

1 Relating to Nursing Workforce

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3 Section 1: The Hawaii State Center for Nursing (HSCN) was
4 established by Act 198, SLH 2003 to collect and analyze data and
5 prepare and disseminate written reports and recommendations
6 regarding the current and future status and trends of the
7 nursing workforce; conduct research on best practice and quality
8 outcomes; develop a plan for implementing strategies to recruit
9 and retain nurses; and research, analyze, and report data
10 related to the retention of the nursing workforce. At the time,
11 work effort was estimated at three full time equivalents. This
12 Act also established that nurses, through nurse license fees,
13 shall fund the activities of the Center for Nursing.

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15 Since that time, the Center has created statewide initiatives
16 for nursing that addressed workforce needs to prevent predicted
17 workforce shortages.¹ These include consistently providing
18 workforce research on the nursing supply and education capacity
19 for nurse education, creating statewide Evidence-Based Practice,
20 Nurse Residency and Centralized Clinical Placement programs;
21 each of these programs are notable for being the first statewide
22 program in the nation and having broad partnerships with our
23 nursing employers and schools of nursing.

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25 The Legislature finds that HSCN has helped increase access to
26 health care services in our rural and underserved communities
27 through policy change, program development, and leading shifts
28 in the environment. Through the efforts of the HSCN APRN
29 Practice and Policy Taskforce, working with state departments
30 including Commerce and Consumer Affairs Board and Nursing,
31 Health, and Labor and Industrial Relations, and the generous
32 support of legislators, APRNs now benefit from scope of practice
33 laws that are aligned with national best practices. When these
34 scope of practice environments improve, APRNs numbers increase.
35 For Hawaii, this resulted in a doubling of our APRN workforce.
36 As a result, we have more APRNs working in all areas of Hawai'i,
37 making healthcare more accessible to our rural and neighbor
38 island residents of Hawai'i.

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40 HSCN supports development of nurses by ensuring equitable access
41 to clinical education. As a result, the state has staved off
42 clinical education shortages, been able to maintain nursing
43 education cohorts at the class sizes needed to sustain the
44 state's nursing workforce needs, and improved academic-practice

¹ "New UH center addresses nursing shortage". July 24, 2003
<https://www.bizjournals.com/pacific/stories/2003/07/28/story5.html>

1 and partnership and collaboration between schools and between
2 practice settings.

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4 In addition to ensuring there are adequate nurses in the state,
5 the Center has committed itself to supporting nurses who have
6 robust skills to ensure quality outcomes for patient. The
7 Hawai'i Academic Progression In Nursing program led Hawai'i to
8 become the most highly educated nursing workforce in the nation
9 by 2019. Outcomes of increasing the minimum education for nurses
10 includes improved patient care and safety; reduction in
11 readmission rates, lengths of stay, and deaths, leading to
12 improved cost savings in addition to improved care. This program
13 now is expanded to address professional development across the
14 professional lifespan of a nurse with the overarching goal that
15 a nurses lifelong learning contributes to the safety and
16 wellbeing of the patients they serve.

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18 After the 2008 recession's devastating impacts to new graduate
19 nurse employment opportunities in hospitals, HSCN led the state
20 in developing the Hawaii Nurse Residency Program Collaborative,
21 which as of 2020, has facilitated over 1,000 new graduate nurses
22 being hired into hospitals and supported in their first year of
23 employment. Retention rates for new graduate nurses in Hawai'i
24 are now at 95-99%, as compared to 85% for nurses without this
25 support.

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27 The Center has maintained continuous workforce research efforts
28 since 2007, improved the visibility of the nursing workforce and
29 education capacity. These research efforts have been utilized by
30 schools for reaccreditation, facilities to compare their staff
31 to the state, and most recently, the Center produced data
32 reports that the Department of Health and HiEMA used for crisis
33 response, vaccination planning, and other uses.

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35 The Center continues to play a critical role in the response to
36 COVID-19, including leading the call for nurses during the fall
37 2020 COVID hospital surge. In just two weeks, we received 1,900
38 responses from nurses; health care facilities and locally
39 contracted staffing agencies continue to contact these nurses to
40 support COVID-19 surge staffing needs and support vaccination
41 efforts. The Center partnered with the University of Hawaii at
42 Manoa and Healthcare Association of Hawaii to increase relevant,
43 locally produced accredited nursing professional development on
44 COVID-19 for nurses in all settings of care, and co-lead an
45 initiative with state stakeholders to identify and tactically
46 respond to provider shortages.

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1 While the cost of goods and services has increased in Hawai'i
2 since 2003, including nearly a 180% increase in home prices,
3 over 60% increase in minimum wage, and over 260% increase in
4 public university tuition, the nurse license fee and
5 consequently, the HSCN fee revenue, has not been increased since
6 2003. In addition, as the complexity and need for statewide
7 coordination of nursing efforts increased, staffing needs also
8 increased. Therefore, this measure proposed to increase the
9 license fee contribution by nurses from \$20 per license year to
10 \$30 per license year, or a sum of \$60 per license cycle.

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12 At this same time, the Legislature finds that challenges to
13 securing adequate nursing workforce supply survey responses
14 severely limited HSCN's ability to continue to inform policy
15 makers, healthcare leaders and others on the availability and
16 characteristics of the nursing workforce in this state.
17 Requiring all nurses to respond to the workforce supply survey
18 is a clear requisite to ensuring the public's safety during
19 episodes of critical healthcare demand including pandemics and
20 natural disasters, as well as providing robust nursing care and
21 a resilient nursing workforce at all times.

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24 Section 2: Section 457-9.5, Hawaii Revised Statutes, is amended
25 by amending subsection (a) to read as follows

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27 **[\$457-9.5] Center for nursing fee.** [(a)] Upon the
28 issuance of a new license and at each license renewal
29 period, each nurse shall pay an additional fee of \$~~[40]~~
30 60, which shall be deposited in a separate account in the
31 compliance resolution fund established pursuant to
32 section 26-9(o).

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35 SECTION 3: Chapter 457-2, Hawaii Revised Statutes, is amended by
36 adding the definition as follows:

37 "Center for Nursing workforce supply survey" means the nursing
38 workforce supply survey conducted biennially by the Center for
39 Nursing that asks nurses to provide information about their
40 demographics, specialty, setting of work, and other information
41 necessary to inform the state on the characteristics of the
42 Hawaii nursing workforce.

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45 SECTION 4: Chapter 457-7, Hawaii Revised Statutes, is amended by
46 adding subsection (h) to read as follows:

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2 **§457-7 Registered nurses; qualifications; licenses; fees;**
3 **title; existing licensed nurses; verification of licenses;**
4 **eligibility.**

5 (h) Any person who holds a license to practice nursing as a
6 registered nurse in this State shall respond to the Center for
7 Nursing workforce supply survey in conjunction with license
8 renewal. License renewal is not contingent upon responding to
9 the Center for Nursing workforce supply survey. Failure to
10 respond to the Center for Nursing workforce supply survey will
11 not result in encumbrance of the nurse's license.

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13 SECTION 5: Chapter 457-8, Hawaii Revised Statutes, is amended by
14 adding subsection (h) to read as follows:

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16 **§457-8 Licensed practical nurse; qualifications; license;**
17 **fees; title; existing licensed nurses; verification of licenses;**
18 **eligibility.**

19 (h) Any person who holds a license to practice nursing as a
20 licensed practical nurse in this State shall respond to the
21 Center for Nursing workforce supply survey in conjunction with
22 license renewal. License renewal is not contingent upon
23 responding to the survey. Failure to respond to the Center for
24 Nursing workforce supply survey will not result in encumbrance
25 of the nurse's license.

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28 SECTION 6. Statutory material to be repealed is bracketed and
29 stricken. New statutory material is underscored.

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31 SECTION 7. This Act shall take effect on July 1, 2022.

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35 **Report Title:**

36 Nursing; Center for Nursing Fee; Nursing Workforce Supply Survey

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38 **Description:**

39 Increases the center for nursing special fund fee;
40 requires nursing workforce supply survey participation
41 for license renewal