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House Committee On Health Care
Representative Andrea Salinas, Chair
900 Court St. NE
Salem Oregon 97301

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Hello Andrea,

I am writing in support of HB 4089. The support is based on personal and professional experiences. I grew up in North Bend and achieving acceptance into a nursing program was quite challenging. Fortunately, I was successful and after graduating with my BSN, I found it difficult, once again, in finding employment into the operating room arena. At the time, most employers required a minimum of 2 years previous OR experience. Adding to the frustration and challenges, Mt Hood Community College (MHCC) was the only school in the state of Oregon offering the AORN's course for RN's wanting to learn how to work in the operating room. To complicate things a bit more, MHCC held an agreement with Legacy to hold seats for RN's working within Legacy, as such, I was unable to achieve successful enrollment into MHCC's program. The challenges faced by current non-certified surgical technicians and future potential candidates are similar to the challenges I was faced with. Offering a scrub tech apprenticeship program is a much needed offering for those who want to become a certified scrub tech, but are unable to move to Portland or spend thousands of dollars on enrollment into an educational program.

Too many challenges exist for employers who grow their own, as well as, the scrub who trained on the job only to be met with limited options for certification. Let's not forget the fact: 1) there are only three schools in Oregon offering a certificate program, 2) each school offers limited enrollment, and 3) a transfer of employment will not take place without certification or enrollment in a scrub tech program. An apprenticeship program and option for the Tech in Surgery-Certified (TS-C) will solve many challenges for current and future scrub tech professionals. The question is not about why should we, the question is why has it taken so long. With limited educational programs, limits on enrollment, and Laws restricting access to certification and employment, the most appropriate action is to open doors while creating pathways for a healthy, more robust health care workforce.

I worked very hard to achieve my goals in a system that did not support a natural progression into the OR. Struggling to overcome the challenges, I internalized a lot of frustrations and decided early on I would work toward creating meaningful and less restrictive pathways. I moved my family away from Portland six years ago, accepting the Main Surgical Services Manager position at Mercy Health in Roseburg. While working for Mercy, I have helped create a streamlined process for new grad RN's wanting to work in the OR, become a member of the Douglas Educational Service District (ESD) Career and Technical Education (CTE) program for Health Career Pathways (Partnership between Douglas

County high schools, Umpqua Community College (UCC), and Mercy Health), a member of the UCC Advisory Board, and a member at large for the Southern Oregon Workforce Investment Board (SOWIB). The apprenticeship model is an excellent option for current and future scrub tech candidates who want to stay home while receiving on the job training and certification. Again, I support HB 4089 and opening doors for those who are unable to uproot their families or who may not be able to afford thousands of dollars on formal education.

Thank you for your time and consideration,

Randy Hubbard, RN BSN, MBA

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