



March 12, 2023

To: House Committee on Business and Labor

Subject: Support for HB 3205

Chair Holvey, Vice-Chairs Elmer and Sosa and Members of the Committee:

My name is Zakir Khan, and I am a Government Relations Manager at Washington County.

I speak today on behalf of Washington County in support of HB 3205 which would modify the definition of compensation to exclude hiring and retention bonuses so that employers could better take care of their employees and the communities that they serve.

Washington County is proud of what our county creates and exports. From semiconductors, to sporting apparel to our agricultural products we are exporting a lot, but one thing we are not proud of exporting is our nurses and our professions to other states.

You do not have to look too far including in the Official Publication of the Oregon Board of Nursing's Sentinel Fall 2022 issue (see below) to find out who is trying to poach our nurses. In the Sentinel on the second page is a full-page ad from a Washington-based company offering nurses up to a \$20,000 sign-on bonus.

To be frank, Oregon cannot compete because we are the only state that limits the ability of employers to pay bonuses.

As my colleagues have articulated and the record will show, this is not just happening in the nursing sector it is happening across every sector and for Washington County it impacts every aspect of the services we offer.

The outcomes of the shortage of labor for Oregonians means:

- Lack of access to bilingual or multilingual services
- Underrepresentation in the workforce
- Longer wait times for services
- Lack of access to transportation, which means more burdensome trips to resources and health care
- Lack of access to direct care for older Oregonians
- Childcare deserts

For the employees we have, we are seeing severe burnout issues leading to retention issues. Workers looking for hope only see a lack of meaningful pipeline development in so many fields

and a lack of slots in educational and apprenticeship programs due to a lack of educators which is only enhancing worker burnout. We must be able to tell Oregonians that help is on the way.

On a personal note, the reason why I can testify before you today is because seven years ago Linn-Benton Community College (LBCC) offered to pay for my moving expenses as I was moving from South Florida to Albany, Oregon. I could not afford to move here on the salary that I made at my previous employer in Florida. That bonus, not only led to me teaching at LBCC for three years, but it also supported me living here in Oregon ever since.

Washington County wants everyone to have an opportunity to thrive which is why we urge your support of HB 3205.

Thank you,

Zakir Khan
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Research/Data/Articles on Health and Human Services Workforce Fields

Animal Services

Data

[Veterinary Services Shortage Situations Map](#)

Reports

[Tackling the Veterinary Professional Shortage](#) (Mars Veterinary Health)

Articles

[Portland's Animal Medicine Shortage Means Our Pets Have to Wait for a Doctor](#) (Willamette Week)

[New Studies Find Veterinarian Shortage Could Leave 75 Million Pets Without Medical Care by 2030](#) (People)

[There's a shortage of vets to treat farm animals. Pandemic pets are partly to blame](#) (OPB)

[The Great Veterinary Shortage](#) (The Atlantic)

[Oregon Humane Society expands vet care services in Portland amid national veterinary staff shortage](#) (KGW)

[So many pets, not enough vets: U.S. faces veterinarian shortage](#) (KATU)

[DoveLewis veterinary hospital will slash emergency walk-in hours amid staff shortage](#) (Oregonian)

[Humane society begins training program to combat staffing shortages](#) (Oregonian)

Childcare

Reports

[Increasing America's Child Care Supply](#) (Center for American Progress)

[Oregon Child Care Deserts 2020](#) (Oregon State University – Prepared for the Oregon Early Learning Division)

Articles

[The Early Childhood Sector Could Become Education's Most Notable Example of 'Learning Loss'](#) (EdSurge)

[For Child Care Gains: Look To States, Not The Feds](#) (Forbes)

[PSU STUDENTS TACKLE AMERICA'S CHILD CARE CRISIS IN MAP THE SYSTEM GLOBAL FINAL](#) (PSU)

[OSU-Cascades starts scholarship to ease child care worker shortage](#) (OPB)

[Free preschool delayed for thousands of Oregon children due in part to staffing shortages](#) (The Oregonian)

[Lack of affordable childcare keeps Linn County moms from working](#) (Democrat Herald)

[Childcare crisis in Tillamook: Lack of available options leave parents without options](#) (Tillamook Headlight Herald)

[Wasco County struggles to expand child care access](#) (OPB)

[COLUMN: Tracking the decline of child care options in Salem](#) (Salem Reporter)

[Thousands of Oregon children yet to start preschool due to labor shortage, state officials confirm](#) (The Oregonian)

[Children's Institute CEO urges Oregon lawmakers to approve \\$100M for child care infrastructure](#) (Portland Business Journal)

[Grants, funds helping ease Central Oregon's childcare crisis](#) (Central Oregon Daily News)

[More Oregon families now qualify for state-funded affordable childcare program](#) (The Oregonian)

Disability and Aging services

Reports

[U.S. Home Care Workers: Key Facts](#) (PHI)

[Caring for the Future: The Power and Potential of America's Direct Care Workforce](#) (PHI)

[State Policy Strategies for Strengthening the Direct Care Workforce](#) (PHI)

Articles

[How the workforce shortage is harming care for adults with disabilities](#) (Politico)

[Supporting Older Adults With Approaches Spanning Multiple Policy Areas](#) (NCSL)

[Addressing Wages Of The Direct Care Workforce Through Medicaid Policies](#) (National Governors Association)

[Care Scare](#) (Oregon Business)

Emergency management

[Paramedics and EMTs wanted: Worker shortage impacts emergency services](#) (Central Oregon Daily News)

[Oregon's EMS provider shortage reaches 'breaking point'](#) (OPB)

[Low pay, high stress lead to EMT shortage across country](#) (KOIN)

[Ambulance waiting times increase as emergency rooms fill. Here's why](#) (KOIN)

Health Care and Human Services Administration

[Data Brief: Health Care Workforce Challenges Threaten Hospitals' Ability to Care for Patients](#) (American Hospitals Association)

[A Public Health Crisis: Staffing Shortages in Health Care](#) (USC)

[Building the US public-health workforce of the future](#) (McKinsey and Company)

[Health Worker Shortage Forces States to Scramble](#) (PEW)

Physical, Mental, Behavioral and Nutritional Health

[Oregon's health care crises will spill over into the new year](#) (Oregon Capital Chronicle)

[A Look at Strategies to Address Behavioral Health Workforce Shortages: Findings from a Survey of State Medicaid Programs](#) (Kaiser Family Foundation)

[Why don't more people want to become mental health care workers in Oregon?](#) (KGW)

[Oregon Legislature funds OHSU's 30-30-30 plan to address health care workforce crisis, increase education program diversity](#) (OHSU)

[Oregon's statewide hospital association focused on nurse staffing shortages in 2023](#) (OPB)

[Oregon health care employers hamstrung by staffing shortage, as the state produces 3rd-fewest nurses per capita](#) (The Oregonian)

[Why nurses say they are striking and quitting in droves](#) (Washington Post)

[Kaiser Permanente nurses to picket at Sunnyside Medical Center](#) (KOIN)

[With too many patients and too few colleagues, Oregon nurses say: 'We're drowning'](#) (OPB)

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