

TRAVIS NELSON
STATE REPRESENTATIVE
HOUSE DISTRICT 44
NORTH/NORTHEAST PORTLAND



HOUSE OF REPRESENTATIVES
Testimony in Support for House Bill 3902

Chair Nosse, Vice-Chair Javadi, and House Members of the Behavioral Health and Healthcare Committee,

My name is Travis Nelson, State Representative for House District 44, North and Northeast Portland. I am here to speak in support of House Bill 3902.

Oregon is at a critical point in addressing the growing nursing shortage. We are seeing fewer educators able to train incoming nurses, and a workforce that is burning out and leaving the field faster than we can replace them. One major study found that one-third of the current nursing faculty workforce in baccalaureate and graduate programs are expected to retire by 2025. HB 3902 is a thoughtful, actionable response to that crisis and built to create real solutions.

HB 3902 builds upon the foundation laid by previous legislation aimed at addressing Oregon's nursing workforce shortages. In 2022, the legislature passed HB 4003, which directed the Health Care Workforce Committee to produce a report identifying the key challenges contributing to these shortages. Two of the most pressing issues highlighted were worker retention and the fragility of the nursing education pipeline. In response, the legislature enacted HB 3396 in 2023, which provided funding to the Oregon Center for Nursing to partner with the state's public nursing education programs. This effort focused specifically on recruiting and retaining nurse educators at Oregon's public institutions of higher education. From that work, Oregon Center for Nursing has completed interviews with all participating schools. Since the request for proposals opened on February 28th of this year, 56% have created an account to apply, and 28% have requested technical assistance. Applications are due by May 2nd and, as of now, everything is on track and on time.

This bill uses a creative two-prong approach. It creates two expert advisory committees—one to study and address the shortage of nursing educators, and a second focused on the recruitment and retention of nurses, including registered nurses, licensed nurse practitioners, and certified nursing assistants. These committees will be convened by the Oregon Center for Nursing, which will lead the research, stakeholder outreach, and policy development. Oregon Center for Nursing will ensure this process stays focused and results in tangible, evidence-based legislative recommendations and not theoretical ideas.

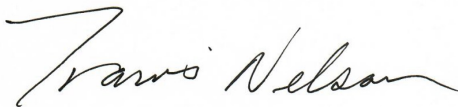
We are working on an amendment to add and refine members to the advisory committees based on stakeholder feedback. Their inclusion brings critical experience into the conversation. It will also designate the Oregon Center for Nursing as the convener of the advisory committee, building on their past work in this area. Additionally, it will allow the Oregon State Board of Nursing to now serve as members of the committee, contributing their expertise to help shape policy proposals.

The amendment also includes a small funding ask, that is distributed through the Oregon State Board of Nursing, to support Oregon Center for Nursing's staffing and coordination of this work, giving them the capacity to do it right. Finally, it allows legislators or their staff to attend meetings, helping build transparency and legislative alignment from day one.

We cannot solve the nursing shortage and take on this challenge from both direction without first listening to those who are living it—educators, nurses, administrators, and unions alike. HB 3902, with the amendment, creates a smart structure for doing just that. We can do better, and I strongly believe this is a bill that will move us toward real solutions for Oregon.

I urge your support for HB 3902. Let's move from crisis to coordinated action.

Thank you,



State Representative Travis Nelson
House District 44, North/NE Portland

Updated Advisory Committee Membership:

Nursing Education Advisory Committee, 13 members including:

- A representative with a background in academia related to nursing education.
- A representative from Oregon Health & Science University.
- A hospital-employed nurse who also serves as a preceptor.
- A representative from a statewide association representing nurses.
- A public university faculty member with experience in nursing education who is also a member of the Oregon chapter of a national organization representing public and private school employees, community colleges, and higher education.
- A faculty member from an Oregon-based, generally accredited, nonprofit private institution of higher education with experience in nursing education.
- A faculty member at an Oregon community college with experience in nursing education who is also a member of a statewide organization representing educators in public schools and community colleges.
- A representative from the Oregon State Board of Nursing.
- An individual employed in a role focused on coordinating clinical placements for nursing education.
- A faculty member at a career college authorized to confer academic degrees in Oregon, with experience in nursing education.

Nursing Workforce Advisory Committee, 13 members including:

- A hospital-employed nurse.
- A representative from the Oregon State Board of Nursing.
- A nurse employed at an outpatient clinic.
- A nurse employed at a long-term care facility.
- A licensed practical.
- A certified nursing assistant.
- A representative from a statewide association representing nurses.
- A representative from a statewide association representing emergency nurses.
- A representative from a statewide association representing health care workers, public sector employees, and property services workers.
- A representative of health care faculty in Oregon.
- A hospital administrative staff member.
- A representative from a long-term care facility.
- A representative from a statewide hospital association.