

2025 HB 1493

House Industry, Business and Labor Committee

Representative Warrey, Chairman

February 11, 2025

Chairman Warrey and members of the House Industry, Business and Labor Committee, my name is Brittney Blake, Corporate Counsel of Altru Health System. I am here to testify in opposition to House Bill 1493 and ask that you give this bill a **Do Not Pass** recommendation.

As Corporate Counsel of a small North Dakota health system, I work hand in hand with our Human Resource Department and nursing leadership to address the nursing and health care workforce shortage throughout our system. Many of our positions have been open for a significant amount of time. Since the establishment of the North Dakota Office of Legal Immigration (OLI), our teams have utilized the resources the OLI has provided and report that the OLI events they have attended have been very helpful in developing our workforce strategies. Listed below are a few of the ways our organization has benefited from the OLI:

- Resources to expand our candidate pool to include qualified international candidates in high-demand occupations, specifically nursing.
- Exploration of a grant to support businesses pursuing or employing legal immigrants. We have been looking at opportunities to support the onboarding process, including an analysis of our current onboarding resources as they relate to individuals whose English proficiency is still developing.
- Placement of refugees and asylees who are already in the US but living in regions with a high cost of living.
- Awareness and resources for work visas in existing and established programs such as the TN visa and E3 visa.

Throughout 2024, Altru has prepared to implement several of these strategies to assist in expanding our sourcing for roles where there is not an extensive candidate pool available and is grateful for our partnership with the OLI as we address our workforce shortage.

Sincerely,

Brittney Blake

Corporate Counsel | Altru Health System