

## HB 3902 -4 STAFF MEASURE SUMMARY

### House Committee On Behavioral Health and Health Care

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**Prepared By:** Brian Nieubuurt, LPRO Analyst

**Meeting Dates:** 3/25, 4/8

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#### WHAT THE MEASURE DOES:

The measure requires the Oregon State Board of Nursing (OSBN) to form advisory committees to provide advice and recommendations regarding nursing faculty staff shortages and nursing workforce recruitment and retention. It requires the advisory committees to submit reports the Legislative Assembly.

#### Detailed Summary:

##### **Advisory Committee on Nursing Faculty**

- Requires OSBN to convene an advisory committee to study, identify, describe, and make recommendations regarding staff shortages in the nursing education field. Specifies membership of advisory committee.
- Requires advisory committee to submit a report with recommendations to the Legislative Assembly by March 15, 2026.
- Requires OSBN to dissolve advisory committee by March 31, 2026.

##### **Advisory Committee on Nursing Workforce Recruitment and Retention**

- After dissolution of advisory committee on nursing faculty, requires OSBN to convene an advisory committee to provide advice and recommendations related to nursing workforce recruitment and retention. Specifies membership of advisory committee.
- Specifies that members of advisory committee on nursing faculty are eligible for appointment to advisory committee on nursing workforce recruitment and retention.
- Requires advisory committee to submit recommendations to the Legislative Assembly by December 15, 2026.
- Requires advisory committee to consider nursing workforce shortage report developed pursuant to House Bill 4003 (2022).

Repeals advisory groups on June 2, 2027.

Takes effect on 91st day following adjournment sine die.

#### **ISSUES DISCUSSED:**

- House Bill 4003 (2022) report.
- House Bill 3396 (2023).

#### **EFFECT OF AMENDMENT:**

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- Clarifies representation on advisory committees.
- Clarifies scope of recommendations required by advisory committee on workforce recruitment and retention.
- Permits OSBN to contract with nonprofit organization to assistance in convening of advisory committees.
- Sets maximum limit for payments related to administration of measures provision at \$150,000.
- Declares an emergency, effective on passage.

#### **BACKGROUND:**

The Oregon State Board of Nursing (OSBN) aims to protect the public through regulating and promoting the wellness of the state's nursing professionals, including over 92,000 nurses and 20,000 nursing assistants. In 2022, the Legislative Assembly passed House Bill 4003, directing the Oregon Health Care Workforce Committee to conduct a study of Oregon's nursing workforce and identify challenges in addressing staffing shortages. The Final Report titled, "The Future of Oregon's Nursing Workforce: Analysis and Recommendations" noted that some

*This summary has not been adopted or officially endorsed by action of the committee.*

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nursing professions had not seen employment levels return to pre-pandemic levels. The report also noted faculty and clinical placement shortages as challenging the state's ability to expanding nursing education program capacity.

House Bill 3902 requires the Oregon State Board of Nursing to form advisory committees to provide advice and recommendations regarding nursing faculty staff shortages and nursing workforce recruitment and retention and report to the Legislative Assembly.