

ND CENTER FOR NURSING BOARD OF DIRECTORS

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North Dakota Area
Health Education
Center

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Association

North Dakota
Organization for
Nursing Leadership

North Dakota Board
of Nursing

North Dakota Nurse
Practitioners
Association

North Dakota Public
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Nursing Section

Nursing Student
Association of North
Dakota

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Directors of Nursing
Administration- Long
Term Care

Sigma Xi Kappa at
Large Chapter

North Dakota
Association of Nurse
Anesthetists

Public/Consumer
Member at Large

40+ Nursing
organizations, state
agencies, nursing
programs and others

Legislative Support for North Dakota State Nurse Staffing Clearinghouse at the ND Center for Nursing (SB 2198)

The North Dakota Center for Nursing, a non-profit 501c3 organization, was developed in 2011 to represent over 20,000 nurses and over 40 nursing organizations across North Dakota. The mission of the North Dakota Center for Nursing is through collaboration guide ongoing development of a well-prepared and diverse nursing workforce to meet health care needs in North Dakota through research, education, recruitment and retention, advocacy and public policy. This policy agenda has been approved by our Board of Directors and is an official policy of the North Dakota Center for Nursing.

A shortage of nurses compared to demand has existed to some extent for twenty-five years and yet today's shortage is uniquely serious. The retirement of baby boomers, the aging population and the associated increase in healthcare needs of our nation's largest generation has intensified the issue, leading to the need for more nurses and supporting healthcare workers across the state. Nursing forms the base for the economic engine for North Dakota's communities. With COVID, facilities have been pushed to the brink of collapse with many unable to provide needed care due to a shortage of nurses. The rural North Dakota landscape makes this shortage particularly acute due to the limited program capacity and distance.

The North Dakota Center for Nursing requests legislative support to provide one-time state appropriation to provide support for organizational structure and to build new nursing workforce recruitment and retention programs serving North Dakota. (SB 2198)

What has become apparent during the COVID-19 pandemic is the lack of a centralized, coordinated effort to provide for nurse staffing across the state. This is paired with the need for increased awareness and recruitment of future nurses to replace burned out nurses, an increased focus on recruiting ND nursing students to work in ND, increased recruitment of out-of-state and international nurses, the development of a centralized contract nursing staffing pool and the need to ensure that the work environment provides a positive workplace culture to ensure retention. **THIS IS A CRISIS!**

For the last ten years, the ND Center for Nursing (NDCFN) a 501c3 has joined industry with education, special interest with state government and practicing nurses with nursing leadership. The ND Center for Nursing is uniquely positioned to develop and implement an innovative comprehensive strategy to address the state's staffing crisis. The NDCFN is a neutral organization that works with the entire healthcare industry. However, the ND Center for Nursing is currently unfunded and is need of one-time state appropriations. It is anticipated that the funding would pass through the ND Department of Commerce to the ND Center for Nursing to build the ND State Nursing Clearinghouse which will be sustained past the biennium. The North Dakota Center for Nursing will work with all stakeholders to develop the ND Nurse Staffing Clearinghouse and plan to have the clearinghouse operational one-year into the biennium.

We are heavily recruited by out-of-state recruiters. ND should provide more detailed resources promoting in-state jobs if they would like us to stay here. ND Nursing Student

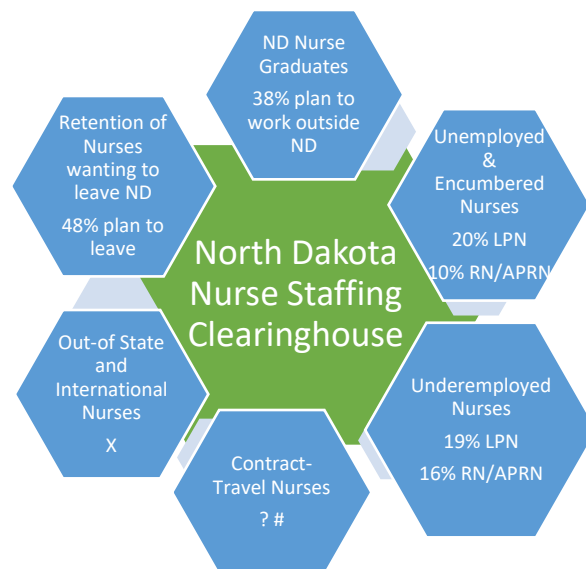
Nurses are burning out due to chronic nursing shortages exacerbated by the COVID-19 pandemic. Nurse Administrator, 2020

Health care facilities spend millions of dollars on travel and contract nurses. Several out-of-state agencies provide contracting services.

Something needs to be done about retention of staff. Currently, I know of 7 ICU nurses that left their positions in Bismarck to take traveling positions to Fargo and 7 Fargo nurses that have left Fargo to go to Bismarck for different jobs. ND has a constant

Key Components of ND Nurse Staffing Clearinghouse

- Will be based on extensive education, supply and demand data that the NDCFN has collected over many years.
- Target Certified Nursing Assistants (CNA), Licensed Practical Nurses (LPN), Registered Nurses (RN), Advanced Practice Registered Nurses (APRNs) and Nursing Faculty
- Provide career services to nurses participating in clinicals and graduating nurses connecting them with communities and jobs
- Recruit nurses for permanent positions and develop statewide pool of travel/contract nurses.
- Provide career services to unemployed, underemployed (part-time) and encumbered nurses.
- Provide unified recruitment to out-of-state nurses, especially those in states with greater supplies of nurses.
- Provide career services and/or connections for international students and international nurses.
- Increase recruitment and retention of nurses through the ND Nursing Culture of Excellence Designation program which is designed to improve the workplace culture and support the formation of professional identity in nursing.
- As funds are available, additional incentives could be offered to nurses choosing to stay and work in North Dakota such as loan repayment or other programs funded through the clearinghouse work. Loan repayment programs could target rural nurses and could provide different repayment allowances depending on the hour's nurses' work.



Fiscal Note

Funding is needed support the ND Center for Nursing infrastructure and to fully develop the ND Nurse Staffing Clearinghouse. It is anticipated that these will be fully developed during the 2021-2023 biennium which will help provide sustained funding for all the ND Center for Nursing pipeline activities.

Total State Appropriations for 2021-2023= \$400,000

*Contact Patricia Moulton Burwell, PhD at
patricia.moulton@ndcenterfornursing.org for more information.*



January 18, 2021

Tessa Johnson
President
North Dakota Center for Nursing
Box 117
Northwood, ND 58267

Patricia Moulton Burwell
Executive Director
North Dakota Center for Nursing
Box 117
Northwood, ND 58267

Dear ND Center for Nursing

I am writing this letter to support SB 2198 which provides support for the organizational structure of the ND Center for Nursing and to build a new nursing workforce recruitment and retention program to serve North Dakota.

Nurse staffing is in crisis in North Dakota, especially with the pandemic. There is a critical need for a centralized, coordinated effort to provide nurse staffing across the state. This is paired with the need for increased awareness and recruitment of future nurses to replace burned out nurses, an increased focus on recruiting ND nursing students to work in ND, increased recruitment of out-of-state and international nurses, the development of a centralized contract nursing staffing pool and the need to ensure that the work environment provides a positive workplace culture to ensure retention.

I support the ND Center for Nursing.

Mike Delfs
President and CEO
Jamestown Regional Medical Center
Michael.Delfs@jrmcn.com

Center for Rural Health
School of Medicine & Health Sciences
Suite E231
1301 North Columbia Rd Stop 9037
Grand Forks, ND 58202-9037
Phone: 701.777.3848
Website: ruralhealth.UND.edu

January 22, 2021

Tessa Johnson
President
North Dakota Center for Nursing
Box 117
Northwood, ND 58267

Patricia Moulton Burwell
Executive Director
North Dakota Center for Nursing
Box 117
Northwood, ND 58267

Dear ND Center for Nursing

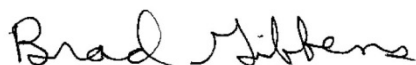
The Center for Rural Health (CRH), UND School of Medicine and Health Sciences, as the State Office of Rural Health (SORH) and the Program Office for the Area Health Education Center (AHEC) supports **SB 2198** which provides support for the organizational structure of the ND Center for Nursing and to build a new nursing workforce recruitment and retention program to serve North Dakota. Nurses are the largest health professional category in ND and are vital to the continuation of access to necessary health services in rural and tribal communities. Especially during a pandemic we have seen the critical importance of nursing. Nurses keep our rural hospitals and clinics open, providing high quality care. Our rural hospitals were hit hard during the height of the pandemic and most were placed in a position where they had to expend scarce funds to secure the services of agency nursing. North Dakota needs to build its nursing base and the North Dakota Center for Nursing can play a pivotal role.

There is a critical need for a centralized, coordinated effort to provide nurse staffing across the state. This is paired with the need for increased awareness and recruitment of future nurses to replace burned out nurses, an increased focus on recruiting ND nursing students to work in ND, increased recruitment of out-of-state and international nurses, the development of a centralized contract nursing staffing pool and the need to ensure that the work environment provides a positive workplace culture to ensure retention.

According to the most recent Sixth Biennial Report on Health of North Dakotans (UNDSMHS), “the vacancy rates for CNAs, RNs, LPNs, and NPs are concerning. Furthermore, these vacancy rates are higher in North Dakota’s rural areas than in the state’s urban areas.” This is a forecast for continued threats to our ability to meet health needs.

The Center for Rural Health supports your efforts to continue to build constructive workforce solutions.

Sincerely,



Brad Gibbens, Acting Director and Assistant Professor



✧ 1912-2018 ✧
1515 Burnt Boat Drive
Suite C #325
Bismarck, ND 58503
701-335-6376

January 15, 2021

Dear Senator Roers,

On behalf of the North Dakota Nurses Association, I am writing this letter to support SB 2198 which provides support for the organizational structure of the North Dakota Center for Nursing and to build a new nursing workforce recruitment and retention program to serve North Dakota.

Nurse staffing is in crisis in North Dakota, especially with the pandemic. There is a critical need for a centralized, coordinated effort to provide nurse staffing across the state. This is paired with the need for increased awareness and recruitment of future nurses to replace burned out nurses, an increased focus on recruiting ND nursing students to work in ND, increased recruitment of out-of-state and international nurses, the development of a centralized contract nursing staffing pool and the need to ensure that the work environment provides a positive workplace culture to ensure retention.

As part of the mission of NDNA is to advance the nursing profession by promoting professional development of nurses and fostering high standards of nursing practice, NDNA supports the ND Center for Nursing in this important work. We need a coordinated effort to ensure proper and safe staffing. We ask for your assistance and we respectfully ask that you also support SB 2198.

Sincerely,

Sherri Miller, BS, BSN, RN
director@ndna.org
Executive Director
North Dakota Nurses Association



Ave Maria Village

SMP Health Systems

501 19th Street Northeast
Jamestown, ND 58401
PHONE: 701-252-5660
FAX: 701-251-2643
www.avemariavillage.org

January 15, 2021

Tessa Johnson, President
Patricia Moulton Burwell, Executive Director
North Dakota Center for Nursing
P.O. Box 117
Northwood, ND 58267

Dear Tessa and Patricia:

We are writing in strong support of SB 2198, which would provide support for the organizational structure of the North Dakota Center for Nursing, and build a new nursing workforce recruitment and retention program for the state.

Ave Maria Village is a 100-bed faith-based skilled nursing and rehabilitation facility. This past year, we have faced the most severe challenges we have ever had in recruiting qualified professional nurses. For the first time in many years, we are contracting with a travel nurse service in order to adequately staff our facility. During a major COVID-19 outbreak in our facility and community this past fall, not only were we utilizing costly travel nurses, but we were also heavily dependent upon the state emergency nurse pool to meet the needs of our residents. No recruitment incentives, even a substantial sign-on bonus, were bringing results. To be frank, the future looks grim in terms of attracting nurses to rural areas of North Dakota outside of the four major cities. It is truly a crisis which will only get worse unless we take strong and proactive steps to improve the situation.

Provisions in SB 2198 will enable the North Dakota Center for Nursing to provide a centralized, coordinated effort to enhance nurse staffing across the state. The Center will also increase awareness of the crisis that health care providers find themselves in. They will provide an increased focus on recruiting nursing students in the state to stay and work in North Dakota, and attracting nurses from out of state, both nationally and internationally. In addition, they will develop a centralized contract nursing pool, and promote positive workplace cultures to enhance nurse retention.

We wish you the best as you advocate for this important piece of legislation. Please contact us if there is any way we can help in this effort.

Sincerely,

Tim Burchill
CEO

Tonie Lagodinski
Assistant Administrator