

# Multiple Agency Fiscal Note Summary

<b>Bill Number:</b> 5582 E 2S SB	<b>Title:</b> Nurse supply
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## Estimated Cash Receipts

NONE

Agency Name	2023-25		2025-27		2027-29	
	GF- State	Total	GF- State	Total	GF- State	Total
Local Gov. Courts						
Loc School dist-SPI	Fiscal note not available					
Local Gov. Other	Non-zero but indeterminate cost and/or savings. Please see discussion.					
Local Gov. Total						

## Estimated Operating Expenditures

Agency Name	2023-25				2025-27				2027-29			
	FTEs	GF-State	NGF-Outlook	Total	FTEs	GF-State	NGF-Outlook	Total	FTEs	GF-State	NGF-Outlook	Total
Office of Financial Management	.0	0	0	0	.0	0	0	0	.0	0	0	0
Department of Labor and Industries	1.1	0	0	275,000	1.1	0	0	260,000	1.1	0	0	260,000
Department of Health	4.6	1,156,000	1,156,000	1,156,000	2.5	625,000	625,000	625,000	1.8	464,000	464,000	464,000
Department of Veterans Affairs	.0	0	0	0	.0	0	0	0	.0	0	0	0
Superintendent of Public Instruction	Fiscal note not available											
Workforce Training and Education Coordinating Board	3.8	2,556,000	2,556,000	2,556,000	.1	20,000	20,000	20,000	.0	0	0	0
Community and Technical College System	.0	882,000	882,000	882,000	.0	1,024,000	1,024,000	1,024,000	.0	1,024,000	1,024,000	1,024,000
<b>Total \$</b>	<b>9.5</b>	<b>4,594,000</b>	<b>4,594,000</b>	<b>4,869,000</b>	<b>3.7</b>	<b>1,669,000</b>	<b>1,669,000</b>	<b>1,929,000</b>	<b>2.9</b>	<b>1,488,000</b>	<b>1,488,000</b>	<b>1,748,000</b>

Agency Name	2023-25			2025-27			2027-29		
	FTEs	GF-State	Total	FTEs	GF-State	Total	FTEs	GF-State	Total
Local Gov. Courts									
Loc School dist-SPI	Fiscal note not available								
Local Gov. Other	Non-zero but indeterminate cost and/or savings. Please see discussion.								
Local Gov. Total									

## Estimated Capital Budget Expenditures

Agency Name	2023-25			2025-27			2027-29		
	FTEs	Bonds	Total	FTEs	Bonds	Total	FTEs	Bonds	Total
Office of Financial Management	.0	0	0	.0	0	0	.0	0	0
Department of Labor and Industries	.0	0	0	.0	0	0	.0	0	0
Department of Health	.0	0	0	.0	0	0	.0	0	0
Department of Veterans Affairs	.0	0	0	.0	0	0	.0	0	0
Superintendent of Public Instruction	Fiscal note not available								
Workforce Training and Education Coordinating Board	.0	0	0	.0	0	0	.0	0	0
Community and Technical College System	.0	0	0	.0	0	0	.0	0	0
<b>Total \$</b>	<b>0.0</b>	<b>0</b>	<b>0</b>	<b>0.0</b>	<b>0</b>	<b>0</b>	<b>0.0</b>	<b>0</b>	<b>0</b>

Agency Name	2023-25			2025-27			2027-29		
	FTEs	GF-State	Total	FTEs	GF-State	Total	FTEs	GF-State	Total
Local Gov. Courts									
Loc School dist-SPI	Fiscal note not available								
Local Gov. Other	Non-zero but indeterminate cost and/or savings. Please see discussion.								
Local Gov. Total									

## Estimated Capital Budget Breakout

NONE

<b>Prepared by:</b> Breann Boggs, OFM	<b>Phone:</b> (360) 485-5716	<b>Date Published:</b> Preliminary 3/11/2023
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# Individual State Agency Fiscal Note

<b>Bill Number:</b> 5582 E 2S SB	<b>Title:</b> Nurse supply	<b>Agency:</b> 105-Office of Financial Management
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## Part I: Estimates

**No Fiscal Impact**

**Estimated Cash Receipts to:**

NONE

**Estimated Operating Expenditures from:**

NONE

**Estimated Capital Budget Impact:**

NONE

*The cash receipts and expenditure estimates on this page represent the most likely fiscal impact. Factors impacting the precision of these estimates, and alternate ranges (if appropriate), are explained in Part II.*

Check applicable boxes and follow corresponding instructions:

- If fiscal impact is greater than \$50,000 per fiscal year in the current biennium or in subsequent biennia, complete entire fiscal note form Parts I-V.
- If fiscal impact is less than \$50,000 per fiscal year in the current biennium or in subsequent biennia, complete this page only (Part I).
- Capital budget impact, complete Part IV.
- Requires new rule making, complete Part V.

Legislative Contact: Michele Alishahi	Phone: (360) 786-7433	Date: 03/07/2023
Agency Preparation: Keith Thunstedt	Phone: 360-810-1271	Date: 03/09/2023
Agency Approval: Jamie Langford	Phone: 360-902-0422	Date: 03/09/2023
OFM Review: Cheri Keller	Phone: (360) 584-2207	Date: 03/09/2023

## Part II: Narrative Explanation

### II. A - Brief Description Of What The Measure Does That Has Fiscal Impact

*Significant provisions of the bill and any related workload or policy assumptions that have revenue or expenditure impact on the responding agency by section number.*

Changes in this engrossed second substitute version compared to second substitute: Section 6 in the engrossed second substitute version changes the responsibility to conduct a contracted salary survey. The change removed OFM from completing the salary survey and instead requires the State Board for Community and Technical Colleges to contract with a firm with expertise in human resources consulting and healthcare for the salary survey on nurse educator compensation. This change removes OFM's fiscal impact assumptions from previous versions.

Engrossed Second Substitute version:

Section 6 requires the State Board for Community and Technical Colleges to contract with a human resource consulting firm to conduct a salary survey of credentialed nurse educators in the state. This section has no fiscal impact to OFM.

### II. B - Cash receipts Impact

*Cash receipts impact of the legislation on the responding agency with the cash receipts provisions identified by section number and when appropriate, the detail of the revenue sources. Description of the factual basis of the assumptions and the method by which the cash receipts impact is derived. Explanation of how workload assumptions translate into estimates. Distinguished between one time and ongoing functions.*

### II. C - Expenditures

*Agency expenditures necessary to implement this legislation (or savings resulting from this legislation), with the provisions of the legislation that result in the expenditures (or savings) identified by section number. Description of the factual basis of the assumptions and the method by which the expenditure impact is derived. Explanation of how workload assumptions translate into cost estimates. Distinguished between one time and ongoing functions.*

## Part III: Expenditure Detail

### III. A - Operating Budget Expenditures

NONE

### III. B - Expenditures by Object Or Purpose

NONE

**III. C - Operating FTE Detail:** *FTEs listed by classification and corresponding annual compensation. Totals agree with total FTEs in Part I and Part IIIA.*

NONE

### III. D - Expenditures By Program (optional)

NONE

## Part IV: Capital Budget Impact

### IV. A - Capital Budget Expenditures

NONE

### IV. B - Expenditures by Object Or Purpose

NONE

### IV. C - Capital Budget Breakout

*Acquisition and construction costs not reflected elsewhere on the fiscal note and description of potential financing methods.*

NONE

**IV. D - Capital FTE Detail:** *FTEs listed by classification and corresponding annual compensation. Totals agree with total FTEs in Part IVB.*

NONE

## **Part V: New Rule Making Required**

*Provisions of the bill that require the agency to adopt new administrative rules or repeal/revise existing rules.*

# Individual State Agency Fiscal Note

<b>Bill Number:</b> 5582 E 2S SB	<b>Title:</b> Nurse supply	<b>Agency:</b> 235-Department of Labor and Industries
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## Part I: Estimates

**No Fiscal Impact**

### Estimated Cash Receipts to:

NONE

### Estimated Operating Expenditures from:

	FY 2024	FY 2025	2023-25	2025-27	2027-29
FTE Staff Years	1.1	1.1	1.1	1.1	1.1
<b>Account</b>					
Accident Account-State 608-1	123,000	111,000	234,000	222,000	222,000
Medical Aid Account-State 609-1	22,000	19,000	41,000	38,000	38,000
<b>Total \$</b>	145,000	130,000	275,000	260,000	260,000

### Estimated Capital Budget Impact:

NONE

*The cash receipts and expenditure estimates on this page represent the most likely fiscal impact. Factors impacting the precision of these estimates, and alternate ranges (if appropriate), are explained in Part II.*

Check applicable boxes and follow corresponding instructions:

- If fiscal impact is greater than \$50,000 per fiscal year in the current biennium or in subsequent biennia, complete entire fiscal note form Parts I-V.
- If fiscal impact is less than \$50,000 per fiscal year in the current biennium or in subsequent biennia, complete this page only (Part I).
- Capital budget impact, complete Part IV.
- Requires new rule making, complete Part V.

Legislative Contact: Michele Alishahi	Phone: (360) 786-7433	Date: 03/07/2023
Agency Preparation: Shana J Snellgrove	Phone: 360-902-6408	Date: 03/10/2023
Agency Approval: Trent Howard	Phone: 360-902-6698	Date: 03/10/2023
OFM Review: Anna Minor	Phone: (360) 790-2951	Date: 03/10/2023

## Part II: Narrative Explanation

### II. A - Brief Description Of What The Measure Does That Has Fiscal Impact

Significant provisions of the bill and any related workload or policy assumptions that have revenue or expenditure impact on the responding agency by section number.

See attached.

### II. B - Cash receipts Impact

Cash receipts impact of the legislation on the responding agency with the cash receipts provisions identified by section number and when appropriate, the detail of the revenue sources. Description of the factual basis of the assumptions and the method by which the cash receipts impact is derived. Explanation of how workload assumptions translate into estimates. Distinguished between one time and ongoing functions.

See attached.

### II. C - Expenditures

Agency expenditures necessary to implement this legislation (or savings resulting from this legislation), with the provisions of the legislation that result in the expenditures (or savings) identified by section number. Description of the factual basis of the assumptions and the method by which the expenditure impact is derived. Explanation of how workload assumptions translate into cost estimates. Distinguished between one time and ongoing functions.

See attached.

## Part III: Expenditure Detail

### III. A - Operating Budget Expenditures

Account	Account Title	Type	FY 2024	FY 2025	2023-25	2025-27	2027-29
608-1	Accident Account	State	123,000	111,000	234,000	222,000	222,000
609-1	Medical Aid Account	State	22,000	19,000	41,000	38,000	38,000
<b>Total \$</b>			145,000	130,000	275,000	260,000	260,000

### III. B - Expenditures by Object Or Purpose

	FY 2024	FY 2025	2023-25	2025-27	2027-29
FTE Staff Years	1.1	1.1	1.1	1.1	1.1
A-Salaries and Wages	87,000	87,000	174,000	174,000	174,000
B-Employee Benefits	31,000	31,000	62,000	62,000	62,000
C-Professional Service Contracts					
E-Goods and Other Services	16,000	11,000	27,000	22,000	22,000
G-Travel	1,000	1,000	2,000	2,000	2,000
J-Capital Outlays	10,000		10,000		
M-Inter Agency/Fund Transfers					
N-Grants, Benefits & Client Services					
P-Debt Service					
S-Interagency Reimbursements					
T-Intra-Agency Reimbursements					
9-					
<b>Total \$</b>	145,000	130,000	275,000	260,000	260,000

### III. C - Operating FTE Detail: List FTEs by classification and corresponding annual compensation. Totals need to agree with total FTEs in Part I and Part IIIA

Job Classification	Salary	FY 2024	FY 2025	2023-25	2025-27	2027-29
Fiscal Analyst 5	71,520	0.1	0.1	0.1	0.1	0.1
Management Analyst 4	82,896	1.0	1.0	1.0	1.0	1.0
<b>Total FTEs</b>		1.1	1.1	1.1	1.1	1.1

**III. D - Expenditures By Program (optional)**

NONE

**Part IV: Capital Budget Impact**

**IV. A - Capital Budget Expenditures**

NONE

**IV. B - Expenditures by Object Or Purpose**

NONE

**IV. C - Capital Budget Breakout**

*Acquisition and construction costs not reflected elsewhere on the fiscal note and description of potential financing methods.*

NONE

**IV. D - Capital FTE Detail:** *FTEs listed by classification and corresponding annual compensation. Totals agree with total FTEs in Part IVB.*

NONE

**Part V: New Rule Making Required**

*Provisions of the bill that require the agency to adopt new administrative rules or repeal/revise existing rules.*



## Part II: Explanation

This bill seeks to address a variety of nursing shortages in the state, particularly in rural areas and long-term care facilities. This will be done by expanding nursing credential opportunities, eliminating bottlenecks in nurse training, and growing K-12 pathways into health care credentials.

The differences between E2SSB 5582 and 2SSB 5582 include:

- Requires the State Board for Community and Technical Colleges to also consult with local workforce development councils on a plan to train more nurses over the next four years.
- The State Board for Community and Technical Colleges, instead of the Office of Financial Management, shall contract with a firm to conduct a salary survey on nurse educator compensation and report the results of the survey to the legislature.

The differences do not change the fiscal impact to L&I

## II. A – Brief Description of What the Measure Does that Has Fiscal Impact

### Section 4 (new)

This section creates the home care aide to licensed practical nurse apprenticeship pathway pilot program. The Workforce Training & Education Board and the Nursing Care Quality Assurance Commission will administer the pilot program in consultation with L&I. The pilot program must be located in three separate sites during the 2023-2025 fiscal biennium. The Workforce Training & Education Board, along with the Nursing Care Quality Assurance Commission and L&I, must submit a report by August 1, 2025, detailing the status of the pilot program and policy options to take the program statewide. The report must examine any barriers faced by current and prospective participants in the pilot program including, but not limited to, the academic preparation needs of home care aides selected for participation in the pilot program and the availability of enrollment spots in nursing educational programs for qualified applicants. This section expires August 1, 2025.

### **Section 10 – Adds a new section to Chapter 28A.700 RCW**

This section directs the Office of the Superintendent of Public Instruction (OSPI) to establish and administer a grant program supporting high school career and technical education (CTE) programs. The grant program will create and expanding health science programs. In developing award criteria, OSPI must consult with the Workforce Training and Education Coordinating Board and the Washington State Apprenticeship and Training Council. Grant funds may be allocated on a one-time or ongoing basis dependent on the needs of the program and may be used to purchase or improve curriculum, add additional staff, upgrade technology and equipment to meet industry standards, and for other purposes intended to initiate a new health science program or improve the rigor and quality of an existing health science program. Priority must be given to grant applications that include partnerships between employers and exclusive bargaining representatives as sponsors or cosponsors. Programs receiving funds must meet minimum criteria for preparatory secondary career (apprenticeship preparatory programs) and technical education programs.

### **Section 11 – Adds a new section to Chapter 18.79 RCW**

Subject to the availability of amounts appropriated for this specific purpose, this section directs the Nursing Care Quality Assurance Commission, in collaboration with rural hospitals, relevant employer and exclusive bargaining unit partnerships, nursing assistant-certified training programs, the Department of Health, and L&I, to establish at least two pilot projects for rural hospitals to utilize high school students who are training to become nursing assistant-certified or high school students who are nursing assistant-certified to help address the workforce shortages and promote nursing careers in rural hospitals. The Nursing Care Quality Assurance Commission shall submit a report, in accordance with RCW 43.01.036, to the health care committees of the legislature by December 1, 2024, and December 1, 2025, with the status of the pilot projects and any findings and recommendations. This section expires July 1, 2026.

## **II. B – Cash Receipt Impact**

None.

## **II. C – Expenditures**

This bill would require L&I to:

- Consult with the Workforce Training & Education Board and the Nursing Care Quality Assurance Commission, who would jointly administer the home care aide to licensed practical nurse apprenticeship pathway pilot program.
- Provide guidance in developing new apprenticeship preparatory programs, adjust existing CTE programs to meet apprenticeship preparatory requirements, and provide basic apprenticeship education on an ongoing basis. A program cannot be created and moved for approval to the Washington State Apprenticeship and Training Council without resources from the L&I's Apprenticeship Program.
- Collaborate with the Nursing Care Quality Assurance Commission on establishing two pilot projects for rural hospitals to utilize high school students that are either certified nursing assistants or are training for certification.

### **Appropriated – Operating Costs**

This proposed bill increases expenditures to the Accident Account, 608, and the Medical Aid Account, 609. The following assumptions were used to estimate the resources requested to implement this bill.

### **Staffing**

1.0 FTE, Management Analyst 4 (MA4), permanent, starting July 1, 2023. Duties include: assisting high schools with CTE expansion and/or conversion concerning apprenticeship preparatory programs; assisting with apprenticeship program development criteria and apprenticeship preparation program development criteria in the health care fields mentioned; conducting meetings both in-person and via virtual platforms; providing apprenticeship education on an ongoing basis; assisting with information for legislative reports; answering emails and calls; providing expert analysis; conducting necessary research; and acting as a liaison with active apprenticeship programs.

**Indirect Costs**

The amount included in this fiscal note for indirect is:

Fund Name		FY 2024	FY 2025	FY 2026	FY 2027	FY 2028	FY 2029
608	Accident	6,000	6,000	6,000	6,000	6,000	6,000
609	Medical Aid	1,000	1,000	1,000	1,000	1,000	1,000
	Total:	\$7,000	\$7,000	\$7,000	\$7,000	\$7,000	\$7,000

The department assesses an indirect rate to cover agency-wide administrative costs. Labor and Industries’ indirect rate is applied on salaries, benefits, and standard costs. For fiscal note purposes, the total indirect amount is converted into salary and benefits for partial or full indirect FTEs. Salary and benefits costs are based on a Fiscal Analyst 5 (Range 59, Step G).

**Part IV: Capital Budget Impact**

None.

**Part V: New Rule Making Required**

None.

# Individual State Agency Fiscal Note

<b>Bill Number:</b> 5582 E 2S SB	<b>Title:</b> Nurse supply	<b>Agency:</b> 303-Department of Health
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## Part I: Estimates

No Fiscal Impact

### Estimated Cash Receipts to:

NONE

### Estimated Operating Expenditures from:

	FY 2024	FY 2025	2023-25	2025-27	2027-29
FTE Staff Years	4.7	4.5	4.6	2.5	1.8
<b>Account</b>					
General Fund-State 001-1	604,000	552,000	1,156,000	625,000	464,000
<b>Total \$</b>	604,000	552,000	1,156,000	625,000	464,000

### Estimated Capital Budget Impact:

NONE

*The cash receipts and expenditure estimates on this page represent the most likely fiscal impact. Factors impacting the precision of these estimates, and alternate ranges (if appropriate), are explained in Part II.*

Check applicable boxes and follow corresponding instructions:

- If fiscal impact is greater than \$50,000 per fiscal year in the current biennium or in subsequent biennia, complete entire fiscal note form Parts I-V.
- If fiscal impact is less than \$50,000 per fiscal year in the current biennium or in subsequent biennia, complete this page only (Part I).
- Capital budget impact, complete Part IV.
- Requires new rule making, complete Part V.

Legislative Contact: Michele Alishahi	Phone: (360) 786-7433	Date: 03/07/2023
Agency Preparation: Donna Compton	Phone: 360-236-4538	Date: 03/08/2023
Agency Approval: Kristin Bettridge	Phone: 3607911657	Date: 03/08/2023
OFM Review: Breann Boggs	Phone: (360) 485-5716	Date: 03/10/2023

## Part II: Narrative Explanation

### II. A - Brief Description Of What The Measure Does That Has Fiscal Impact

*Significant provisions of the bill and any related workload or policy assumptions that have revenue or expenditure impact on the responding agency by section number.*

The fiscal impact has not changed from the previous version, 2SSB 5582. This version of the bill:

- Adds a requirement for the State Board of Community and Technical Colleges (SBCTC) to work with local workforce development councils in Section 2.
- Section 6 changes the responsibility for a salary survey from the Office of Financial Management to the SBCTC.

This bill directs the Department of Health (department) and the Nursing Care Quality Assurance Commission (commission) and other agencies (State Board of Community and Technical Colleges, Workforce Training and Education Board, and Office of the Superintendent of Public Instruction) to create and promote programs that could reduce the time it takes to train and license nursing staff, particularly in underserved communities.

Section 4: Directs the commission and the Workforce Training and Development Board (board) to jointly administer a Home Care Aid to Licensed Practical Nurse apprenticeship pathway pilot program in consultation with the Department of Labor and Industries. The board, along with the commission and the Department of Labor and Industries, must submit a report to the legislature by August 1, 2025. The report must examine any barriers faced by current and prospective participants in the pilot program.

Section 7: Amends 18.79.150 (Nursing Care) RCW to grant approval to baccalaureate nursing education programs where the nurse administrator holds a graduate degree with a major in nursing and has sufficient experience as a registered nurse but does not hold a doctoral degree.

Section 8: Amends 18.79.110 (Nursing Care) RCW, requiring the commission adopt rules which allow for one hour of simulated learning to be counted as equivalent to two hours of clinical placement learning, with simulated learning accounting for up to a maximum of 50% of the required clinical hours.

Section 9: Expands the student nurse preceptor grant program, subject to availability of amounts appropriated for this specific purpose and increases clinical opportunities through reducing the required number of qualifying hours of precepting clinical instruction per student from 100 to 80. The commission shall consult with the collective bargaining representatives of nurses who serve as clinical supervisors in the development of the grant program. Requires the commission to submit a report of the grant outcomes.

Section 11: Subject to the availability of amounts appropriated for this specific purpose, directs the commission, in collaboration with rural hospitals, nursing assistant-certified training programs, the department, the Department of Labor and Industries, and exclusive bargaining units, to establish at least two pilot projects for rural hospitals to utilize high school students to help address workforce shortages and promote nursing careers in rural hospitals.

### II. B - Cash receipts Impact

*Cash receipts impact of the legislation on the responding agency with the cash receipts provisions identified by section number and when appropriate, the detail of the revenue sources. Description of the factual basis of the assumptions and the method by which the cash receipts impact is derived. Explanation of how workload assumptions translate into estimates. Distinguished between one time and ongoing functions.*

RCW 43.70.250 (License fees for professions, occupations, and businesses.) requires the Department of Health (department) to charge a fee to generate sufficient revenue to fully support the costs of administering nursing professions licensing activities. Because the work required to implement this bill is not related to licensing or regulatory activities, the Department assumes licensing fee revenue will not be used to cover the costs to implement this bill and General Fund-State (GF-S) funding will be provided. Assuming the commission receives GF-S appropriation, the Department does not anticipate the need to increase licensing fees from the Health Professions Account (02G) to support the changes proposed in this bill. The department will monitor the program fund balance and adjust fees over a six-year period to ensure fees are sufficient

to cover all program expenditures.

## II. C - Expenditures

*Agency expenditures necessary to implement this legislation (or savings resulting from this legislation), with the provisions of the legislation that result in the expenditures (or savings) identified by section number. Description of the factual basis of the assumptions and the method by which the expenditure impact is derived. Explanation of how workload assumptions translate into cost estimates. Distinguished between one time and ongoing functions.*

### Home Care Aide to Licensed Practical Nurse Apprenticeship Pathway

Section 4: The bill continues a Home Care Aide (HCA) to Licensed Practical Nurse (LPN) apprenticeship pathway pilot program that will be jointly administered by the State Board for Community and Technical Colleges (SBCTC), and the commission in consultation with the Department of Labor & Industries (L&I). The department must submit a report to the legislature by August 1, 2025, on the status of the pilot program and policy options to scale up the LPN pathway.

The department acted as the lead agency for the planning phase in fiscal year 2022. This bill will fund the implementation phase using one Nurse Consultant and part of an Administrative Assistant 3 position. The Nurse Consultant will work full-time with other agencies on implementing the project and completing the required report.

FY 2024: 1.8 FTE and \$226,000 (GF-S)

FY 2025 and ongoing: 1.8 FTE and \$232,000 (GF-S)

### Rulemaking

Sections 7 & 8: The commission will develop and adopt rules that allow the commission to grant approval to bachelor's nursing education programs where the nurse administrator holds a graduate degree with a major in nursing and has sufficient experience as a nurse but no doctoral degree as well as allow for one unit of simulated learning to be counted as equivalent to two hours of clinical placement learning.

The commission anticipates utilizing a team of subject matter experts to implement this bill. This team will consist of the program manager and a community engagement specialist to identify underreached communities and engage them in the rulemaking process. This process will include two meetings with interested parties as well as one formal rules hearing, all held virtually, and will take approximately 12 months to complete. The commission anticipates providing the rules hearing announcement and materials in both English and Spanish and providing ASL and Spanish interpretation services at the rules hearing.

Costs include staff, associated expenses (including goods and services, travel, intra-agency, and indirect charges), and Office of Attorney General support in the amount of \$4,000.

FY 2024 one-time costs will be 0.2 FTE and \$29,000 (GF-S).

### Nurse Preceptor Program

Section 9: The legislature intends to expand the student nurse preceptor grant program to help reduce the shortage of healthcare training settings for students and increase the numbers of nurses in the workforce. In the 2022 legislative session, \$3 million per fiscal year was allocated to begin to address these shortages. The grant program provides incentive pay for individuals serving as clinical preceptors to nursing candidates with a focus on acute shortage areas including rural and underserved communities and long-term care facilities.

In FY 2023, the commission hired staff to work through the Washington State colleges and major employers with nursing programs to produce and advertise preceptorship opportunities. These staff also administer the grant, ensure incentive payments are timely, ensure all requirements have been met and documented for appropriate payments, and assist potential

preceptors to complete the Statewide Vendor application forms. The commission shall submit a report to the Office of Financial Management and the appropriate committees of the legislature by September 30, 2025, on program outcomes.

This bill does not specify additional funding for student nurse preceptor grant program but stipulates expansion of the program is subject to the availability of amounts appropriated for this specific purpose. The commission assumes the continuation of the existing \$3 million per year in funding for the grant program, and additional funding provided to expand the grant program would be utilized to increase the amount of the grants provided. Because the additional appropriation to expand the program is not specified, the fiscal impact is INDETERMINATE.

#### Pilot Projects for high school students in rural hospitals

Section 11: The commission will collaborate with rural hospitals, nursing assistant-certified training programs, and L&I to establish two pilot projects for high school students who are training to become nursing assistant-certified or who are already nursing assistant-certified, to be utilized in rural hospitals. Based on the bill's expiration date, the commission assumes this will be a three-year project.

The commission assumes planning and implementation of the pilot projects will take 6 months and require two meetings per month with all partners, conducted remotely. Based on similar collaborative projects, such as the work currently being performed by the Long-Term Care Work Group, the commission assumes it will contract with a facilitator to support meetings and collaboration (\$30,000).

Based on the expiration date of July 1, 2026, and the expected 6-month planning period, the commission assumes the pilot projects will have a 30-month duration. Commission staff will travel to each pilot project hospital every other month for the duration of the pilot project in order to provide technical assistance, help identify barriers, collect findings and develop recommendations for the annual reports to the health care committees of the legislature.

The commission will need to hire dedicated staff to manage the pilot projects. The commission anticipates hiring a Nursing Consultant who will spearhead collaboration with project partners, identify and coordinate with pilot project hospitals, coordinate with and provide assistance to high school skills centers providing nursing assistant-certified training programs in rural areas, and prepare annual reports to the health care committees of the legislature. Additionally, a Health Services Consultant 1 will be hired to provide program support.

Costs include staff, travel, associated costs (goods and services, intra-agency charges, and indirect charges), and contracted facilitator support in the amount of \$30,000.

FY 2024: 2.7 FTE and \$349,000 (GF-S)

FY 2025: 2.7 FTE and \$320,000 (GF-S)

FY 2026: 1.4 FTE and \$161,000 (GF-S)

Total costs to implement this bill:

FY 2024: 4.7 FTE and \$604,000 (GF-S)

FY 2025: 4.5 FTE and \$552,000 (GF-S)

FY 2026: 3.2 FTE and \$393,000 (GF-S)

FY 2027 and ongoing: 1.8 FTE and \$232,000 (GF-S)



## Part III: Expenditure Detail

### III. A - Operating Budget Expenditures

Account	Account Title	Type	FY 2024	FY 2025	2023-25	2025-27	2027-29
001-1	General Fund	State	604,000	552,000	1,156,000	625,000	464,000
<b>Total \$</b>			604,000	552,000	1,156,000	625,000	464,000

### III. B - Expenditures by Object Or Purpose

	FY 2024	FY 2025	2023-25	2025-27	2027-29
FTE Staff Years	4.7	4.5	4.6	2.5	1.8
A-Salaries and Wages	376,000	371,000	747,000	424,000	318,000
B-Employee Benefits	143,000	139,000	282,000	156,000	116,000
C-Professional Service Contracts	31,000		31,000		
E-Goods and Other Services	23,000	17,000	40,000	17,000	10,000
J-Capital Outlays	5,000		5,000		
T-Intra-Agency Reimbursements	26,000	25,000	51,000	28,000	20,000
<b>Total \$</b>	604,000	552,000	1,156,000	625,000	464,000

### III. C - Operating FTE Detail: *List FTEs by classification and corresponding annual compensation. Totals need to agree with total FTEs in Part I and Part IIIA*

Job Classification	Salary	FY 2024	FY 2025	2023-25	2025-27	2027-29
ADMINISTRATIVE ASST 3	50,592	0.3	0.3	0.3	0.3	0.3
Fiscal Analyst 2	53,000	0.7	0.7	0.7	0.5	0.3
HEALTH SERVICES CONSULTAN 1	55,872	1.0	1.0	1.0	0.3	
HEALTH SERVICES CONSULTAN 4	82,896	0.2		0.1		
Health Svcs Conslt 1	53,000	0.5	0.5	0.5	0.3	0.2
NURSING CONSULTANT, INSTITUTIONAL	106,884	1.0	1.0	1.0	0.3	
NURSING CONSULTANT, PUBLIC HEALTH	106,884	1.0	1.0	1.0	1.0	1.0
<b>Total FTEs</b>		4.7	4.5	4.6	2.5	1.8

### III. D - Expenditures By Program (optional)

NONE

## Part IV: Capital Budget Impact

### IV. A - Capital Budget Expenditures

NONE

### IV. B - Expenditures by Object Or Purpose

NONE

### IV. C - Capital Budget Breakout

*Acquisition and construction costs not reflected elsewhere on the fiscal note and description of potential financing methods.*

NONE

### IV. D - Capital FTE Detail: *FTEs listed by classification and corresponding annual compensation. Totals agree with total FTEs in Part IVB.*

NONE

## **Part V: New Rule Making Required**

*Provisions of the bill that require the agency to adopt new administrative rules or repeal/revise existing rules.*

Sections 4, 7, 8, 9, & 11: The department will adopt rules as necessary in WAC 246-840-090 and 246-840-534 (Practical and Registered nursing) to implement this bill.

# Individual State Agency Fiscal Note

<b>Bill Number:</b> 5582 E 2S SB	<b>Title:</b> Nurse supply	<b>Agency:</b> 305-Department of Veterans Affairs
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## Part I: Estimates

**No Fiscal Impact**

**Estimated Cash Receipts to:**

NONE

**Estimated Operating Expenditures from:**

NONE

**Estimated Capital Budget Impact:**

NONE

*The cash receipts and expenditure estimates on this page represent the most likely fiscal impact. Factors impacting the precision of these estimates, and alternate ranges (if appropriate), are explained in Part II.*

Check applicable boxes and follow corresponding instructions:

- If fiscal impact is greater than \$50,000 per fiscal year in the current biennium or in subsequent biennia, complete entire fiscal note form Parts I-V.
- If fiscal impact is less than \$50,000 per fiscal year in the current biennium or in subsequent biennia, complete this page only (Part I).
- Capital budget impact, complete Part IV.
- Requires new rule making, complete Part V.

Legislative Contact: Michele Alishahi	Phone: (360) 786-7433	Date: 03/07/2023
Agency Preparation: Chony Culley	Phone: 3604808127	Date: 03/10/2023
Agency Approval: Troy Cerny	Phone: 3607252661	Date: 03/10/2023
OFM Review: Breann Boggs	Phone: (360) 485-5716	Date: 03/10/2023

## Part II: Narrative Explanation

### II. A - Brief Description Of What The Measure Does That Has Fiscal Impact

*Significant provisions of the bill and any related workload or policy assumptions that have revenue or expenditure impact on the responding agency by section number.*

No change in fiscal impact from the previous version; the engrossed 2nd substitute bill does not generate fiscal impact to WDVA.

The changes from the previous version involve re-assigning a few requirements from OFM to the state board for community and technical colleges, as well as adding local workforce development councils to the list of consultants to the state board.

### II. B - Cash receipts Impact

*Cash receipts impact of the legislation on the responding agency with the cash receipts provisions identified by section number and when appropriate, the detail of the revenue sources. Description of the factual basis of the assumptions and the method by which the cash receipts impact is derived. Explanation of how workload assumptions translate into estimates. Distinguished between one time and ongoing functions.*

### II. C - Expenditures

*Agency expenditures necessary to implement this legislation (or savings resulting from this legislation), with the provisions of the legislation that result in the expenditures (or savings) identified by section number. Description of the factual basis of the assumptions and the method by which the expenditure impact is derived. Explanation of how workload assumptions translate into cost estimates. Distinguished between one time and ongoing functions.*

## Part III: Expenditure Detail

### III. A - Operating Budget Expenditures

NONE

### III. B - Expenditures by Object Or Purpose

NONE

**III. C - Operating FTE Detail:** *FTEs listed by classification and corresponding annual compensation. Totals agree with total FTEs in Part I and Part IIIA.*

NONE

### III. D - Expenditures By Program (optional)

NONE

## Part IV: Capital Budget Impact

### IV. A - Capital Budget Expenditures

NONE

### IV. B - Expenditures by Object Or Purpose

NONE

### IV. C - Capital Budget Breakout

*Acquisition and construction costs not reflected elsewhere on the fiscal note and description of potential financing methods.*

NONE

**IV. D - Capital FTE Detail:** *FTEs listed by classification and corresponding annual compensation. Totals agree with total FTEs in Part IVB.*

NONE

## **Part V: New Rule Making Required**

*Provisions of the bill that require the agency to adopt new administrative rules or repeal/revise existing rules.*

# Individual State Agency Fiscal Note

<b>Bill Number:</b> 5582 E 2S SB	<b>Title:</b> Nurse supply	<b>Agency:</b> 354-Workforce Training and Education Coordinating Board
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## Part I: Estimates

**No Fiscal Impact**

### Estimated Cash Receipts to:

NONE

### Estimated Operating Expenditures from:

	FY 2024	FY 2025	2023-25	2025-27	2027-29
FTE Staff Years	3.8	3.8	3.8	0.1	0.0
<b>Account</b>					
General Fund-State 001-1	1,275,000	1,281,000	2,556,000	20,000	0
<b>Total \$</b>	1,275,000	1,281,000	2,556,000	20,000	0

### Estimated Capital Budget Impact:

NONE

*The cash receipts and expenditure estimates on this page represent the most likely fiscal impact. Factors impacting the precision of these estimates, and alternate ranges (if appropriate), are explained in Part II.*

Check applicable boxes and follow corresponding instructions:

- If fiscal impact is greater than \$50,000 per fiscal year in the current biennium or in subsequent biennia, complete entire fiscal note form Parts I-V.
- If fiscal impact is less than \$50,000 per fiscal year in the current biennium or in subsequent biennia, complete this page only (Part I).
- Capital budget impact, complete Part IV.
- Requires new rule making, complete Part V.

Legislative Contact: Michele Alishahi	Phone: (360) 786-7433	Date: 03/07/2023
Agency Preparation: Donald Smith	Phone: (564) 201-0399	Date: 03/07/2023
Agency Approval: Nova Gattman	Phone: 360-709-4612	Date: 03/07/2023
OFM Review: Ramona Nabors	Phone: (360) 742-8948	Date: 03/10/2023

## Part II: Narrative Explanation

### II. A - Brief Description Of What The Measure Does That Has Fiscal Impact

*Significant provisions of the bill and any related workload or policy assumptions that have revenue or expenditure impact on the responding agency by section number.*

#### Section 4.

The bill formalizes the Home Care Aide (HCA) to Licensed Practical Nurse (LPN) registered apprenticeship pathway created in the 2022 state budget as a pilot program under the guidance of the Workforce Board, Nursing Care Quality Assurance Commission (NCQAC), and the Department of Labor and Industries (L&I). The pilot program will be offered across three geographically disparate sites during the 2023-2025 fiscal biennium. The Workforce Board, NCQAC, and L&I will co-author a report to be submitted to the Legislature by August 1, 2025 detailing the pilot status and options for expanding the apprenticeship program statewide. The Workforce Board must examine any barriers faced by current and prospective program participants including the academic preparation of those home care aides selected for participation as well as the availability of enrollment spots in nursing education programs. This section expires August 1, 2025.

#### Section 5.

The Workforce Board shall contract with a firm that has expertise in public relations and marketing to develop and execute a marketing plan about available training opportunities and jobs for certified nursing assistants, personal care aides, licensed practical nurses, licensed vocational nurses, and related nursing professions. The marketing plan must include targeted outreach to serve workforce needs in rural and underserved communities as well as long-term care facilities. Marketing materials should cover the range of postsecondary training options, including registered apprenticeships, degrees, and credentials.

#### Section 10.

The Office of the Superintendent of Public Instruction (OSPI) shall establish and administer a grant program for the purpose of supporting high school career and technical education programs in starting or expanding offerings in health science programs. The Workforce Board will work collaboratively with OSPI and the Washington State Apprenticeship and Training Council to develop award criteria for the grant program.

### II. B - Cash receipts Impact

*Cash receipts impact of the legislation on the responding agency with the cash receipts provisions identified by section number and when appropriate, the detail of the revenue sources. Description of the factual basis of the assumptions and the method by which the cash receipts impact is derived. Explanation of how workload assumptions translate into estimates. Distinguished between one time and ongoing functions.*

### II. C - Expenditures

*Agency expenditures necessary to implement this legislation (or savings resulting from this legislation), with the provisions of the legislation that result in the expenditures (or savings) identified by section number. Description of the factual basis of the assumptions and the method by which the expenditure impact is derived. Explanation of how workload assumptions translate into cost estimates. Distinguished between one time and ongoing functions.*

#### Overview

The bill charges the Workforce Board to oversee three key areas: The LPN registered apprenticeship, a public relations campaign to encourage persons to select a career in the nursing field and provide guidance in the development of criteria for OSPI-administered grant awards for high schools establishing or expanding health sciences.

#### Assumptions

1. Much of this fiscal note formalizes the already existing project plan and budget of the LPN registered apprenticeship program, started in July of 2022 with the passage of funding to the Workforce Board in the state budget at the level of \$1.2M for FY23 (not reflected in this note), \$1.2M for FY24, and \$1.1M for FY25.

Many of the expenditures detailed below are already supported by the funding from the 2022 budget bill. Additional costs beyond what is already budgeted from the 2022 Legislative Session comes from the addition of a marketing campaign and

an additional month to finalize the legislative report and potentially transition the LPN Apprenticeship program from pilot status in FY26.

2. Meetings of the project team and all subcommittees or working groups are currently remote participation only. Plans are being made for in-person meeting options to be held on the east and west side of the state, and some travel funding has been included for this purpose. The LPN Apprenticeship Committee meets bi-monthly. This Committee will continue to meet to develop progress reports for the Legislature and will coordinate to develop the mandated report by the August 1, 2025 deadline. There will also be a significant number of subcommittee or workgroup meetings.

3. The Workforce Board will coordinate a marketing strategy with a professional marketing firm with significant public relations experience. The firm will develop a campaign that is intended to both promote the value on working in LTC in frontline care and nursing as well as provide information to overcome potential negative perception this sector. This will include encouraging nursing professionals and paraprofessionals to consider the varied skilled nursing, assisted living, and home care venues as career destinations. The Workforce Board estimates that this campaign will be complete in FY25, with no further expenditures.

4. Development of the report will draw on the expertise of multiple organizations including labor, education, and healthcare stakeholders. The final preparation of all reports to the Legislature and Governor will be the responsibility of the Workforce Board under the guidance of the LTC Workforce Policy Manager.

#### Project Staffing

The Workforce Board will require the following staff to complete the deliverables for the successful implementation of the bill. As noted previously, most of these roles are already funded in the existing appropriation from the 2022 Legislative Session through FY25.

- 2.0 FTE Management Analyst 4 – LPN Apprenticeship Navigators
- 0.25 FTE MA4 LTC Policy Associate
- 0.5 FTE LTC Workforce Policy Manager (WMS2)
- 0.5 Administrative Assistant 4
- 0.2 Senior Researcher (WMS2)
- 0.1 Deputy Executive Director (WMS3)
- 0.2 Communications Manager (Comms5)

#### Section 4

##### 1. 0.1 FTE – Deputy Executive Director (WMS3)

Responsible for agency-level decisions and leads interactions with the Governor’s office and the Legislature on this project. This position routinely participates in meetings associated with the development, implementation, and management of the apprenticeship program. Assists in contract reviews and execution. Provides supervision of the LTC Workforce Policy Manager and the overall initiative.

##### 2. 0.4 FTE – LTC Workforce Policy Manager (WMS2)

The Board representative at all Apprenticeship meetings. Directly involved in all aspects of the apprenticeship program and coordinates and facilitates most meetings associated with the program. Manages the budget expenditures for the apprenticeship program and is responsible for preparation of reports requested by the Governor’s office or the Legislature. Manages the two MA4 Apprenticeship Navigators and the MA4 Policy Analyst.

##### 3. 2.0 FTE – LPN Apprenticeship Navigators (MA4)

The LPN Apprenticeship Navigators serve as “case managers” for the NACs and HCAs enrolled in either the pre-requisite course work or apprenticeship. They will troubleshoot challenges facing the NAC/HCA worker when circumstances warrant their intervention. Will help facilitate acquisition of community resources needed by the NAC/HAC



workers, including support services such as childcare, transportation, supplies, and more. Will communicate with college advisors and employers as needed. Will coordinate activities of the NAC/HCA workers with the apprenticeship sponsor (detailed in contracting, below). The Apprenticeship Navigators will incur higher travel costs as the program expands and more in-person meetings with employers or participants are added, or the number of sites increase.

#### 4. 0.25 FTE – Policy Analyst (MA4)

The policy analyst will assist in coordinating all the activities of the project team. Will assist in report preparation and reviewing of all requests for information about the program from stakeholders and policymakers. Will report directly to the LTC Workforce Policy Manager.

#### 5. 0.20 FTE – Senior Researcher (WMS2)

The Senior Researcher will assist the program with data analysis of NAC/HCA worker progress, completion rates, test scores, enrollment figures, and any other necessary data requested by key stakeholders, the Governor's office, or the Legislature. The Senior Researcher will support this work by providing technical and qualitative research on policies that may affect workers and businesses; literature reviews; acquiring new data to fill gaps in information; skills demand across a range of employers; and analysis of industry and other datasets. The researcher will also both engage in and support the work of contractors or other organizations performing surveys, focus groups, and original research.

#### Contracting

Cost of sponsorship development for the apprenticeship program is estimated to be approximately \$125,000.00. The establishment of an apprenticeship sponsor is a requirement of any new state-recognized apprenticeship program. This sponsor will be responsible for managing the day-to-day operations of the apprenticeship program, requiring extensive interaction with state agencies, employers, educators, and the apprentices. The sponsor reports to the State Apprenticeship Council information related to the apprentices' successful completion of the mandated standards for completion of the LPN apprenticeship program, handles disciplinary issues, works directly with the Board of Directors responsible for oversight of the registered apprenticeship, and intervenes on behalf of the apprenticeships with employers when appropriate. This development cost is not anticipated to extend beyond the end of FY24.

There is also a staffing cost associated with the sponsorship totaling \$100,000.00 per year for FY24 and FY25 in the form of the Sponsor Manager, which will be done by contract. This manager will be responsible for the day-to-day operations of the sponsor organization. This will include HR functions, contract and budget oversight, staff onboarding, development of sustainability plans, coordinate the activities of the Board of Directors, managing financial activities of the sponsor organization, assist in the preparation of all mandatory reports, manage the record tracking system of the organization, and report to key stakeholders with updates of progress and challenges faced.

Costs for implementation of a digital wallet and data management system used to track NAC/HCA worker progress through the pre-requisite coursework and apprenticeship: The cost for the development, training, and implementation of the wallet and data management system approximately \$50,000.00 for FY24, supplementing the initial investment in this development of this aspect of the program. This cost will include the needed equipment to support the software. The cost for FY25 is estimated to be \$30,000.00 to maintain the system.

Financial support for hiring of an Academic Navigator and Virtual Course Instructor at Edmonds College, which is leading the curriculum development, is estimated to cost \$200,000. This curriculum will be accessible online – statewide – once complete. These two positions will support the course work associated with the LPN Apprenticeship Program. This funding will also support the ongoing modifications to the apprenticeship curriculum as the program undergoes the developmental adjustments needed for success of the LPNs and the facilities where they work.

Additional contracted funding each year of the program will include a range of activities supporting the apprenticeship participants and potential candidates for the program. This will vary depending on the needs of the employers, apprenticeship participants, and academic institutions. A sample list of anticipated support items may include, but is not

limited to, bridge programs, certification preparation and testing, equipment purchases, curriculum development, tutoring, support for education partners, training and support for preceptors and employer supervisors. This funding is anticipated to scale as the program expands over the pilot and is meant to address financial barriers to long-term sustainability of the program.

FY24 request is approximately \$170,000 for this fund. FY25 calls for approximately \$215,000.

For the purposes of the August 1, 2025 report, the Workforce Board will require a small amount of staffing to continue through the first month of FY26 to finalize the report with project stakeholders including other state agencies and employers, and handle any transition activities necessary for the pilot program. This will include – for a single month – a .1 of the Deputy Director, 1.0 of the LTC Policy Manager, and a .1 of the Comms 5.

**Section 5**

**0.2 FTE – Communications Manager**

The Communications Manager will lead the development of a marketing plan emphasizing the opportunities in the nursing profession in the state of Washington. The Communications Manager will oversee the recruitment of a marketing firm that will be responsible for delivery of the marketing campaign.

Costs associated with the acquisition of a marketing firm, production costs and message delivery in a range of venues is estimated at \$75,000 for FY24, as the startup of this work will take some time to implement. This increases to \$175,000 for FY25 to complete the campaign.

**Section 10**

**0.1 FTE – LTC Workforce Policy Manager**

The LTC Workforce Policy Manager will participate in the development of a grant award strategy to be made to high school health science programs. These awards will be made for the development of new programs or expansion of existing programs. The Workforce Board will work with the Office of the Superintendent of Public Instruction and Labor and Washington State Apprenticeship and Training Council on this project.

**Part III: Expenditure Detail**

**III. A - Operating Budget Expenditures**

Account	Account Title	Type	FY 2024	FY 2025	2023-25	2025-27	2027-29
001-1	General Fund	State	1,275,000	1,281,000	2,556,000	20,000	0
<b>Total \$</b>			1,275,000	1,281,000	2,556,000	20,000	0

**III. B - Expenditures by Object Or Purpose**

	FY 2024	FY 2025	2023-25	2025-27	2027-29
FTE Staff Years	3.8	3.8	3.8	0.1	
A-Salaries and Wages	331,000	331,000	662,000	11,000	
B-Employee Benefits	111,000	111,000	222,000	4,000	
C-Professional Service Contracts	719,000	717,000	1,436,000		
E-Goods and Other Services	67,000	67,000	134,000	3,000	
G-Travel	13,000	21,000	34,000		
J-Capital Outlays					
M-Inter Agency/Fund Transfers					
N-Grants, Benefits & Client Services					
P-Debt Service					
S-Interagency Reimbursements					
T-Intra-Agency Reimbursements	34,000	34,000	68,000	2,000	
9-					
<b>Total \$</b>	1,275,000	1,281,000	2,556,000	20,000	0

**III. C - Operating FTE Detail:** *List FTEs by classification and corresponding annual compensation. Totals need to agree with total FTEs in Part I and Part IIIA*

Job Classification	Salary	FY 2024	FY 2025	2023-25	2025-27	2027-29
AA4	59,130	0.5	0.5	0.5		
Comms 5	90,630	0.2	0.2	0.2	0.0	
Deputy Director	117,520	0.1	0.1	0.1	0.0	
LTC Policy Manager WMS	109,200	0.5	0.5	0.5	0.0	
MA 4 Navigator 1	86,212	1.0	1.0	1.0		
MA 4 Navigator 2	86,212	1.0	1.0	1.0		
MA 4 Policy Analyst	86,212	0.3	0.3	0.3		
Senior Researcher WMS 2	110,240	0.2	0.2	0.2		
<b>Total FTEs</b>		<b>3.8</b>	<b>3.8</b>	<b>3.8</b>	<b>0.1</b>	<b>0.0</b>

**III. D - Expenditures By Program (optional)**

NONE

**Part IV: Capital Budget Impact**

**IV. A - Capital Budget Expenditures**

NONE

**IV. B - Expenditures by Object Or Purpose**

NONE

**IV. C - Capital Budget Breakout**

*Acquisition and construction costs not reflected elsewhere on the fiscal note and description of potential financing methods.*

NONE

**IV. D - Capital FTE Detail:** *FTEs listed by classification and corresponding annual compensation. Totals agree with total FTEs in Part IVB.*

NONE

**Part V: New Rule Making Required**

*Provisions of the bill that require the agency to adopt new administrative rules or repeal/revise existing rules.*

# Individual State Agency Fiscal Note

<b>Bill Number:</b> 5582 E 2S SB	<b>Title:</b> Nurse supply	<b>Agency:</b> 699-Community and Technica College System
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## Part I: Estimates

**No Fiscal Impact**

### Estimated Cash Receipts to:

NONE

### Estimated Operating Expenditures from:

	FY 2024	FY 2025	2023-25	2025-27	2027-29
<b>Account</b>					
General Fund-State 001-1	293,000	589,000	882,000	1,024,000	1,024,000
<b>Total \$</b>	293,000	589,000	882,000	1,024,000	1,024,000

### Estimated Capital Budget Impact:

NONE

*The cash receipts and expenditure estimates on this page represent the most likely fiscal impact. Factors impacting the precision of these estimates, and alternate ranges (if appropriate), are explained in Part II.*

Check applicable boxes and follow corresponding instructions:

- If fiscal impact is greater than \$50,000 per fiscal year in the current biennium or in subsequent biennia, complete entire fiscal note form Parts I-V.
- If fiscal impact is less than \$50,000 per fiscal year in the current biennium or in subsequent biennia, complete this page only (Part I).
- Capital budget impact, complete Part IV.
- Requires new rule making, complete Part V.

Legislative Contact: Michele Alishahi	Phone: (360) 786-7433	Date: 03/07/2023
Agency Preparation: Brian Myhre	Phone: 360-704-4413	Date: 03/09/2023
Agency Approval: Cherie Berthon	Phone: 360-704-1023	Date: 03/09/2023
OFM Review: Ramona Nabors	Phone: (360) 742-8948	Date: 03/10/2023

## Part II: Narrative Explanation

### II. A - Brief Description Of What The Measure Does That Has Fiscal Impact

*Significant provisions of the bill and any related workload or policy assumptions that have revenue or expenditure impact on the responding agency by section number.*

The engrossed second substitute bill differs from the second substitute in the following ways:

- Requires the State Board for Community and Technical Colleges (State Board) to consult with local workforce development councils when developing the plan to train additional nurses.
- Requires the State Board to conduct a salary survey on nurse educator compensation instead the Office of Financial Management (OFM). The State Board must contract with a firm that has expertise in human resources consulting and health care to conduct the survey. A report on survey results is due to the Legislature by December 1, 2024.

Requiring the State Board to contract with firm to conduct a salary survey would increase fiscal impacts when compared to the prior bill.

-----

This bill would implement initiatives to achieve increases in the supply of nurses in Washington State, especially in rural or underserved areas.

#### SECTION 2 - PLAN DEVELOPMENT

Directs the State Board for Community and Technical Colleges to develop a plan to train more nurses over the next four years. The plan must place emphasis on training health professionals in key shortage areas, including rural communities.

The plan must:

- Create new capacity to train Licensed Practical Nurses and Registered Nurses through certificate programs, Associates and Baccalaureate degrees in Nursing.
- Expand training opportunities for rural and underserved students.
- Demonstrate long-term sustainability
- Expand partnerships between employers and exclusive bargaining representatives through joint workforce development initiatives including apprenticeships.

The State Board is directed to submit a report to the Legislature with details of the plan by December 1, 2024.

#### SECTION 3 - ONLINE CURRICULUM

Directs community and technical colleges to design an online curriculum and pathway to earn a Licensed Practical Nursing credential.

Section 3 also directs the State Board to select two colleges to design and implement an online curriculum to earn a licensed practical nursing credential.

#### SECTION 6 – SALARY SURVEY

The State Board is directed to contract with a firm that has expertise in human resources consulting and health care to conduct a salary survey on nurse educator compensation and report to the Legislature by December 1, 2024. The salary survey must benchmark both the 50th and 75th percentile of compensation for similarly credentialed nurse educators in the state.

### II. B - Cash receipts Impact

*Cash receipts impact of the legislation on the responding agency with the cash receipts provisions identified by section number and when appropriate, the detail of the revenue sources. Description of the factual basis of the assumptions and the method by which the cash receipts impact is derived. Explanation of how workload assumptions translate into estimates. Distinguished between one time and ongoing functions.*

No cash receipts impact.

## **II. C - Expenditures**

*Agency expenditures necessary to implement this legislation (or savings resulting from this legislation), with the provisions of the legislation that result in the expenditures (or savings) identified by section number. Description of the factual basis of the assumptions and the method by which the expenditure impact is derived. Explanation of how workload assumptions translate into cost estimates. Distinguished between one time and ongoing functions.*

Sections 2, 3 and 6 of the bill would have the following expenditure impacts.

### **SECTION 2 - PLAN DEVELOPMENT**

Directs the State Board for Community and Technical Colleges to develop a plan to train more nurses over the next four years. The plan must place emphasis on training health professionals in key shortage areas, including rural communities.

The plan must:

- Create new capacity to train Licensed Practical Nurses and Registered Nurses through certificate programs, Associates and Baccalaureate degrees in Nursing.
- Expand training opportunities for rural and underserved students.
- Demonstrate long-term sustainability

The State Board is directed to submit a report to the Legislature with details of the plan by December 1, 2024.

The State Board would contract with a consultant to help coordinate the planning process and work with colleges to develop a plan, with estimate costs of \$25,000 per year in FY24 and FY25.

Stipends of \$5,000 would be provided for 20 faculty in FY24 to enable them to participate in development of the plan.  
 $\$5,000 \text{ stipend} \times 20 \text{ faculty} = \$100,000 \text{ FY24}$

To oversee the planning process, the State Board would need 0.2 FTE in FY24 and 0.1 FTE in FY25 for a Policy Associate at \$120,000 Salary and Benefits.

$0.2 \text{ FTE} \times \$120,000 \text{ Salary and Benefits} = \$24,000 - \text{FY24}$

$0.1 \text{ FTE} \times \$120,000 \text{ Salary and Benefits} = \$12,000 - \text{FY25}$

Total - Section 2

$\$25,000 + \$100,000 + \$24,000 = \$149,000 - \text{FY24}$

$\$25,000 + \$12,000 = \$37,000 - \text{FY25}$

### **SECTION 3 - ONLINE CURRICULUM**

Subject to funding, community and technical colleges are directed to design an online curriculum and pathway to earn a Licensed Practical Nursing (LPN) credential. The curriculum may include the use of a mobile skills lab or other approaches to ensure access to training opportunities for rural students. The State Board for Community and Technical Colleges (State Board) is also directed to select two colleges to design and implement an online curriculum to earn a licensed practical nursing credential.

Although section 3 directs community and technical colleges to design and implement an online curriculum to earn a licensed practical nursing credential, it is assumed that the intent of the bill is to have only 2 colleges implement a curriculum.

## CURRICULUM DEVELOPMENT

It is assumed that colleges with nursing programs would be involved in developing the online curriculum. Currently, there are 8 colleges in the community and technical college system that have LPN programs. Costs are estimated at \$10,000 per college for faculty to help develop the curriculum.

$\$10,000 \text{ per college} \times 8 \text{ colleges} = \$80,000 - \text{FY24}$

The State Board would need 0.2 FTE in FY24 for a Policy Associate at \$120,000 Salary and Benefits to coordinate with colleges in the development of the curriculum.

$0.2 \text{ FTE} \times \$120,000 \text{ Salary and Benefits} = \$24,000 - \text{FY24}$

## CURRICULUM IMPLEMENTATION

Although section 3 directs community and technical colleges to implement an online curriculum to earn a licensed practical nursing credential, it is assumed that the intent of the bill is to have only 2 colleges implement a curriculum. This fiscal note represents implementation costs for 2 colleges.

An online curriculum would be implemented as a hybrid-online curriculum since an entirely online curriculum is not viewed as practicable. It is estimated to take 2 FTE Registered Nurses (RN) per college - \$128,000 Salary and Benefits per FTE. The hybrid-online curriculum would be implemented at 2 colleges that currently have LPN programs.

$2 \text{ FTE} \times \$128,000 \text{ Salary and Benefits} \times 2 \text{ colleges} = \$512,000 - \text{FY25 onward}$

Total - Section 3

$\$80,000 + \$24,000 = \$104,000 - \text{FY24}$

$\$512,000 - \text{FY25}$

## SECTION 6 - SALARY SURVEY

The State Board would contract with a consulting firm to complete the required salary survey of credentialed nurse educators in the state. A report on the results of the survey must be submitted to the Legislature by December 1, 2024.

The contract cost for the survey and report is estimated at \$80,000, based on a similar contract cost for a Department of Correction's salary survey. The survey and report would be one-time cost occurring in FY24 and FY25 (\$40,000 each year).

TOTAL COSTS - Sections 2, 3 and 6

$\$149,000 + \$104,000 + \$40,000 = \$293,000 - \text{FY24}$

$\$37,000 + \$512,000 + \$40,000 = \$589,000 - \text{FY25}$

$\$512,000 - \text{FY26 onward}$

Note:

If the language in section 3 authorizes more than 2 colleges to implement an online curriculum, implementation costs for the 8 colleges that have an existing LPN program are shown below, but not represented in the fiscal note.

$2 \text{ FTE} \times \$128,000 \text{ Salary and Benefits} \times 8 \text{ colleges} = \$2,048,000 - \text{FY25 onward}$

## Part III: Expenditure Detail

### III. A - Operating Budget Expenditures

Account	Account Title	Type	FY 2024	FY 2025	2023-25	2025-27	2027-29
001-1	General Fund	State	293,000	589,000	882,000	1,024,000	1,024,000
<b>Total \$</b>			293,000	589,000	882,000	1,024,000	1,024,000

### III. B - Expenditures by Object Or Purpose

	FY 2024	FY 2025	2023-25	2025-27	2027-29
FTE Staff Years					
A-Salaries and Wages	170,000	391,000	561,000	764,000	764,000
B-Employee Benefits	58,000	133,000	191,000	260,000	260,000
C-Professional Service Contracts	65,000	65,000	130,000		
E-Goods and Other Services					
G-Travel					
J-Capital Outlays					
M-Inter Agency/Fund Transfers					
N-Grants, Benefits & Client Services					
P-Debt Service					
S-Interagency Reimbursements					
T-Intra-Agency Reimbursements					
9-					
<b>Total \$</b>	293,000	589,000	882,000	1,024,000	1,024,000

**III. C - Operating FTE Detail:** *FTEs listed by classification and corresponding annual compensation. Totals agree with total FTEs in Part I and Part IIIA.*

NONE

### III. D - Expenditures By Program (optional)

NONE

## Part IV: Capital Budget Impact

### IV. A - Capital Budget Expenditures

NONE

### IV. B - Expenditures by Object Or Purpose

NONE

### IV. C - Capital Budget Breakout

*Acquisition and construction costs not reflected elsewhere on the fiscal note and description of potential financing methods.*

NONE

**IV. D - Capital FTE Detail:** *FTEs listed by classification and corresponding annual compensation. Totals agree with total FTEs in Part IVB.*

NONE

## Part V: New Rule Making Required

*Provisions of the bill that require the agency to adopt new administrative rules or repeal/revise existing rules.*



# LOCAL GOVERNMENT FISCAL NOTE

Department of Commerce

**Bill Number:** 5582 E 2S SB

**Title:** Nurse supply

## Part I: Jurisdiction-Location, type or status of political subdivision defines range of fiscal impacts.

### Legislation Impacts:

- Cities:
- Counties:
- Special Districts: Requires rural and public hospitals to collaborate with the commission to create new capacity, expand training opportunities for rural and underserved students, demonstrate long-term sustainability, and expand partnerships between employers and exclusive bargaining units.
- Specific jurisdictions only:
- Variance occurs due to:

## Part II: Estimates

- No fiscal impacts.
- Expenditures represent one-time costs:
- Legislation provides local option:
- Key variables cannot be estimated with certainty at this time: The cost to rural and public hospitals to collaborate with the state board to increase access to nursing education programs; Cost to rural and public hospitals for applying to the Student Nurse Preceptor Grant Program

### Estimated revenue impacts to:

Non-zero but indeterminate cost and/or savings. Please see discussion.

### Estimated expenditure impacts to:

Non-zero but indeterminate cost and/or savings. Please see discussion.

## Part III: Preparation and Approval

Fiscal Note Analyst: Brandon Rountree	Phone: (360) 999-7103	Date: 03/10/2023
Leg. Committee Contact: Michele Alishahi	Phone: (360) 786-7433	Date: 03/07/2023
Agency Approval: Allan Johnson	Phone: 360-725-5033	Date: 03/10/2023
OFM Review: Breann Boggs	Phone: (360) 485-5716	Date: 03/10/2023

## **Part IV: Analysis**

### **A. SUMMARY OF BILL**

*Description of the bill with an emphasis on how it impacts local government.*

#### **CHANGES BETWEEN THIS VERSION AND PREVIOUS BILL VERSION:**

Sec. 2: (1) Adds local workforce development councils to the list of entities the state board must consult with during the development of the state boards plan to train more nurses over the next four years.

Sec. 6: (1) Changed the office of financial management to the state board for community and technical colleges.

#### **SUMMARY OF CURRENT BILL:**

This legislation seeks to expand nursing credential opportunities by directing the state board for community and technical colleges (SBCTC) to develop a plan to train more nurses over the next four years. The plan must prioritize programs which create new capacity, expand training opportunities for rural and underserved students, demonstrate long-term sustainability, and expand partnerships between employers and exclusive bargaining units.

The legislation would also seek to eliminate bottlenecks in training nurses by permitting the Nursing Care Quality Assurance Commissions (NCQAC) to grant approval to bachelors' degrees in nursing programs where the nurse administrator holds a graduate degree with a major in nursing and sufficient experience.

The NCQAC would be required to expand the program with a focus on serving acute shortage areas including rural and underserved communities and long-term care facilities. In addition, increased clinical opportunities must be achieved through reducing the required number of qualifying hours for grant eligibility from 100 to 80.

Additionally, the legislation would direct the Nursing Commission, in collaboration with rural hospitals, CNA certified training programs, and the Department of Labor and Industries, must create at least two pilot projects for rural hospitals to help address workforce shortages and promote nursing careers in rural hospitals. The pilot project must have at least one participating rural hospital on the east and west side of the Cascade Mountains.

Sec. 1: Declares the legislatures intent with the bill.

Sec. 2: (1) Directs community and technical colleges to develop a plan to train more nurses over the next four years. The state board would consult with health care employers, local workforce development councils and exclusive bargaining representatives of nursing professions due the development of the plan. Outlines the types of programs legislatures want expanded or created:

- (a) Create new capacity to train licensed practical nurses and registered nurses.
- (b) Expand training opportunities for rural and underserved students.
- (c) Demonstrate or are expected to demonstrate long-term sustainability.
- (d) Expand partnerships between employers and exclusive bargaining representatives through joint workforce development initiatives.

Sec. 3: Adds language which directs the college board to select two colleges, one on both sides of the Cascade Mountains, to design and implement the online curriculum.

Sec. 7: Amends RCW 18.79.150 by adding language which authorizes the nursing commission to grant approval to baccalaureate nursing education programs where the nurse administrator holds a graduate degree with a major in nursing and has sufficient experience as a registered nurse but does not hold a doctoral degree.

Sec. 8: Amends RCW 18.79.110 by adding language that directs the Washington state nursing care quality assurance commission to adopt rules which allow for one hour of simulated learning to be counted as equivalent to two hours of clinical placement learning, with simulated learning accounting for up to a maximum of 50 percent of the required clinical hours.

Sec. 9: (2) (a) Establishes that the grant for (2) will go be used to pay for clinical supervisors of nursing candidates with a focus on acute shortage areas (rural, underserved communities and long-term care facilities) with the intent to increase clinical opportunities. Also, reduces the required number of qualifying hours of precepting clinical instruction per student from 100 to 80.

Sec. 11: (1) Requires rural hospitals to collaborate with the commission to establish at least two pilot projects for rural hospitals to utilize high school students who are training to become nursing assistant-certified or high school students who are nursing assistant-certified to help address the workforce shortages and promote nursing careers in rural hospitals.

(2) Requires at least one of the rural hospitals participating in the pilot projects must be east of the crest of the Cascade Mountains and at least one must be west of the crest of the Cascade Mountains.

(4) The commission may contract with an employer and exclusive bargaining unit partnership, nursing consultant, and health services consultant to assist with establishing and supporting the pilot project.

## **B. SUMMARY OF EXPENDITURE IMPACTS**

*Expenditure impacts of the legislation on local governments with the expenditure provisions identified by section number and when appropriate, the detail of expenditures. Delineated between city, county and special district impacts.*

### **CHANGES IN EXPENDITURE IMPACTS BETWEEN THIS VERSION AND PREVIOUS BILL VERSION:**

There were no changes made between versions that would change the legislations impact on local government expenditures.

### **EXPENDITURE IMPACTS OF CURRENT BILL:**

This legislation would have an indeterminate expenditure impact on local governments. Projecting the cost to local and rural hospitals cannot be estimated because the amount of work time is unknown for public hospitals to collaborate with the state board for community and technical colleges (SBCTC), apply for the Student Nurse Preceptor Grant Program, and implement the pilot projects in rural hospitals.

## **C. SUMMARY OF REVENUE IMPACTS**

*Revenue impacts of the legislation on local governments, with the revenue provisions identified by section number, and when appropriate, the detail of revenue sources. Delineated between city, county and special district impacts.*

### **CHANGES IN REVENUE IMPACTS BETWEEN THIS VERSION AND PREVIOUS BILL VERSION:**

There were no changes made between versions that would change the legislations impact on local government revenue.

### **REVENUE IMPACTS OF CURRENT BILL:**

This legislation would have an indeterminate revenue impact on local governments. It is unknown how the funds from the Student Nurse Preceptor Grant Program will be disputed among public and rural hospitals.

#### **Source:**

Local Government Fiscal Note, S SB 5582, (2023)

Local Government Fiscal Note, 2S SB 5582, (2023)

Senate Bill Report, SB 5582, Higher Education & Workforce Development Committee

Washington State Hospital Association