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# Legislative Update – HB 4003 Nursing Workforce Study

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Oregon  
Health  
Authority

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# Background on Nursing Workforce Study

- House Bill 4003 (2022) charged Health Care Workforce Committee with producing a report.
- OHA contracted with University of California, San Francisco, national expert in nursing workforce, and the Oregon Center for Nursing.
- Advisory Group included representatives from:
  - Hospitals
  - Nursing leaders
  - Nursing education
  - Professional associations
  - Oregon State Board of Nursing
  - Long-term care

# Development of Report

- Monthly meetings of Advisory Group (June – October)
- Four separate “mini-reports” prepared for the Advisory Group on:
  - Supply and distribution
  - Nursing wellness
  - Education and regulatory issues
  - Themes from key informant interviews
- Health Care Workforce Committee approved the report on October 19
- Presentation to Oregon Health Policy Board on November 2

# Conclusions

- Nursing shortages are widespread and Oregon's existing nursing workforce is severely stressed.
- Workload is a major concern among both nurses and their employers.
- Oregon's education programs struggle to grow
  - Growth in applications and new enrollments in Oregon's Registered Nurse programs has slowed over the past three years.
  - The state is heavily reliant on nurses educated in other states
- Diversity among the student population has been growing and resembles the demographic make-up of Oregon's population. The licensed workforce is less diverse.

# Recommendations in Nine Areas

- 1) **Workforce retention:** the mental health and well-being of Oregon's nurses must be prioritized and supported.
- 2) **Education pipeline:** address declines in the number of applicants and reaffirm the state's commitment to increasing nursing workforce diversity.
- 3) **Education capacity:** expand education capacity to meet Oregon's long-term nurse staffing needs.
- 4) **Clinical experiences for students:** increase clinical placement opportunities to support the education-to-practice transition.
- 5) **CNA education and scope of practice:** assess requirements and consider strategies for streamlining

# Recommendations in Nine Areas (continued)

- 6. Nurse Licensure Compact:** explore benefits and disadvantage to the Compact; consider joining
- 7. Nurse staffing regulations:** evaluate Oregon's Nurse Staffing Law and the impact on workload, patient safety, and job satisfaction.
- 8. Local solutions to shortages:** address local barriers to recruitment and retention and customize solutions.
- 9. Anticipating future shortages:** increase the state's ability to project supply and demand trends in the nursing workforce to allow proactive strategies

# Questions/Comments/Feedback

