

Working together to support our health care workforce



Please join us in making sure this package of investments is passed to support our health care workforce.

HB 2697: Supporting hospital staff

This package gives professional, technical, and service health care workers a stronger voice in the creation of staffing plans, and in certain hospital units, establishes enforceable statutory nurse-to-patient ratios that we hope will prevent staff burnout and return nurses to the bedside. Oregon will be first in the nation with a ratio for certified nursing assistants as well. The legislation also reduces many of the administrative burdens hospitals currently struggle with and builds partnerships that we hope will help ensure access to care for patients in the future.

HB 3396: Building a pipeline of health care workers

This \$25 million package meets two critical goals, to leverage federal dollars and to target two significant barriers in growing the health care workforce: a lack of clinical education capacity at Oregon's hospitals and health care facilities, and the significant need for additional nurse educators to grow the number of nurses graduating in Oregon.

Increasing clinical education capacity

Through this package, the Oregon Health Authority (OHA) will partner with hospitals, long-term care providers and labor organizations to leverage federal dollars in support of clinical education. OHA will receive \$15 million in funding to support clinical education and leverage federal resources, if available, to help reimburse hospitals and post-acute care facilities for the costs they incur when supporting clinical education opportunities for Oregon students and trainees. Another \$5 million would be allocated to OHA support training trust programs that help existing health care professionals grow their careers.

Supporting nurse faculty at public institutions

A principal factor limiting the expansion of the state's nursing programs is their inability to train and hire qualified for open nursing faculty positions due to salaries that are often lower than that of bedside nurses.

Through this package, the Oregon Center for Nursing (OCN) will receive \$5 million. With these funds OCN will partner with Oregon community colleges, OHSU and Oregon-based private colleges with nursing programs to provide grants to these institutions to support recruitment and retention programs for nurse educators focused on growing the number of nursing graduates

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from pre-licensure programs. These programs will include direct stipends to nurse educators in Oregon, scholarships and loan repayment for nurse educators, programs aimed at increasing the diversity of nurse educators in Oregon, and programs to develop innovative and sustainable models for nurse educators in clinical practice.

HB 3396: Developing solutions to address hospital capacity and discharge challenges

On any given day, hundreds of people are cared for in hospitals in Oregon while they wait to be discharged to a more appropriate care setting due to discharge barriers that include a lack of availability in care settings that meet their needs. This package requests \$500,000 in funding and creates a task force to recommend policy in 2024 that will address discharge barriers and enhance the continuum of care in a patient-centered way.

HB 2045: Improving the health care cost growth target program to support investments in the health care workforce

Since the cost growth target was created in 2018, the COVID-19 pandemic and its unforeseen consequences have highlighted the fragility of our delivery system, the volatility of our economy, and the steps necessary to ensure access to care for patients. This package makes changes to the state's cost growth target to report health care workforce costs for frontline caregivers, allowing hospitals and other health care providers to invest in their staff without being held accountable for those costs.



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