

2023 SENATE WORKFORCE DEVELOPMENT

SB 2287

2023 SENATE STANDING COMMITTEE MINUTES

Workforce Development Committee Fort Lincoln Room, State Capitol

SB 2287
1/26/2023

Relating to the health care professional student loan repayment program; and to provide an appropriation.

9:00 AM **Chairman Wobbema** called the hearing to order. **Senators Wobbema, Axtman, Elkin, Larson, Sickler, Piepkorn** are present.

Discussion Topics:

- Rural nurses
- Scholarships
- Contract nursing

9:01 AM **Senator K. Roers, District 27**, introduced SB 2287 verbal testimony in favor.

9:05 AM **Sheri Miller, Executive Director, North Dakota Nurses Association**, testimony in favor. #16835

9:10 AM **Shelly Peterson, President Long Term Care Association**, testimony in favor. #17073

9:22 AM **Beth Sanford, President Elect, North Dakota Nurses Association**, online testimony in favor. #16725

9:37 AM **Kalee Werner, Primary Care Office Director North Dakota Department of Health and Human Services**, online testimony neutral. #16904

Additional written testimony:

Bonnie Vangerud, Vice Chair, North Dakota Organization of Nurse Leaders in favor #16709

Amber Tougas in favor #16737

Savanna Elendu in favor #16739

Jerome Zulu in favor #16752

Fatmata K. Sesay in favor #16755

Jewet Tedla in favor #16762

Praise Lacky in favor #16763

Nitisha Werlinger, RN, Sanford Health in favor #16814

Tim Blasl, President, North Dakota Hospital Association in favor #16847

Chisom Angela Amadi in favor #16926

Godwin Emeka Oruh in favor #16933

Florence Azenkeng in favor #16956

9:39 AM **Chairman Wobbema** closed the hearing.

Patricia Lahr, Committee Clerk

2023 SENATE STANDING COMMITTEE MINUTES

Workforce Development Committee Fort Lincoln Room, State Capitol

SB 2287
1/27/2023

Relating to the health care professional student loan repayment program; and to provide an appropriation.

9:32 AM **Chairman Wobbema** called the meeting to order. **Senators Wobbema, Axtman, Elkin, Larson, Sickler, Piepkorn** were present.

Discussion Topics:

- Loan forgiveness
- Underserved community preference
- Match requirements

Chairman Wobbema called for discussion on SB 2287.

9:35 AM **Senator D. Larson** made motion **DO NOT PASS**.

9:35 Motion failed for lack of a seconded motion.

9:44 AM **Senator Axtman** made motion **DO PASS** and **REREFER** to **APPROPRIATIONS**.

9:44 AM **Senator Sickler** seconded.

9:58 AM Roll call vote.

Senators	Vote
Senator Michael A. Wobbema	Y
Senator Michelle Axtman	Y
Senator Jay Elkin	Y
Senator Diane Larson	Y
Senator Merrill Piepkorn	Y
Senator Jonathan Sickler	Y

Motion Passed. 6-0-0

Senator Axtman will carry SB 2287

9:58 AM **Chairman Wobbema** closed the meeting.

Patricia Lahr, Committee Clerk

REPORT OF STANDING COMMITTEE

SB 2287: Workforce Development Committee (Sen. Wobbema, Chairman) recommends **DO PASS** and **BE REREFERRED** to the **Appropriations Committee** (6 YEAS, 0 NAYS, 0 ABSENT AND NOT VOTING). SB 2287 was rereferred to the **Appropriations Committee**. This bill affects workforce development.

2023 SENATE APPROPRIATIONS

SB 2287

2023 SENATE STANDING COMMITTEE MINUTES

Appropriations - Education and Environment Division Sakakawea Room, State Capitol

SB 2287
2/6/2023

A BILL for an Act relating to the health care professional student loan repayment program; and to provide an appropriation.

8:33 AM Chairman Sorvaag opened the meeting on SB 2287.

Members present: Senators Sorvaag, Rust, Schaible, and Meyer.
Members present on-line: Senator Krebsbach

Discussion Topics:

- Health care professionals
- Student loan repayment program

8:35 AM Shelly Peterson, President North Dakota Long Term Care Association, testified in favor, testimony # 19255

8:39 AM Kim Mertz, Section Chief, Health and Human Services, answered questions from the committee, no written testimony

8:40 AM Lawrence Hopkins, Accounting Manager, Health and Human Services, no written testimony

8:41 AM Sheila Sandness, Legislative Council, answered questions from the committee, no written testimony

Additional written testimony:

- Tim Blasl, President North Dakota Hospital Association, testimony # 19165

8:47 AM Chairman Sorvaag adjourned the meeting.

Kathleen Hall, Committee Clerk

2023 SENATE STANDING COMMITTEE MINUTES

Appropriations – Education and Environment Division Sakakawea Room, State Capitol

SB 2287
2/10/2023

A BILL for an Act relating to the health care professional student loan repayment program; and to provide an appropriation.

9:19 AM Chairman Sorvaag opened the meeting.
Senators Sorvaag, Schaible, Krebsbach, Rust, and Meyer are present.

Discussion Topics:

- Loan repayment
- Open to all categories of nurses
- Fund amount
- Ongoing or one-time

9:22 AM Senator Schaible introduced SB 2287.

9:23 AM Senator Schaible moved DO PASS. Senator Meyer seconded the motion.

9:25 AM Senator Schaible withdrew his motion.

9:26 AM Senator Schaible moved to AMEND SB 2287 to increase the dollar amount from \$528,480. to \$600,000.

Senator Krebsbach seconded the motion.

Senators	Vote
Senator Sorvaag	Y
Senator Schaible	Y
Senator Krebsbach	Y
Senator Rust	Y
Senator Meyer	Y

Motion passed 5-0-0

9:27 AM Senator Schaible moved DO PASS AS AMENDED.

Senator Meyer seconded the motion.

Senators	Vote
Senator Sorvaag	Y
Senator Schaible	Y
Senator Krebsbach	Y
Senator Rust	Y
Senator Meyer	Y

Motion passed 5-0-0

Senator Schaible will carry the bill.

9:30 AM Senator Sorvaag closed the meeting.

Carol Thompson, Committee Clerk

2023 SENATE STANDING COMMITTEE MINUTES

Appropriations Committee Roughrider Room, State Capitol

SB 2287
2/15/2023

Relating to the health care professional student loan repayment program; and to provide an appropriation.

10:26 AM Chairman Bekkedahl opened the meeting.

Members present: **Senators Bekkedahl, Krebsbach, Burckhard, Davison, Dever, Dwyer, Erbele, Kreun, Meyer, Roers, Schaible, Sorvaag, Vedaa, Wanzek, Rust, Mathern are present.**

Discussion Topics:

- Committee action

10:27 AM Senator Schaible moves **DO NOT PASS**.
Senator Burckhard seconded.

Roll call vote.

Senators	Vote
Senator Brad Bekkedahl	Y
Senator Karen K. Krebsbach	Y
Senator Randy A. Burckhard	Y
Senator Kyle Davison	Y
Senator Dick Dever	Y
Senator Michael Dwyer	Y
Senator Robert Erbele	Y
Senator Curt Kreun	Y
Senator Tim Mathern	Y
Senator Scott Meyer	Y
Senator Jim P. Roers	Y
Senator Donald Schaible	Y
Senator Ronald Sorvaag	Y
Senator Shawn Vedaa	Y
Senator Terry M. Wanzek	Y
Senator David Rust	Y

Motion passed. 16-0-0

10:28 AM Senator Schaible will carry SB 2287.

10:32 AM Chairman Bekkedahl Adjourned meeting.

Nathan Liesen on behalf of Kathleen Hall, Committee Clerk

REPORT OF STANDING COMMITTEE

SB 2287: Appropriations Committee (Sen. Bekkedahl, Chairman) recommends **DO NOT PASS** (16 YEAS, 0 NAYS, 0 ABSENT AND NOT VOTING). SB 2287 was placed on the Eleventh order on the calendar. This bill does not affect workforce development.

TESTIMONY

SB 2287

Testimony on SB 2287
Senate Industry and Business Committee
January 10, 2023

Good morning, Senator Wobbema of the Senate Workforce Development Committee. My name is Bonnie Vangerud, Vice Chair of the North Dakota Organization of Nurse Leaders. NDONL represents both critical access as well as acute care hospitals across North Dakota. We are here to support SB 2287 relating to the health care professional student loan repayment program; and to provide an appropriation. We appreciate Senator K. Roers and K. Hogan as well as other bill co-sponsors in bringing this issue forward.

NDONL is supportive of having a student loan repayment bill.

Currently, there are numerous shortages of healthcare workers throughout the state ND. Many staff have been leaving their current employer to become a travel nurse as the pay is higher. You also may have heard that MN had a wage increase of nursing staff of 18% and with Fargo being a boarder city we could easily lose ND nurses to MN.

The loan repayment could really help recruit and retain nurses. There is a crisis for nurses across the spectrum in ND (urban and rural). We encourage this bill to be open to all healthcare organizations and Registered Nurses (new hires as well as current full time staff who have student loans) who work within the state of North Dakota.

SB 2287 has been drafted to create another way to recruit and retain nurses throughout the state by:

- Providing loan repayment up to 4,000 per year or 20,000 in 5 years – this could help stabilize the work environment
- This would allow staff more income to live and stay in their current work environment

We envision the loan repayment to help recruit, retain and stabilize the work force as well as recognize staff that have continued to work in their positions and organizations, as we want this to continue.

Thank you again for the opportunity to testify. I would be happy to answer any questions.

Bonnie Vangerud, Vice Chair
North Dakota Office of Nurse Leaders
5225 23rd Ave. South
7th Floor
Fargo, ND 58104
(701)793-8437

January 25, 2023

Re: Testimony in support of SB 2287

Dear Chairman Wobbema, Vice Chair, and members of the Workforce Development Committee,

I'm Dr. Beth Sanford, President-Elect of the North Dakota Nurses Association and a member of the Nursing Recruitment and Retention committee, comprised of members of other state nursing associations.

We are bringing forward this bill SB2287, RN student loan forgiveness, as an immediate strategy to attract a nursing workforce to meet staffing demands.

Offering student loan forgiveness has been used for years to attract teachers and doctors to rural areas. Hospitals in small communities often offer supporting loan reimbursement. It works for the agreement period. However, the cost of nursing school has risen tremendously, with students graduating with 40-80K of debt.

The profession of nursing needs to do something drastic now to encourage North Dakota residents and residents of other states to enter the profession and choose to live and work in North Dakota.

Loan Forgiveness Works. It is essentially a tiebreaker for an individual nurse making the decision of where to buy a home, live and work.

Thank you for your time and consideration. Can I answer any questions?

Beth Sanford, DNP, MSN, RN, ACN, CLC

President-Elect of the North Dakota Nurses Association

RE: SB2287 Nursing Loan Forgiveness \$20,000 over 5 years

Dear Chairman Wobbema and members of the workforce development,

I want to take your time to express the importance of this bill. I am currently a Minnesota resident. I was born and raised in North Dakota and moved to Minnesota ten years ago. I am a current nursing student at Rasmussen University. I will be left with approximately \$30,000 in student loan debt when I graduate. I am a newly single mom and debating moving back to North Dakota as that is where I will be working. If this bill is passed, this would be a deciding factor in whether to move back to North Dakota. This would be a life-changing opportunity.

This would help with the shortage of nurses in North Dakota. This would also help to retain nurses in North Dakota. When there is adequate staff, it improves the job's quality. This would give a significant incentive for North Dakota nurses to remain in North Dakota. Currently, our nurses in this area choose to travel rather than stay here. This would create a positive snowball effect on the quality of patient care, nursing educators, appropriate nurse-to-patient ratios, and job quality for nurses. This would also encourage current nurses to continue their education to become educators, which is greatly needed in North Dakota.

Thank you for your time,
Amber Tougas

Regarding SB 2287 Nursing Loan forgiveness

Dear Chairman Wobbema and members of the workforce development,

I am a nursing student working towards my Registered Nurse (RN) license, here in North Dakota. The Nursing Loan Forgiveness bill would affect me tremendously. Gratefully, I will be graduating nearly debt free due to my dad putting part of his GI bill in my name, but I have limited months of assistance. I do not want to stop at my RN. This bill would help me achieve my Bachelor of Nursing (BSN), which would allow me to work as a nursing leader in the hospital setting. North Dakota is in desperate need of valuable nurses and nursing instructors. If this bill is passed it would serve as an incentive for me to stay in North Dakota and build my life and career here. Without the \$20,000 Nursing Loan Forgiveness there's no reason I wouldn't move to another state and make more money being a travel nurse while earning my BSN.

Kindest regards,

Savanna B. Elendu

January 24, 2023

Dear Chm. Wobbema & Members of the Workforce Development Comm.:

Attention: SB2287 Nursing Loan Forgiveness Bill

I write to appeal to you about the importance of helping me, my family, and my community (Minority Community) vote in favor of passing this bill.

Personally, now enrolled in a private university (Rasmussen University) to achieve my associate degree in nursing, which will enable me to become a Registered Nurse (RN) after passing my state board examinations, I am aware and overwhelmed by the vast debt (approximately \$45K-\$50K) that this academic decision has placed on me and how increasing of a burden this debt might continue to be for my family. For this reason, other peers in similar programs from the same background and I might be conditioned into being traveling nurses, which will then take away our expertise and workforce from our Fargo Community and possibly North Dakota at large.

Secondly, the importance of passing this SB2287 Nursing Loan Forgiveness bill will make my family and me explore lifetime investments such as buying a home, creating a small business, and giving back to the Fargo community in whatever way.

Furthermore, as an African American who resides in the Fargo Community with my family, the passing of this bill will also open opportunities for me and people of the minority community to further our education and become professionals (BSN, APRN, etc.) and educators within the health field, which will lead to increased diversity and feel of my community being represented across the workforce.

Thanks for your understanding and the tremendous job you do for North Dakotans.

Yours truly,
Jerome J Zulu.

901 42nd street S. Apt 208

Fargo ND 58103

January 25, 2023

Chairman Wobbema and Members of the Workforce Development

SB 2287 Nursing Loan Forgiveness

20,000 Over five years.

Dear sir / Madam,

I hope that this letter will meet you in good condition of health.

Regarding the above information on SB 2287 Nursing Forgiveness Loan, I am a future nurse who would benefit from such an opportunity for student loan forgiveness. Presently, I am in my 3rd quarter, and I already owe 41,000 dollars. I will be grateful if such help is given to me so I can start helping the in these hospitals that are in desperate need of nurses. This money will really help me in making a down payment as I have been planning to buy a house in the state of North Dakota instead of continuously paying rent as a breadwinner and a single mother of three children. Thank you very much.

Yours sincerely

Fatmata K Sesay

RN student Rasmussen University.

I am writing a letter about nursing loan forgiveness. I am Eritrean, who came to the US at age 17 and graduated high school in California. My family used to live in CA. I am currently in an associate's program for RN in Fargo, but want to continue my nursing education to obtain a Bachelor's degree. This loan forgiveness will help me to accomplish my dream and stay in ND. I will graduate with this much debt from my AND program: 25000. This will give me an incentive to work, live and buy home in ND instead of going back to CA.

Jewet Tedla

1/25/23

Praise Angel Lucky SB2287

Nursing Loan forgiveness

1/25/2023

Hello, workforce development members and chairman Wobbema.

I am Student Praise Lucky from the Rasmussen University. As an immigrant pursuing her aspirations and objectives. Regarding the pressure on school finance and tuition, this is among the best suggestions and news I have heard thus far. This bill will be among the best things that could happen to us students, as someone who has lived in the state for more than 7 years. If this measure is passed into law, it will give me the confidence to stay in my state after I graduate. This will prevent me from become a travel nurse, which I was considering doing because of the significant amount of student debt I currently owe. My finest idea was to enroll in travel nursing to help pay off my 38–40-thousand-dollar student loan balance. I hope you take the time and thoughts on this bill.

Sincerely

Praise Angel Lucky

I support this bill, SB2287, as it is a great way to appeal to people who are considering nursing as a career choice and North Dakota as an employment location. Looking at nursing programs now compared to when I was a nursing student (12 years ago), the number of applicants seems to have greatly decreased. This means less amount of nurses coming into the workforce and more competition for employers. This results in a nursing shortage within our state and facilities. This can lead to a decrease in the ability to provide patient care, can cause unsafe patient care or ratios, and cause burn out among nurses.

By passing this bill, it would likely attract people who may have considered a career in nursing to go ahead and choose this career. It would also attract nurses to choose to work in North Dakota instead of a bordering state such as Minnesota or South Dakota.



◇ 1912-2023 ◇
1515 Burnt Boat Drive
Suite C #325
Bismarck, ND 58503
701-335-6376

Testimony in Support of SB 2287
Senate Workforce Development Committee

January 26, 2023

Chairman Wobbema and Senate Workforce Development Committee Members:

Good morning. My name is Sherri Miller. I would like to address you today in support of SB 2287. I am representing a part of the healthcare team that makes up the largest group of professionals, nurses. I have been a registered nurse in North Dakota for 24 years. I am also the Executive Director for the North Dakota Nurses Association. The NDNA is the only professional organization representing all nurses in North Dakota. Part of our mission is to advance the nursing profession by promoting the professional development of nurses and to advocate on health care issues affecting nurses and the public. Right now, we are actively advocating for the nursing workforce with recruitment and retention tactics.

North Dakota and the nation have been facing a shortage for many years, and it is only getting worse. According to a study published in the *National Library of Medicine*, there are many factors contributing to the nursing shortage, including:

- Lack of educators and schooling - nursing school enrollment hasn't kept up with the pace of projected demand. There is also a lack in the necessary number of nursing school faculty members. Without enough teachers, we don't have enough nurses caring for patients.
- High turnover rate - oftentimes due to burnout
- An aging workforce - over half of the RN workforce is currently over 50 years old. There is also a need for more healthcare as the population will need services as well.

Thankfully, many students in North Dakota are working hard to obtain their Associate or Bachelor of Science in nursing degrees with the intent to stay and work here. However, after their student loans and scholarships, they typically have a sizable debt. They often look out of state or take travel nursing positions to make a higher wage and more quickly pay off their debts. Senate Bill 2287 could allow nurses like these to get a break on their large student loans and could provide an incentive to stay and work in ND and not do travel nursing. They can even further their education to work as nursing educators.

We respectfully ask you to pass SB 2287, loan repayment for registered nurses.

This concludes my testimony.

Thank you,

Sherri Miller, BS, BSN, RN
Executive Director
North Dakota Nurses Association



2023 Senate Bill 2287
Senate Workforce Development Committee
Senator Michael Wobbema, Chairman
January 26, 2023

Chairman Wobbema and members of the Senate Workforce Development Committee, I am Tim Blasl, President of the North Dakota Hospital Association (NDHA). I testify in support of Senate Bill 2287 and ask that you give the bill a **Do Pass** recommendation.

Hospitals support this bill because it helps with our number one challenge: workforce.

To give an idea of how big this challenge is, NDHA conducted a nursing survey last summer. It showed that there were 1,326 nurse openings throughout the state. And hospitals contracted with staffing agencies for another 717 nurses. In total, hospitals have over 2,000 nurse openings.

The lack of nurses challenges our hospitals in both the rural and urban areas. Urban hospital wages have increased \$382 million since 2019, mainly due to contract labor. The escalating cost of contracted nursing staff and the upward pressure it puts on wages is not sustainable.

I do not have the magical answer to fill all these openings but adding nurses to the list of health care professions that may participate in the state's student loan repayment program is definitely part of the answer.

Please give the bill a **Do Pass** recommendation.

Respectfully Submitted,

Tim Blasl, President
North Dakota Hospital Association



SB 2287
Senate Workforce Committee
January 26, 2023, 9:00am

Chairman Wobbema and members of the Senate Workforce Committee. My name is Kalee Werner, Primary Care Office Director within the North Dakota Department of Health and Human Services, Division of Public Health. I am available online to answer any questions you may have related to Senate Bill 2287, relating to the health care professional student loan repayment program.

Chisom Angela Amadi
4466 47TH ST S APT 203
FARGO, ND 58104.

Chairman Wobbema Member of the Workforce Development

SB 2287 Nursing Loan Forgiveness

16,320 one year.

Dear Workforce Development,

I hope that letter this letter will meet you in good condition of health.

Regarding the above information on SB 2287 Nursing Forgiveness Loan, My name is Chisom Amadi a nursing student in Rasmussen university Fargo ND. I am so passionate of becoming a Nurse, I love people and it gives me joy to see people smile because of a kind care I offer to them as a CNA. I saw that nursing is the best thing I could do to give more care to our communities in North Dakota. I currently owe 16,320-dollar Tuition and fees. I was paying My school fees out pocket until now, I could not afford to continue paying I fear that I may drop out of schooling if I don't pay my fees. I had a baby and lost my job as well. Presently, my schedule in class and clinical does not give time to go back to work. Things are hard on me as a single mother of two. I never went to school in my country Africa because of poverty and I lost my parents at age 6, things were difficult for me as child until I came to USA, and I found joy of living again. I am so grateful am in here and in that regards, I am saying GOD BLESS USA, GOD BLESS NORTH DAKOTA STATE.

Thank you!

Godwin Emeka Oruh

2641 15TH ST S APT 34

FARGO, ND 58103.

Chairman Wobbema Member of the Workforce Development

SB 2287 Nursing Loan Forgiveness

\$33,621.06

Dear Workforce Development,

I hope that letter this letter will meet you in good condition of health.

Regarding the above information on SB 2287 Nursing Forgiveness Loan, My name is Godwin Emeka Oruh, I am a nursing student. I am so passionate about Nursing, I love people and it gives me joy to see people smile and happy because of the cares I offered to them, I have been a care giver for so many years in ND and it's a great opportunity. I saw that nursing is the best thing I could do to give more care to our communities in North Dakota. I currently owe 33,621.06-dollar in student loans . Becoming a nurse is a great opportunity to continue putting smile and educate our great communities to live a healthy life.

God Bless USA.

Thank you!

4732 River Oaks Circle

Grand forks ND58201

January 25, 2023

Chairman Wobbema and Members of the Workforce Development

SB 2287 Nursing Loan Forgiveness

20,000 over five years.

Dear sir/Madam,

I write this letter in good faith and hope that you will receive it well. My name is Florence Azenkeng, I am in the third quarter of my nursing program. Nursing is something that I have always wanted to do since I was a child; growing up till this age, I have always wanted to help people; I love the smile and sparkle that comes on people's faces when you do something good for them. I love helping people, and that is why I saw that the best thing I could do is to be a nurse so that I can help those who cannot help themselves. All along, I have been struggling with juggling between work and school, there are times that I even had to drop from school because I could not pay my tuition, the sequence then was that I would gather some money then go back to school, this has actually happened for a long time. I currently owe more than \$40,000 student loan with very high interests, I have not currently been able to repay my student loan because of financial hardships, I really struggle to pay my tuition fees, I previously paid my fees on the last day before my exams, currently, I have not paid my tuition fees. I am trying to secure a CNA job, (Certified Nursing Assistant) so that I can be able to make some little money that will help me pay for my tuition, since I cannot qualify for financial aid, reason being I did not pay.

I would be really happy if you grant my appeal as this will not only help me focus on my school but also my family and other things around me. For instance, today I was supposed to write my exam but I did not go for the exam because I went for orientation for my new job in order to at

least get some money to pay for my tuition, for without the work I cannot pay for my tuition. I would really appreciate if you give me the opportunity to follow my career of interest and achieve my dream so that when I will be done, I will give back to the society and help someone or people who are like me and also to save the lives of those who are sick. North Dakota is my home, I got all my four children here in North Dakota, and this is where I am going to spend my life; I will surely give back to the community; I, therefore, appeal to you to give me the opportunity to continue and finish my program.

Thank you so much.

Nursing Facility Facts

Nursing Facility WORKFORCE



- The top issue facing nursing facilities is workforce.
- In July 2022, the midpoint CNA wage was \$19.71.
- 50% of nursing facilities stopped admissions in 2022 because of lack of staff.
- 90% of nursing facilities used contract agency staff in 2022.
- During the pandemic nursing facilities lost 15.3% of their staff and they have not returned.

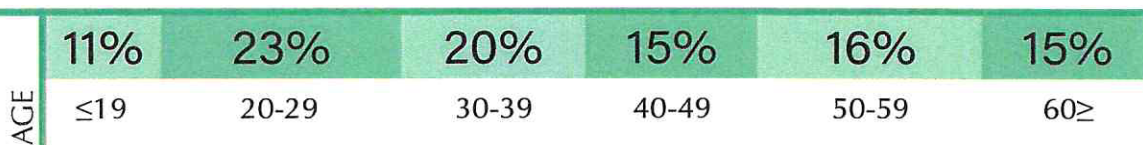


- In the past year, contract nursing costs have more than doubled from the previous 12 months, spending \$63.8 million compared to \$28.8 million.
- Thirty-one percent of the workforce is age 50 or older, with the oldest employee being 90.
- During the pandemic, five nursing facilities closed and 60% of those remaining are operating at a loss.

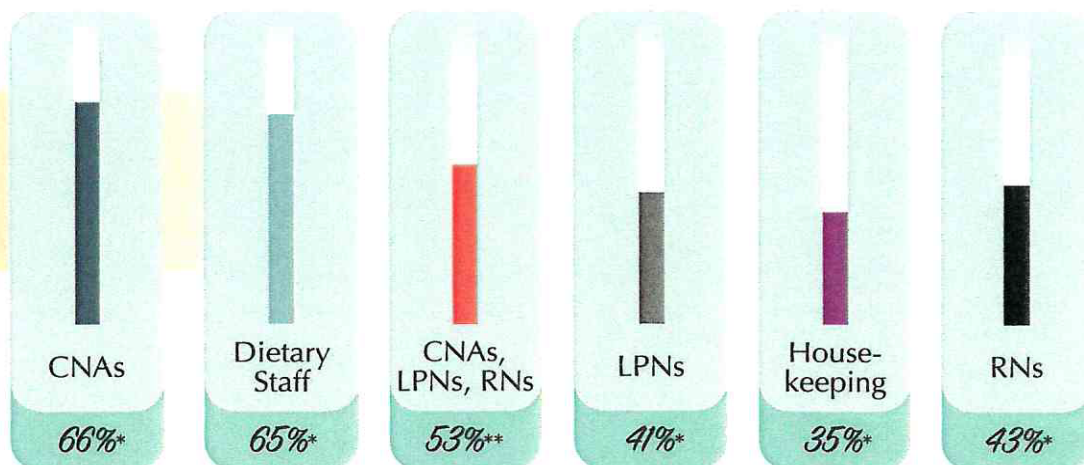


Age of Nursing Facility Workforce

n=5677



2022 Nursing Facility Staff Turnover



*NDLTCA Survey
 **CMS PBJ Reporting

Long Term Care Facility Closures
Updated January 2023

City	Facility	NF Beds	BC Beds	Close Date
Bismarck	CHI St. Alexius Health - TCU	19		July 2022 *
Bowman	Southwest Healthcare Services	34		December 2021
Crosby	St. Luke's Sunrise Care Center	35		September 2021
Devils Lake	Eventide Devils Lake (closed 1 of 2 NF)	48		January 2021
Mott	GSS - Mott	42		June 2022
Northwood	Northwood Deaconess health Center	32		2024
Rugby	Heart of America	33		2024
Wilton	Redwood Village		16	July 2022
		243	16	

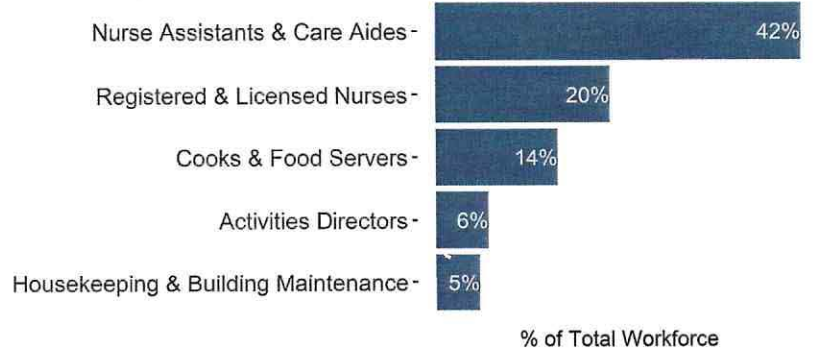
*Temporarily Closed - Has the option to re-open by 04-01-2023



Skilled Nursing Workforce

7,205 Employees

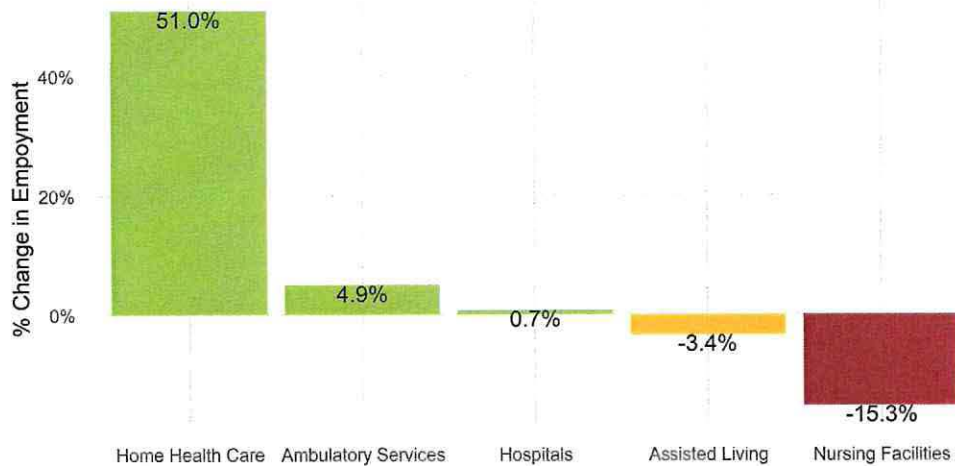
Top 5 Occupations



Impact of COVID

While some health care industries have reached or surpassed pre-pandemic staffing levels, long term care facilities are still experiencing substantial job losses alongside rising wage costs and increasing agency staff use.

Percent Change in Employment by Health Care Sector
Feb 2020 - Jun 2022



10.4%
Increase in Average Weekly
Wage: Mar'20 - Jun'22

2.1x
Increase in Agency Nurse Staff
Hours: Q4'19 - Q2'22

Sources: Bureau of Labor Statistics, Quarterly Census of Employment and Wages (Jun 2022) and Occupational Employment and Wage Statistics (May 2021) for NAICS Industries 623 and 6231. CMS Payroll Based Journal (2019-2022)

Nursing Facilities

North Dakota is ranking high Resident Satisfaction

Item	Rating Value	North Dakota	United States
Overall Satisfaction	4 & 5	89%	75%
Nursing Care	4 & 5	92%	82%
Cleanliness	4 & 5	96%	86%
Dignity & Respect	4 & 5	96%	89%
Recommend to Others	4 & 5	93%	80%
Safety & Security	4 & 5	97%	91%
Individual Needs	4 & 5	92%	80%



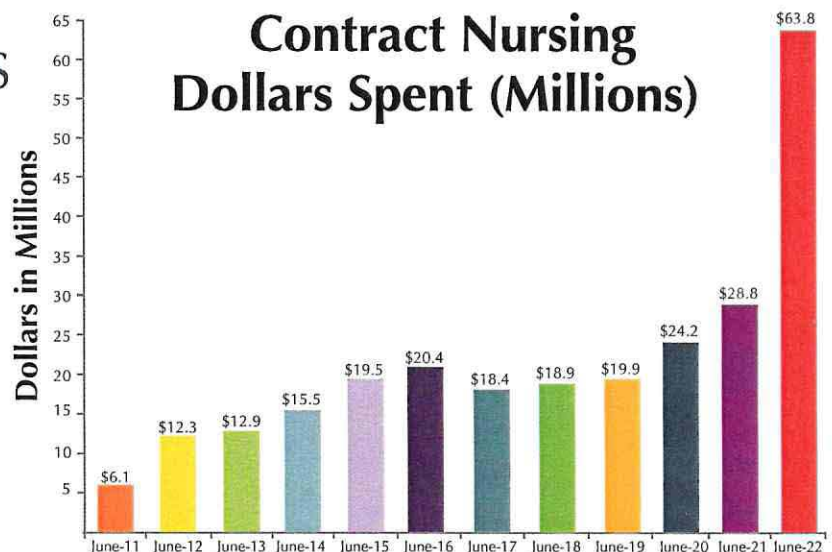
CMS tracks the hours worked by different types of staff in nursing facilities. These hours are used to calculate a ratio of staffing hours per resident per day. Hours per resident per day indicate the average amount of time staff are available to spend with each resident per day.

- ND Nurse hours per day **4.66**
- US Nurse hours per day **3.77**

Contract Nursing IN NURSING FACILITIES

When facilities face staffing shortages, one option is to use contract staff to provide daily resident care. In the past 11 years, the amount spent on contract nursing has increased over 400%.

Contract Nursing Dollars Spent (Millions)





2023 Senate Bill 2287
Senate Appropriations Committee – Education and Environment Division
Senator Ronald Sorvaag, Chairman
February 6, 2023

Chairman Sorvaag and members of the Senate Appropriations Committee – Education and Environment Division, I am Tim Blasl, President of the North Dakota Hospital Association (NDHA). We support Senate Bill 2287 and ask that you give the bill a **Do Pass** recommendation.

Hospitals support this bill because it helps with our number one challenge: workforce.

To give an idea of how big this challenge is, NDHA conducted a nursing survey last summer. It showed that there were 1,326 nurse openings throughout the state. And hospitals contracted with staffing agencies for another 717 nurses. In total, hospitals have over 2,000 nurse openings.

The lack of nurses challenges our hospitals in both the rural and urban areas. Urban hospital wages have increased \$382 million since 2019, mainly due to contract labor. The escalating cost of contracted nursing staff and the upward pressure it puts on wages is not sustainable.

I do not have the magical answer to fill all these openings but adding nurses to the list of health care professions that may participate in the state's student loan repayment program is definitely part of the answer.

Please give the bill a **Do Pass** recommendation.

Respectfully Submitted,

Tim Blasl, President
North Dakota Hospital Association

Nursing Facility Facts

Nursing Facility WORKFORCE

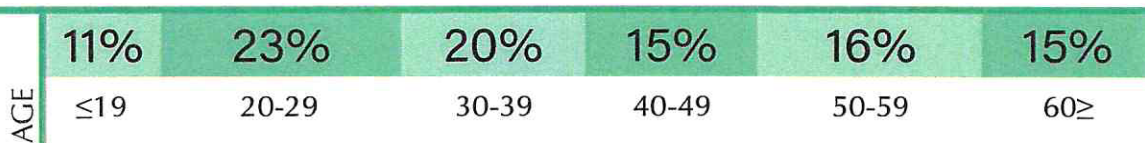


- The top issue facing nursing facilities is workforce.
- In July 2022, the midpoint CNA wage was \$19.71.
- 50% of nursing facilities stopped admissions in 2022 because of lack of staff.
- 90% of nursing facilities used contract agency staff in 2022.
- During the pandemic nursing facilities lost 15.3% of their staff and they have not returned.
- In the past year, contract nursing costs have more than doubled from the previous 12 months, spending \$63.8 million compared to \$28.8 million.
- Thirty-one percent of the workforce is age 50 or older, with the oldest employee being 90.
- During the pandemic, five nursing facilities closed and 60% of those remaining are operating at a loss.

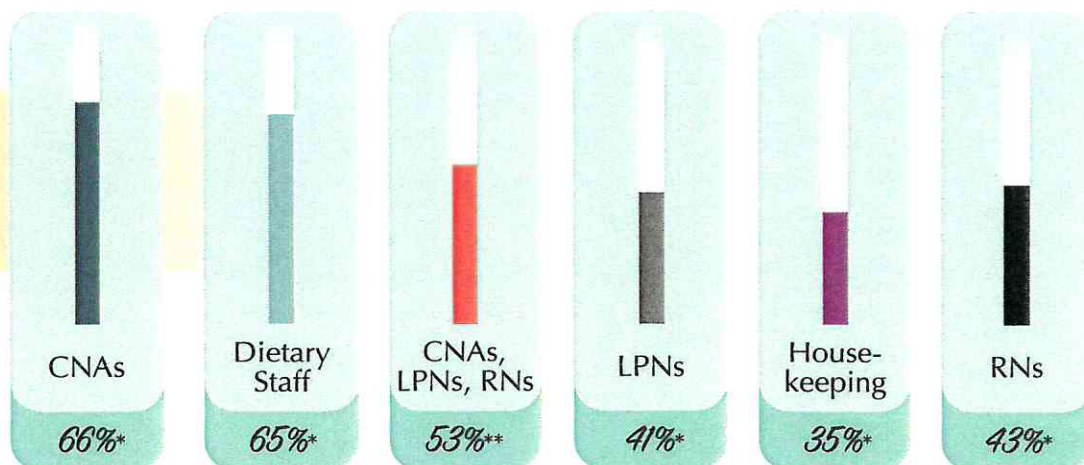


Age of Nursing Facility Workforce

n=5677



2022 Nursing Facility Staff Turnover



*NDLTCA Survey
 **CMS PBJ Reporting

Long Term Care Facility Closures
Updated January 2023

City	Facility	NF Beds	BC Beds	Close Date
Bismarck	CHI St. Alexius Health - TCU	19		July 2022 *
Bowman	Southwest Healthcare Services	34		December 2021
Crosby	St. Luke's Sunrise Care Center	35		September 2021
Devils Lake	Eventide Devils Lake (closed 1 of 2 NF)	48		January 2021
Mott	GSS - Mott	42		June 2022
Northwood	Northwood Deaconess health Center	32		2024
Rugby	Heart of America	33		2024
Wilton	Redwood Village		16	July 2022
		243	16	

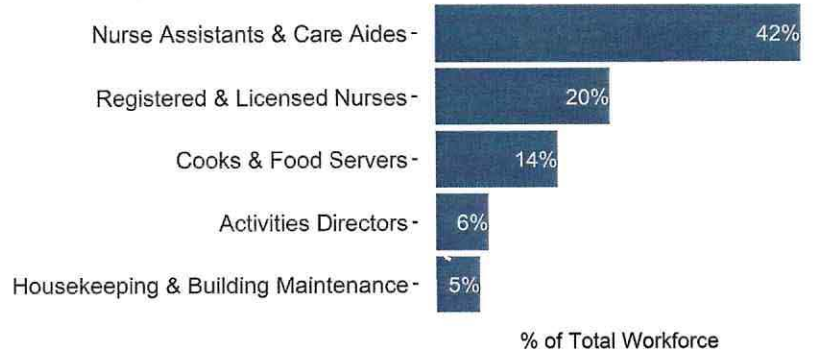
*Temporarily Closed - Has the option to re-open by 04-01-2023



Skilled Nursing Workforce

7,205 Employees

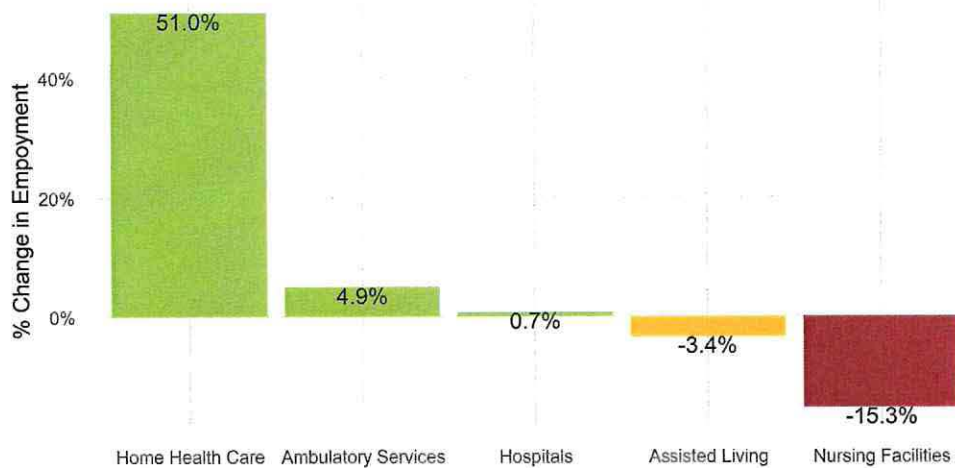
Top 5 Occupations



Impact of COVID

While some health care industries have reached or surpassed pre-pandemic staffing levels, long term care facilities are still experiencing substantial job losses alongside rising wage costs and increasing agency staff use.

Percent Change in Employment by Health Care Sector
Feb 2020 - Jun 2022



10.4%
Increase in Average Weekly
Wage: Mar'20 - Jun'22

2.1x
Increase in Agency Nurse Staff
Hours: Q4'19 - Q2'22

Sources: Bureau of Labor Statistics, Quarterly Census of Employment and Wages (Jun 2022) and Occupational Employment and Wage Statistics (May 2021) for NAICS Industries 623 and 6231. CMS Payroll Based Journal (2019-2022)

Nursing Facilities

North Dakota is ranking high Resident Satisfaction

Item	Rating Value	North Dakota	United States
Overall Satisfaction	4 & 5	89%	75%
Nursing Care	4 & 5	92%	82%
Cleanliness	4 & 5	96%	86%
Dignity & Respect	4 & 5	96%	89%
Recommend to Others	4 & 5	93%	80%
Safety & Security	4 & 5	97%	91%
Individual Needs	4 & 5	92%	80%



CMS tracks the hours worked by different types of staff in nursing facilities. These hours are used to calculate a ratio of staffing hours per resident per day. Hours per resident per day indicate the average amount of time staff are available to spend with each resident per day.

- ND Nurse hours per day **4.66**
- US Nurse hours per day **3.77**

Contract Nursing IN NURSING FACILITIES

When facilities face staffing shortages, one option is to use contract staff to provide daily resident care. In the past 11 years, the amount spent on contract nursing has increased over 400%.

Contract Nursing Dollars Spent (Millions)

