators Klein, Larsen, Burkhard, Veeda, Kreun, Marcellais.

Discussion Topics:

- Nursing shortage
- Increasing the workforce in long-term care.

Senator Kristen Roers introduced the bill [10:01].

Patricia Moulton Burwell, ND Center for Nursing Board of Directors [10:04] testified in favor and submitted testimony #1262 and #1298.

Tim Blasl, President of the ND Hospital Association [10:14] testified in favor and submitted testimony #1153.

Tessa Johnson, President of ND Center for Nursing [10:17] testified in favor and submitted testimonies #1276 and #1277.

Senator Kreun moved a DO PASS and rerefer to Appropriations [10:19].

Senator Burkhard seconded the motion [10:19].

[10:25]

Senators	Vote
Senator Jerry Klein	Y
Senator Doug Larsen	N
Senator Randy A. Burckhard	Y
Senator Curt Kreun	Y
Senator Richard Marcellais	Y
Senator Shawn Vedaa	N

Motion passed 4-2-0

Senator Klein will carry the bill [10:27].

Chair Klein closed the hearing at 10:27 a.m.

Isabella Grotberg, Committee Clerk

REPORT OF STANDING COMMITTEE

SB 2198: Industry, Business and Labor Committee (Sen. Klein, Chairman) recommends DO PASS and BE REREFERRED to the Appropriations Committee (4 YEAS, 2 NAYS, 0 ABSENT AND NOT VOTING). SB 2198 was rereferred to the Appropriations Committee.

ND CENTER FOR NURSING BOARD OF DIRECTORS

North Dakota Nurses
Association

College and University Nurse
Education Administrators

North Dakota Area Health
Education Center

North Dakota Emergency
Nurses Association

North Dakota Organization
for Nursing Leadership

North Dakota Board of
Nursing

North Dakota Nurse
Practitioners Association

North Dakota Public Health
Association, Nursing Section

Nursing Student Association
of North Dakota

North Dakota Directors of
Nursing Administration-
Long Term Care

Sigma Xi Kappa at Large
Chapter

North Dakota Association of
Nurse Anesthetists

Public/Consumer Member at
Large

40+ Nursing organizations,
state agencies, nursing
program and other
stakeholders

Legislative Support for North Dakota State Nurse Staffing Clearinghouse at the ND Center for Nursing (SB 2198)

The North Dakota Center for Nursing, a non-profit 501c3 organization, was developed in 2011 to represent over 20,000 nurses and over 40 nursing organizations across North Dakota. The mission of the North Dakota Center for Nursing is through collaboration guide ongoing development of a well-prepared and diverse nursing workforce to meet health care needs in North Dakota through research, education, recruitment and retention, advocacy and public policy. This policy agenda has been approved by our Board of Directors and is an official policy of the North Dakota Center for Nursing.

A shortage of nurses compared to demand has existed to some extent for twenty-five years and yet today's shortage is uniquely serious. The retirement of baby boomers, the aging population and the associated increase in healthcare needs of our nation's largest generation has intensified the issue, leading to the need for more nurses and supporting healthcare workers across the state. Nursing forms the base for the economic engine for North Dakota's communities. With COVID, facilities have been pushed to the brink of collapse with many unable to provide needed care due to a shortage of nurses. The rural North Dakota landscape makes this shortage particularly acute due to the limited program capacity and distance.

The North Dakota Center for Nursing requests legislative support to provide one-time state appropriation to provide support for organizational structure and to build new nursing workforce recruitment and retention programs serving North Dakota. (SB 2198)

What has become apparent during the COVID-19 pandemic is the lack of a centralized, coordinated effort to provide for nurse staffing across the state. This is paired with the need for increased awareness and recruitment of future nurses to replace burned out nurses, an increased focus on recruiting ND nursing students to work in ND, increased recruitment of out-of-state and international nurses, the development of a centralized contract nursing staffing pool and the need to ensure that the work environment provides a positive workplace culture to ensure retention.

For the last ten years, the ND Center for Nursing (NDCFN) a 501c3 has joined industry with education, special interest with state government and practicing nurses with nursing leadership. The ND Center for Nursing is uniquely positioned to develop and implement an innovative comprehensive strategy to address the state's staffing crisis. However, the ND Center for Nursing is currently unfunded and is need of one-time state appropriations to build the ND State Nursing Clearinghouse which will be sustained past the biennium.

We are heavily recruited by out-of-state recruiters. ND should provide more detailed resources promoting in-state jobs if they would like us to stay here. ND Nursing Student (ND Intent to Stay Study, 2020).

Nurses are burning out due to chronic nursing shortages exacerbated by the COVID-19 pandemic. Nurse Administrator, 2020

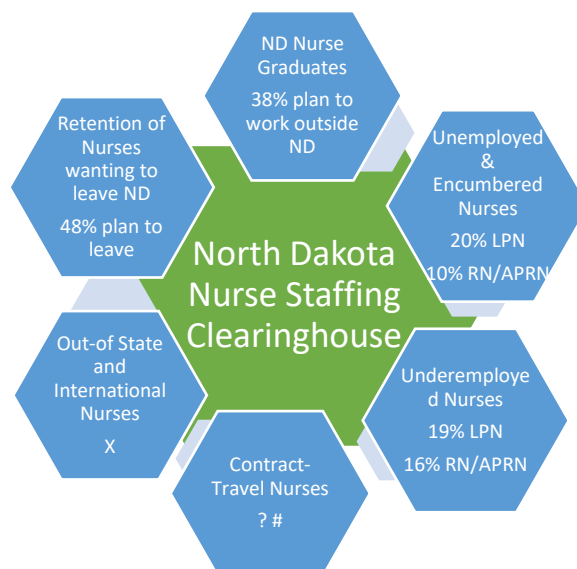
Health care facilities spend millions of dollars on travel and contract nurses. Several out-of-state agencies provide contracting services.

Something needs to be done about retention of staff. Currently, I know of 7 ICU nurses that left their positions in Bismarck to take traveling positions to Fargo and 7 Fargo nurses that have left Fargo to go to Bismarck for different jobs. ND has a constant churning of nurses. *ND Nurse, 2020*

The North Dakota Center for Nursing will work with all stakeholders to develop the ND Nurse Staffing Clearinghouse and plan to have the clearinghouse operational one-year into the biennium.

Key Components of ND Nurse Staffing Clearinghouse

- Will be based on extensive education, supply and demand data that the NDCFN has collected over many years.
- Target Certified Nursing Assistants (CNA), Licensed Practical Nurses (LPN), Registered Nurses (RN), Advanced Practice Registered Nurses (APRNs) and Nursing Faculty
- Provide career services to nurses participating in clinicals and graduating nurses connecting them with communities and jobs
- Recruit nurses for permanent positions and develop statewide pool of travel/contract nurses.
- Provide career services to unemployed, underemployed (part-time) and encumbered nurses.
- Provide unified recruitment to out-of-state nurses, especially those in states with greater supplies of nurses.
- Provide career services and/or connections for international students and international nurses.
- Increase recruitment and retention of nurses through the ND Nursing Culture of Excellence Designation program which is designed to improve the workplace culture and support the formation of professional identity in nursing.
- As funds are available, additional incentives could be offered to nurses choosing to stay and work in North Dakota such as loan repayment or other programs funded through the clearinghouse work.



Fiscal Note

Funding is needed support the ND Center for Nursing infrastructure and to fully develop the ND Nurse Staffing Clearinghouse. It is anticipated that these will be fully developed during the 2021-2023 biennium which will help provide sustained funding for all the ND Center for Nursing pipeline activities.

Total State Appropriations for 2021-2023= \$400,000



January 18, 2021

Tessa Johnson
President
North Dakota Center for Nursing
Box 117
Northwood, ND 58267

Patricia Moulton Burwell
Executive Director
North Dakota Center for Nursing
Box 117
Northwood, ND 58267

Dear ND Center for Nursing

I am writing this letter to support SB 2198 which provides support for the organizational structure of the ND Center for Nursing and to build a new nursing workforce recruitment and retention program to serve North Dakota.

Nurse staffing is in crisis in North Dakota, especially with the pandemic. There is a critical need for a centralized, coordinated effort to provide nurse staffing across the state. This is paired with the need for increased awareness and recruitment of future nurses to replace burned out nurses, an increased focus on recruiting ND nursing students to work in ND, increased recruitment of out-of-state and international nurses, the development of a centralized contract nursing staffing pool and the need to ensure that the work environment provides a positive workplace culture to ensure retention.

I support the ND Center for Nursing.

Mike Delfs
President and CEO
Jamestown Regional Medical Center
Michael.Delfs@jrmcn.com

**2021 SB 2198****Senate Industry, Business and Labor Committee****Senator Jerry Klein, Chairman****January 19, 2021**

Chairman Klein and members of the Senate Industry, Business and Labor Committee, I am Tim Blasl, President of the North Dakota Hospital Association (NDHA). I am here to testify in support of Senate Bill 2198. I ask that you give this bill a **Do Pass** recommendation.

Hospitals are here today in support of this bill because it provides for a nursing workforce recruitment and retention grant program. Funds would be provided to the department of commerce to award grants to an organization dedicated to empowering, encouraging, and equipping North Dakota's nursing profession. The funds could be used for operating costs of the organization, including to establish a recruitment and retention program for traveling nurses to assist the state's nursing workforce.

As you know, workforce challenges threaten access to health care services and the quality of care. We experienced that in sharp focus during the height of COVID-19 hospitalizations last fall. Without nurses, it does not matter how many beds we can physically add to our hospitals. We need trained nurses to be able to care for patients. With approximately 1,000 unfilled nursing positions, North Dakota health care providers have been forced to hire expensive, temporary nursing staff during the pandemic. Hospitals unable to recruit and retain sufficient numbers of nurses increasingly were forced to divert patients out of town or even out of state.

Even before the pandemic, there was a serious and growing nurse shortage. According to the U.S. Bureau of Labor Statistics, employment of healthcare occupations is projected to grow 19 percent from 2014 to 2024 - much faster than the average for all occupations. During this time, health care occupations will add more jobs than any other group of occupations. This growth is expected due to an aging population, growing rates of chronic conditions such as diabetes and obesity, and a retiring labor force – all things that will be with us long after the COVID-19 pandemic has passed.

Despite strong interest in healthcare careers, thousands of qualified applicants cannot gain entry into a training program. Training health care professionals in North Dakota will require ongoing, targeted investment in programs to increase faculty, allow seamless transitions between undergraduate degree programs, and provide incentives for providers to participate in clinical training of students. Retention of health care workers will also be key to ensuring the workforce shortage does not grow.

In summary, NDHA supports legislation to encourage recruitment and retention of nurses in our state. I would be happy to respond to any questions you may have. Thank you.

Respectfully Submitted,

Tim Blasl, President
North Dakota Hospital Association



#1276

✧ 1912-2018 ✧
1515 Burnt Boat Drive
Suite C #325
Bismarck, ND 58503
701-335-6376

January 15, 2021

Dear Senator Roers,

On behalf of the North Dakota Nurses Association, I am writing this letter to support SB 2198 which provides support for the organizational structure of the North Dakota Center for Nursing and to build a new nursing workforce recruitment and retention program to serve North Dakota.

Nurse staffing is in crisis in North Dakota, especially with the pandemic. There is a critical need for a centralized, coordinated effort to provide nurse staffing across the state. This is paired with the need for increased awareness and recruitment of future nurses to replace burned out nurses, an increased focus on recruiting ND nursing students to work in ND, increased recruitment of out-of-state and international nurses, the development of a centralized contract nursing staffing pool and the need to ensure that the work environment provides a positive workplace culture to ensure retention.

As part of the mission of NDNA is to advance the nursing profession by promoting professional development of nurses and fostering high standards of nursing practice, NDNA supports the ND Center for Nursing in this important work. We need a coordinated effort to ensure proper and safe staffing. We ask for your assistance and we respectfully ask that you also support SB 2198.

Sincerely,

Sherri Miller, BS, BSN, RN

director@ndna.org

Executive Director

North Dakota Nurses Association

Dear Senator, Roers,

I am writing today in support of SB 2198, which would lay our framework to help some of our staffing shortages and staffing crises in North Dakota. This is the North Dakota State Nurse Staffing Clearinghouse

My name is Tessa Johnson, and I am a registered nurse in North Dakota. I am the Executive Director of CountryHouse residence in Dickinson North Dakota. CountryHouse Residence is licensed as a basic care and memory care home. I also serve as the ND Center for Nursing as well as the NDNA President.

In many areas in nursing and healthcare around the state, we have faced staffing shortages at one point in time. During the last year during the COVID-19 crisis many of us had faced staffing crisis and staffing shortages like no other. I am an administrator of a long-term care facility and with staff members out with COVID-19 it was very difficult to staff our building at times.

Prior to COVID-19 we were often able to use local staffing agencies to fill needs. During this time, the demand is so high that even our local staffing agencies had a hard time helping us fill some of our shifts. There are many times or administrators, or leadership teams had to work in caregiver situations putting our work behind to the back burner for our residents to get the care we need. All these situations lead to burn out, exhaustion and leaving the practice.

There have also been times in which we have used agency that enjoy working for our company and with our residents. To keep them we must pay a large amount of money to buy their contract out which is very difficult for small facilities. This clearinghouse would give us the opportunity to help match these health care workers with a job they love.

As a nursing home administrator, I am speaking in favor of this staffing clearinghouse to help us mitigate this staffing crisis is in staffing shortages. We would be able to have help filling certified nursing assistant roles, nursing roles and other jobs in our buildings. We also would have to pay less recruitment fees and out-of-state contracts.

In addition, I feel like integrating the North Dakota nursing graduates into this program would help keep new graduate nurses in our state which is always a goal of ours.

If facilities are going to pay a higher amount for staffing through agency staff it would make more sense to keep the money in our state and keep it locally to benefit the nurses and other healthcare entities throughout our state.

I thank you for your consideration.

Warm Regards,

Tessa Johnson, MSN, BSN, RN CDP

Executive Director CountryHouse Residence

President, NDNA

President, ND Center for Nursing

tjohnson@countryhouse.net

2021 SENATE APPROPRIATIONS

SB 2198

2021 SENATE STANDING COMMITTEE MINUTES

Appropriations Committee Roughrider Room, State Capitol

SB 2198
1/26/2021
Senate Appropriations Committee

A BILL for an Act to provide an appropriation to the department of commerce for a nursing workforce recruitment and retention grant program.
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Chair Holmberg opened the hearing at 2:19 p.m. **Senators Holmberg, Krebsbach, Wanzek, Bekkedahl, Poolman, Erbele, Dever, Oehlke, Rust, Davison, Hogue, Sorvaag, Mathern, and Heckaman** were present.

Discussion Topics:

- Nursing Recruitment

Senator K. Roers, District 27, introduced the bill.

Patricia Moulton, Executive Director, North Dakota Center of Nursing, testified in favor and submitted testimony #3245.

Tessa Johnson, CountryHouse, testified in favor and submitted testimony #3209 and #3210.

Additional written testimony: #3068

Chairman Holmberg closed the hearing at 2:39 p.m.

Rose Laning, Committee Clerk

ND CENTER FOR NURSING BOARD OF DIRECTORS

North Dakota Nurses
Association

College and University
Nurse Education
Administrators

North Dakota Area
Health Education
Center

North Dakota
Emergency Nurses
Association

North Dakota
Organization for
Nursing Leadership

North Dakota Board
of Nursing

North Dakota Nurse
Practitioners
Association

North Dakota Public
Health Association,
Nursing Section

Nursing Student
Association of North
Dakota

North Dakota
Directors of Nursing
Administration- Long
Term Care

Sigma Xi Kappa at
Large Chapter

North Dakota
Association of Nurse
Anesthetists

Public/Consumer
Member at Large

40+ Nursing
organizations, state
agencies, nursing
programs and others

Legislative Support for North Dakota State Nurse Staffing Clearinghouse at the ND Center for Nursing (SB 2198)

The North Dakota Center for Nursing, a non-profit 501c3 organization, was developed in 2011 to represent over 20,000 nurses and over 40 nursing organizations across North Dakota. The mission of the North Dakota Center for Nursing is through collaboration guide ongoing development of a well-prepared and diverse nursing workforce to meet health care needs in North Dakota through research, education, recruitment and retention, advocacy and public policy. This policy agenda has been approved by our Board of Directors and is an official policy of the North Dakota Center for Nursing.

A shortage of nurses compared to demand has existed to some extent for twenty-five years and yet today's shortage is uniquely serious. The retirement of baby boomers, the aging population and the associated increase in healthcare needs of our nation's largest generation has intensified the issue, leading to the need for more nurses and supporting healthcare workers across the state. Nursing forms the base for the economic engine for North Dakota's communities. With COVID, facilities have been pushed to the brink of collapse with many unable to provide needed care due to a shortage of nurses. The rural North Dakota landscape makes this shortage particularly acute due to the limited program capacity and distance.

The North Dakota Center for Nursing requests legislative support to provide one-time state appropriation to provide support for organizational structure and to build new nursing workforce recruitment and retention programs serving North Dakota. (SB 2198)

What has become apparent during the COVID-19 pandemic is the lack of a centralized, coordinated effort to provide for nurse staffing across the state. This is paired with the need for increased awareness and recruitment of future nurses to replace burned out nurses, an increased focus on recruiting ND nursing students to work in ND, increased recruitment of out-of-state and international nurses, the development of a centralized contract nursing staffing pool and the need to ensure that the work environment provides a positive workplace culture to ensure retention. **THIS IS A CRISIS!**

For the last ten years, the ND Center for Nursing (NDCFN) a 501c3 has joined industry with education, special interest with state government and practicing nurses with nursing leadership. The ND Center for Nursing is uniquely positioned to develop and implement an innovative comprehensive strategy to address the state's staffing crisis. The NDCFN is a neutral organization that works with the entire healthcare industry. However, the ND Center for Nursing is currently unfunded and is need of one-time state appropriations. It is anticipated that the funding would pass through the ND Department of Commerce to the ND Center for Nursing to build the ND State Nursing Clearinghouse which will be sustained past the biennium. The North Dakota Center for Nursing will work with all stakeholders to develop the ND Nurse Staffing Clearinghouse and plan to have the clearinghouse operational one-year into the biennium.

We are heavily recruited by out-of-state recruiters. ND should provide more detailed resources promoting in-state jobs if they would like us to stay here. ND Nursing Student

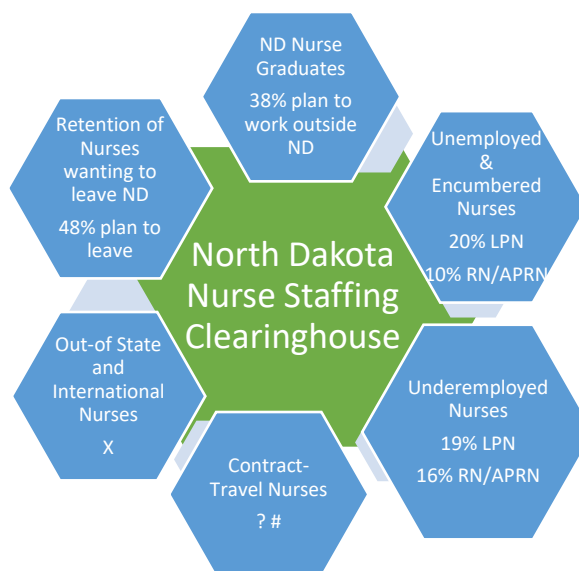
Nurses are burning out due to chronic nursing shortages exacerbated by the COVID-19 pandemic. Nurse Administrator, 2020

Health care facilities spend millions of dollars on travel and contract nurses. Several out-of-state agencies provide contracting services.

Something needs to be done about retention of staff. Currently, I know of 7 ICU nurses that left their positions in Bismarck to take traveling positions to Fargo and 7 Fargo nurses that have left Fargo to go to Bismarck for different jobs. ND has a constant

Key Components of ND Nurse Staffing Clearinghouse

- Will be based on extensive education, supply and demand data that the NDCFN has collected over many years.
- Target Certified Nursing Assistants (CNA), Licensed Practical Nurses (LPN), Registered Nurses (RN), Advanced Practice Registered Nurses (APRNs) and Nursing Faculty
- Provide career services to nurses participating in clinicals and graduating nurses connecting them with communities and jobs
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- Provide unified recruitment to out-of-state nurses, especially those in states with greater supplies of nurses.
- Provide career services and/or connections for international students and international nurses.
- Increase recruitment and retention of nurses through the ND Nursing Culture of Excellence Designation program which is designed to improve the workplace culture and support the formation of professional identity in nursing.
- As funds are available, additional incentives could be offered to nurses choosing to stay and work in North Dakota such as loan repayment or other programs funded through the clearinghouse work. Loan repayment programs could target rural nurses and could provide different repayment allowances depending on the hour's nurses' work.



Fiscal Note

Funding is needed support the ND Center for Nursing infrastructure and to fully develop the ND Nurse Staffing Clearinghouse. It is anticipated that these will be fully developed during the 2021-2023 biennium which will help provide sustained funding for all the ND Center for Nursing pipeline activities.

Total State Appropriations for 2021-2023= \$400,000

Contact Patricia Moulton Burwell, PhD at patricia.moulton@ndcenterfornursing.org for more information.



January 18, 2021

Tessa Johnson
President
North Dakota Center for Nursing
Box 117
Northwood, ND 58267

Patricia Moulton Burwell
Executive Director
North Dakota Center for Nursing
Box 117
Northwood, ND 58267

Dear ND Center for Nursing

I am writing this letter to support SB 2198 which provides support for the organizational structure of the ND Center for Nursing and to build a new nursing workforce recruitment and retention program to serve North Dakota.

Nurse staffing is in crisis in North Dakota, especially with the pandemic. There is a critical need for a centralized, coordinated effort to provide nurse staffing across the state. This is paired with the need for increased awareness and recruitment of future nurses to replace burned out nurses, an increased focus on recruiting ND nursing students to work in ND, increased recruitment of out-of-state and international nurses, the development of a centralized contract nursing staffing pool and the need to ensure that the work environment provides a positive workplace culture to ensure retention.

I support the ND Center for Nursing.

Mike Delfs
President and CEO
Jamestown Regional Medical Center
Michael.Delfs@jrmcn.com

Center for Rural Health
School of Medicine & Health Sciences
Suite E231
1301 North Columbia Rd Stop 9037
Grand Forks, ND 58202-9037
Phone: 701.777.3848
Website: ruralhealth.UND.edu

January 22, 2021

Tessa Johnson
President
North Dakota Center for Nursing
Box 117
Northwood, ND 58267

Patricia Moulton Burwell
Executive Director
North Dakota Center for Nursing
Box 117
Northwood, ND 58267

Dear ND Center for Nursing

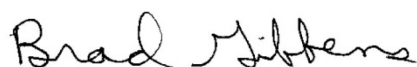
The Center for Rural Health (CRH), UND School of Medicine and Health Sciences, as the State Office of Rural Health (SORH) and the Program Office for the Area Health Education Center (AHEC) supports **SB 2198** which provides support for the organizational structure of the ND Center for Nursing and to build a new nursing workforce recruitment and retention program to serve North Dakota. Nurses are the largest health professional category in ND and are vital to the continuation of access to necessary health services in rural and tribal communities. Especially during a pandemic we have seen the critical importance of nursing. Nurses keep our rural hospitals and clinics open, providing high quality care. Our rural hospitals were hit hard during the height of the pandemic and most were placed in a position where they had to expend scarce funds to secure the services of agency nursing. North Dakota needs to build its nursing base and the North Dakota Center for Nursing can play a pivotal role.

There is a critical need for a centralized, coordinated effort to provide nurse staffing across the state. This is paired with the need for increased awareness and recruitment of future nurses to replace burned out nurses, an increased focus on recruiting ND nursing students to work in ND, increased recruitment of out-of-state and international nurses, the development of a centralized contract nursing staffing pool and the need to ensure that the work environment provides a positive workplace culture to ensure retention.

According to the most recent Sixth Biennial Report on Health of North Dakotans (UNDSMHS), “the vacancy rates for CNAs, RNs, LPNs, and NPs are concerning. Furthermore, these vacancy rates are higher in North Dakota’s rural areas than in the state’s urban areas.” This is a forecast for continued threats to our ability to meet health needs.

The Center for Rural Health supports your efforts to continue to build constructive workforce solutions.

Sincerely,



Brad Gibbens, Acting Director and Assistant Professor



✧ 1912-2018 ✧
1515 Burnt Boat Drive
Suite C #325
Bismarck, ND 58503
701-335-6376

January 15, 2021

Dear Senator Roers,

On behalf of the North Dakota Nurses Association, I am writing this letter to support SB 2198 which provides support for the organizational structure of the North Dakota Center for Nursing and to build a new nursing workforce recruitment and retention program to serve North Dakota.

Nurse staffing is in crisis in North Dakota, especially with the pandemic. There is a critical need for a centralized, coordinated effort to provide nurse staffing across the state. This is paired with the need for increased awareness and recruitment of future nurses to replace burned out nurses, an increased focus on recruiting ND nursing students to work in ND, increased recruitment of out-of-state and international nurses, the development of a centralized contract nursing staffing pool and the need to ensure that the work environment provides a positive workplace culture to ensure retention.

As part of the mission of NDNA is to advance the nursing profession by promoting professional development of nurses and fostering high standards of nursing practice, NDNA supports the ND Center for Nursing in this important work. We need a coordinated effort to ensure proper and safe staffing. We ask for your assistance and we respectfully ask that you also support SB 2198.

Sincerely,

Sherri Miller, BS, BSN, RN
director@ndna.org
Executive Director
North Dakota Nurses Association



Ave Maria Village

SMP Health Systems

501 19th Street Northeast
Jamestown, ND 58401
PHONE: 701-252-5660
FAX: 701-251-2643
www.avemariavillage.org

January 15, 2021

Tessa Johnson, President
Patricia Moulton Burwell, Executive Director
North Dakota Center for Nursing
P.O. Box 117
Northwood, ND 58267

Dear Tessa and Patricia:

We are writing in strong support of SB 2198, which would provide support for the organizational structure of the North Dakota Center for Nursing, and build a new nursing workforce recruitment and retention program for the state.

Ave Maria Village is a 100-bed faith-based skilled nursing and rehabilitation facility. This past year, we have faced the most severe challenges we have ever had in recruiting qualified professional nurses. For the first time in many years, we are contracting with a travel nurse service in order to adequately staff our facility. During a major COVID-19 outbreak in our facility and community this past fall, not only were we utilizing costly travel nurses, but we were also heavily dependent upon the state emergency nurse pool to meet the needs of our residents. No recruitment incentives, even a substantial sign-on bonus, were bringing results. To be frank, the future looks grim in terms of attracting nurses to rural areas of North Dakota outside of the four major cities. It is truly a crisis which will only get worse unless we take strong and proactive steps to improve the situation.

Provisions in SB 2198 will enable the North Dakota Center for Nursing to provide a centralized, coordinated effort to enhance nurse staffing across the state. The Center will also increase awareness of the crisis that health care providers find themselves in. They will provide an increased focus on recruiting nursing students in the state to stay and work in North Dakota, and attracting nurses from out of state, both nationally and internationally. In addition, they will develop a centralized contract nursing pool, and promote positive workplace cultures to enhance nurse retention.

We wish you the best as you advocate for this important piece of legislation. Please contact us if there is any way we can help in this effort.

Sincerely,

Tim Burchill
CEO

Tonie Lagodinski
Assistant Administrator



✧ 1912-2018 ✧
1515 Burnt Boat Drive
Suite C #325
Bismarck, ND 58503
701-335-6376

January 15, 2021

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Sincerely,

Sherri Miller, BS, BSN, RN

director@ndna.org

Executive Director

North Dakota Nurses Association

Dear Senator, Roers,

I am writing today in support of SB 2198, which would lay our framework to help some of our staffing shortages and staffing crises in North Dakota. This is the North Dakota State Nurse Staffing Clearinghouse

My name is Tessa Johnson, and I am a registered nurse in North Dakota. I am the Executive Director of CountryHouse residence in Dickinson North Dakota. CountryHouse Residence is licensed as a basic care and memory care home. I also serve as the ND Center for Nursing as well as the NDNA President.

In many areas in nursing and healthcare around the state, we have faced staffing shortages at one point in time. During the last year during the COVID-19 crisis many of us had faced staffing crisis and staffing shortages like no other. I am an administrator of a long-term care facility and with staff members out with COVID-19 it was very difficult to staff our building at times.

Prior to COVID-19 we were often able to use local staffing agencies to fill needs. During this time, the demand is so high that even our local staffing agencies had a hard time helping us fill some of our shifts. There are many times or administrators, or leadership teams had to work in caregiver situations putting our work behind to the back burner for our residents to get the care we need. All these situations lead to burn out, exhaustion and leaving the practice.

There have also been times in which we have used agency that enjoy working for our company and with our residents. To keep them we must pay a large amount of money to buy their contract out which is very difficult for small facilities. This clearinghouse would give us the opportunity to help match these health care workers with a job they love.

As a nursing home administrator, I am speaking in favor of this staffing clearinghouse to help us mitigate this staffing crisis is in staffing shortages. We would be able to have help filling certified nursing assistant roles, nursing roles and other jobs in our buildings. We also would have to pay less recruitment fees and out-of-state contracts.

In addition, I feel like integrating the North Dakota nursing graduates into this program would help keep new graduate nurses in our state which is always a goal of ours.

If facilities are going to pay a higher amount for staffing through agency staff it would make more sense to keep the money in our state and keep it locally to benefit the nurses and other healthcare entities throughout our state.

I thank you for your consideration.

Warm Regards,

Tessa Johnson, MSN, BSN, RN CDP

Executive Director CountryHouse Residence

President, NDNA

President, ND Center for Nursing

tjohnson@countryhouse.net

Senate Bill 2198
Senate Appropriations Committee
Senator Holmberg, Chairman
January 26, 2021

Chairman Holmberg and members of the Senate Appropriations committee, I am Julie Traynor, Director of the Dakota Nursing Program Consortium. I am providing information in support of Senate Bill 2198 and ask that you give this bill a Do Pass recommendation.

This bill will put money in the Department of Commerce budget to support stabilization of the nursing workforce effort. The Department of Commerce will then fund the ND Center for Nursing to do this work. The Center for Nursing is a valuable resource in ND. They are experts in conducting research regarding the nursing workforce.

Many of us have heard anecdotal stories regarding nurses burning out and leaving our ND medical facilities. The Center for Nursing can get hard numbers and then analyze that research. They also have a nationwide network and access to information on how other states are implementing change to strengthen the nursing workforce. We can build on this and also make innovative changes that work for North Dakota.

The Center for Nursing works with all of the nursing organizations in the state. It is a shining example of nurses collaborating and working toward larger interests such as nursing recruitment and retention, education, and other topics that impact the health of ND citizens. The work of the Center for Nursing is well respected by the nursing education and practice nurses.

It will be very important in the upcoming years to have the infrastructure needed to recruit and retain nurses in ND. I am happy to respond to any questions you may have. Thank you.

Respectfully submitted,

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2021 SENATE STANDING COMMITTEE MINUTES

Appropriations Committee Roughrider Room, State Capitol

SB 2198
2/18/2021
Senate Appropriations Committee

A BILL for an Act to provide an appropriation to the department of commerce for a nursing workforce recruitment and retention grant program

Chairman Holmberg opened the hearing at 8:59 a.m.

Senators present: Holmberg, Krebsbach, Wanzek, Bekkedahl, Poolman, Erbele, Dever, Oehlke, Rust, Davison, Hogue, Sorvaag, Mathern, and Heckaman.

Senator Bekkedahl moved DO NOT PASS

Senator Poolman seconded the motion

Senators		Senators	
Senator Holmberg	Y	Senator Hogue	Y
Senator Krebsbach	Y	Senator Oehlke	Y
Senator Wanzek	Y	Senator Poolman	Y
Senator Bekkedahl	Y	Senator Rust	Y
Senator Davison	Y	Senator Sorvaag	Y
Senator Dever	Y	Senator Heckaman	Y
Senator Erbele	Y	Senator Mathern	N

Motion Passes 13-1-0.

Senator Bekkedahl will carry the bill

Chairman Holmberg closed the hearing at 9:00 a.m.

Rose Laning, Committee Clerk

REPORT OF STANDING COMMITTEE

SB 2198: Appropriations Committee (Sen. Holmberg, Chairman) recommends **DO NOT PASS** (13 YEAS, 1 NAY, 0 ABSENT AND NOT VOTING). SB 2198 was placed on the Eleventh order on the calendar.