

**House File 2445 - Introduced**

HOUSE FILE 2445  
BY COMMITTEE ON HUMAN  
RESOURCES

(SUCCESSOR TO HSB 634)

**A BILL FOR**

1 An Act relating to the nursing workforce and providing for an  
2 Iowa needs nurses now initiative.  
3 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF IOWA:

1 Section 1. NEW SECTION. 84A.11 Nursing workforce data  
2 clearinghouse.

3 1. a. The department of workforce development shall  
4 establish a nursing workforce data clearinghouse for the  
5 purpose of collecting and maintaining data from all available  
6 and appropriate sources regarding Iowa's nursing workforce.

7 b. The department of workforce development shall have access  
8 to all data regarding Iowa's nursing workforce collected or  
9 maintained by any state department or agency to support the  
10 data clearinghouse.

11 c. Information maintained in the nursing workforce data  
12 clearinghouse shall be available to any state department or  
13 agency.

14 2. The department of workforce development shall consult  
15 with the board of nursing, the department of public health,  
16 the department of education, and other appropriate entities in  
17 developing recommendations to determine options for additional  
18 data collection.

19 3. The department of workforce development, in consultation  
20 with the board of nursing, shall adopt rules pursuant to  
21 chapter 17A to administer the data clearinghouse.

22 4. The nursing workforce data clearinghouse shall be  
23 established and maintained in a manner consistent with the  
24 health care delivery infrastructure and health care workforce  
25 resources strategic plan developed pursuant to section 135.164.

26 5. The department of workforce development shall submit a  
27 report to the governor and the general assembly, annually by  
28 January 15, regarding the nursing workforce data clearinghouse,  
29 and, following establishment of the data clearinghouse, the  
30 status of the nursing workforce in Iowa.

31 Sec. 2. Section 135.175, subsection 1, paragraph a, Code  
32 Supplement 2009, is amended to read as follows:

33 a. A health care workforce support initiative is established  
34 to provide for the coordination and support of various efforts  
35 to address the health care workforce shortage in this state.

1 This initiative shall include the medical residency training  
2 state matching grants program created in section 135.176,  
3 the nurse residency training state matching grants program  
4 created in section 135.176A, the health care professional and  
5 ~~nursing workforce shortage~~ Iowa needs nurses now initiative  
6 created in sections 261.128 and 261.129, the safety net  
7 provider recruitment and retention initiatives program created  
8 in section 135.153A, health care workforce shortage national  
9 initiatives, and the physician assistant mental health  
10 fellowship program created in section 135.177.

11 Sec. 3. Section 135.175, subsection 5, paragraph b, Code  
12 Supplement 2009, is amended to read as follows:

13 b. The health care professional and ~~nurse workforce~~  
14 ~~shortage~~ Iowa needs nurses now initiative account. The health  
15 care professional and ~~nurse workforce shortage~~ Iowa needs  
16 nurses now initiative account shall be under the control of  
17 the college student aid commission created in section 261.1  
18 and the moneys in the account shall be used for the purposes  
19 of the health care professional incentive payment program and  
20 the ~~nurse workforce shortage~~ Iowa needs nurses now initiative  
21 as specified in sections 261.128 and 261.129. Moneys in the  
22 account shall consist of moneys appropriated or allocated  
23 for deposit in or received by the fund or the account and  
24 specifically dedicated to the health care professional and  
25 ~~nurse workforce shortage~~ Iowa needs nurses now initiative or  
26 the account for the purposes of the account.

27 Sec. 4. Section 135.175, subsection 5, Code Supplement  
28 2009, is amended by adding the following new paragraphs:

29 NEW PARAGRAPH. f. The Iowa needs nurses now infrastructure  
30 account. The Iowa needs nurses now infrastructure account  
31 shall be under the control of the department and the moneys  
32 in the account shall be used to award grants in accordance  
33 with rules adopted by the department, in consultation with  
34 the board of nursing, the department of education, and a  
35 statewide association that represents nurses specified by the

1 director, pursuant to chapter 17A, for clinical simulators,  
2 laboratory facilities, health information technology, and other  
3 infrastructure to improve the training of nurses and nurse  
4 educators in the state and to enhance the clinical experience  
5 for nurses. Moneys in the account shall consist of moneys  
6 appropriated or allocated for deposit in or received by the  
7 fund or the account and specifically dedicated to the Iowa  
8 needs nurses now infrastructure account for the purposes of the  
9 account.

10 NEW PARAGRAPH. *g.* The nurse residency training state  
11 matching grants program account. The nurse residency training  
12 state matching grants program account shall be under the  
13 control of the department and the moneys in the account shall  
14 be used for the purposes of the nurse residency training state  
15 matching grants program as specified in section 135.176A.  
16 Moneys in the account shall consist of moneys appropriated or  
17 allocated for deposit in or received by the fund or the account  
18 and specifically dedicated to the nurse residency training  
19 state matching grants program account for the purposes of such  
20 account.

21 Sec. 5. Section 135.175, subsection 6, paragraph a, Code  
22 Supplement 2009, is amended to read as follows:

23 *a.* Moneys in the fund and the accounts in the fund shall  
24 only be appropriated in a manner consistent with the principles  
25 specified and the strategic plan developed pursuant to sections  
26 135.163 and 135.164 to support the medical residency training  
27 state matching grants program, the nurse residency training  
28 state matching grants program, the health care professional  
29 incentive payment program, ~~the nurse educator incentive payment~~  
30 ~~and nursing faculty fellowship programs~~ Iowa needs nurses  
31 now initiative, the safety net recruitment and retention  
32 initiatives program, for national health care workforce  
33 shortage initiatives, for the physician assistant mental health  
34 fellowship program, for the purposes of the Iowa needs nurses  
35 now infrastructure account, and to provide funding for state

1 health care workforce shortage programs as provided in this  
2 section.

3 Sec. 6. NEW SECTION. 135.176A Nurse residency training  
4 state matching grants program — repeal.

5 1. The department shall establish a nurse residency  
6 training state matching grants program to provide matching  
7 state funding to sponsors of nurse residency programs in this  
8 state to establish, expand, or support nurse residency training  
9 programs that meet standards adopted by rule of the department.  
10 Funding for the program may be provided through the health care  
11 workforce shortage fund or the nurse residency training state  
12 matching grants program account created in section 135.175.  
13 The department, in cooperation with the Iowa board of nursing,  
14 the department of education, Iowa institutions of higher  
15 education with licensed programs to educate nurses, and the  
16 Iowa nurses association, shall adopt rules pursuant to chapter  
17 17A to establish minimum standards for nurse residency programs  
18 to be eligible for a matching grant that address all of the  
19 following:

20 a. Eligibility requirements for and qualifications of  
21 a sponsor of a nurse residency program to receive a grant,  
22 including that the program includes both rural and urban  
23 components.

24 b. The application process for the grant.

25 c. Criteria for preference in awarding of the grants.

26 d. Determination of the amount of a grant.

27 e. Use of the funds awarded. Funds may be used to pay  
28 the costs of establishing, expanding, or supporting a nurse  
29 residency program as specified in this section, including but  
30 not limited to the costs associated with residency stipends and  
31 nursing faculty stipends.

32 2. This section is repealed June 30, 2014.

33 Sec. 7. Section 261.2, subsection 10, Code Supplement 2009,  
34 is amended to read as follows:

35 10. Administer the health care professional incentive

1 payment program established in section 261.128 and the ~~nursing~~  
2 ~~workforce shortage~~ Iowa needs nurses now initiative created in  
3 section 261.129. This subsection is repealed June 30, 2014.

4 Sec. 8. Section 261.128, subsection 1, Code Supplement  
5 2009, is amended to read as follows:

6 1. The commission shall establish a health care  
7 professional incentive payment program to recruit and retain  
8 health care professionals in this state. Funding for the  
9 program may be provided through the health care workforce  
10 shortage fund or the health care professional and ~~nurse~~  
11 ~~workforce shortage~~ Iowa needs nurses now initiative account  
12 created in section 135.175.

13 Sec. 9. Section 261.129, Code Supplement 2009, is amended  
14 to read as follows:

15 **261.129 ~~Nursing workforce shortage~~ Iowa needs nurses**  
16 **now initiative — repeal.**

17 1. *Nurse educator incentive payment program.*

18 a. The commission shall establish a nurse educator incentive  
19 payment program. Funding for the program may be provided  
20 through the health care workforce shortage fund or the health  
21 care professional and ~~nurse workforce shortage~~ Iowa needs  
22 nurses now initiative account created in section 135.175.

23 For the purposes of this subsection, “*nurse educator*” means  
24 a registered nurse who holds a master’s degree or doctorate  
25 degree and is employed as a faculty member who teaches nursing  
26 in a nursing education program as provided in 655 IAC 2.6 at  
27 a community college, an accredited private institution, or an  
28 institution of higher education governed by the state board of  
29 regents.

30 b. The program shall consist of incentive payments to  
31 recruit and retain nurse educators. The program shall provide  
32 for incentive payments of up to twenty thousand dollars for a  
33 nurse educator who remains teaching in a qualifying teaching  
34 position for a period of not less than four consecutive  
35 academic years.

1 c. The nurse educator and the commission shall enter into an  
2 agreement specifying the obligations of the nurse educator and  
3 the commission. If the nurse educator leaves the qualifying  
4 teaching position prior to teaching for four consecutive  
5 academic years, the nurse educator shall be liable to repay  
6 the incentive payment amount to the state, plus interest as  
7 specified by rule. However, if the nurse educator leaves  
8 the qualifying teaching position involuntarily, the nurse  
9 educator shall be liable to repay only a pro rata amount of the  
10 incentive payment based on incompleting years of service.

11 d. The commission, in consultation with the department  
12 of public health, the board of nursing, the department of  
13 education, and the Iowa nurses association, shall adopt rules  
14 pursuant to chapter 17A relating to the establishment and  
15 administration of the nurse educator incentive payment program.  
16 The rules shall include provisions specifying what constitutes  
17 a qualifying teaching position.

18 2. *Nursing faculty fellowship program.*

19 a. The commission shall establish a nursing faculty  
20 fellowship program to provide funds to nursing schools in the  
21 state, including but not limited to nursing schools located at  
22 community colleges, for fellowships for individuals employed  
23 in qualifying positions on the nursing faculty. Funding for  
24 the program may be provided through the health care workforce  
25 shortage fund or the health care professional and nurse  
26 ~~workforce shortage~~ the Iowa needs nurses now initiative account  
27 created in section 135.175. The program shall be designed  
28 to assist nursing schools in filling vacancies in qualifying  
29 positions throughout the state.

30 b. The commission, in consultation with the department  
31 of public health, the board of nursing, the department of  
32 education, and the Iowa nurses association, and in cooperation  
33 with nursing schools throughout the state, shall develop a  
34 distribution formula which shall provide that no more than  
35 thirty percent of the available moneys are awarded to a single

1 nursing school. Additionally, the program shall limit funding  
2 for a qualifying position in a nursing school to no more than  
3 ten thousand dollars per year for up to three years.

4 c. The commission, in consultation with the department  
5 of public health, the board of nursing, the department of  
6 education, and the Iowa nurses association, shall adopt  
7 rules pursuant to chapter 17A to administer the program. The  
8 rules shall include provisions specifying what constitutes a  
9 qualifying position at a nursing school.

10 d. In determining eligibility for a fellowship, the  
11 commission shall consider all of the following:

12 (1) The length of time a qualifying position has gone  
13 unfilled at a nursing school.

14 (2) Documented recruiting efforts by a nursing school.

15 (3) The geographic location of a nursing school.

16 (4) The type of nursing program offered at the nursing  
17 school, including associate, bachelor's, master's, or doctoral  
18 degrees in nursing, and the need for the specific nursing  
19 program in the state.

20 3. Nurse educator scholarship program.

21 a. The commission shall establish a nurse educator  
22 scholarship program. Funding for the program may be provided  
23 through the health care workforce shortage fund or the health  
24 care professional and the Iowa needs nurses now initiative  
25 account created in section 135.175. The goal of the nurse  
26 educator scholarship program is to address the waiting list of  
27 qualified applicants to Iowa's nursing schools by providing  
28 incentives for the training of additional nursing educators.  
29 For the purposes of this subsection, "nurse educator" means  
30 a registered nurse who holds a master's degree or doctorate  
31 degree and is employed as a faculty member who teaches nursing  
32 in a nursing education program as provided in 655 IAC 2.6 at  
33 a community college, an accredited private institution, or an  
34 institution of higher education governed by the state board of  
35 regents.



1 b. The program shall consist of scholarships to train  
2 nurses to become nurse educators. The program shall provide  
3 for scholarship payments in an amount established by rule for a  
4 nurse educator who commits to teaching in a qualifying teaching  
5 position for a period of not less than four consecutive  
6 academic years.

7 c. The scholarship recipient and the commission shall  
8 enter into an agreement specifying the obligations of the  
9 applicant and the commission. If the nurse educator leaves  
10 the qualifying teaching position prior to teaching for four  
11 consecutive academic years, the nurse educator shall be liable  
12 to repay the scholarship amount to the state, plus interest  
13 as specified by rule. However, if the nurse educator leaves  
14 the qualifying teaching position involuntarily, the nurse  
15 educator shall be liable to repay only a pro rata amount of the  
16 scholarship amount based on incompleting years of service.

17 d. The receipt of a nurse educator scholarship shall  
18 not impact eligibility of an individual for other financial  
19 incentives including but not limited to loan-forgiveness  
20 programs.

21 e. The commission, in consultation with the department  
22 of public health, the board of nursing, the department of  
23 education, and the Iowa nurses association, shall adopt rules  
24 pursuant to chapter 17A relating to the establishment and  
25 administration of the nurse educator scholarship program. The  
26 rules shall include provisions specifying what constitutes a  
27 qualifying teaching position and the amount of any scholarship.

28 ~~3.~~ 4. Repeal. This section is repealed June 30, 2014.

29 Sec. 10. BOARD OF NURSING — DATA COLLECTION REGARDING  
30 NURSING WORKFORCE. The board of nursing shall replace  
31 its existing database and data platform to allow for the  
32 maintenance of archival information and enhanced public access  
33 and shall update its nursing survey instrument to ensure the  
34 collection of more complete and usable data in assessing Iowa's  
35 nursing workforce.



1 initiative within the health care workforce support initiative  
2 to the Iowa needs nurses now initiative and makes a similar  
3 change to the name of the account for the initiative. The  
4 bill also requires the college student aid commission, which  
5 currently controls the Iowa needs nurses now initiative, to  
6 consult with the Iowa board of nursing, the department of  
7 education, and the Iowa nurses association in adopting rules  
8 and distributing funds.

9 The bill also adds two accounts to the health care workforce  
10 shortage fund: the Iowa needs nurses now infrastructure  
11 account under the control of DPH to provide for the awarding  
12 of grants for clinical simulators, laboratory facilities,  
13 health information technology, and other infrastructure to  
14 improve the training of nurses and nurse educators in the  
15 state and to enhance the clinical experience for nurses; and  
16 the nurse residency training state matching grants program  
17 account under the control of DPH to provide matching state  
18 funding to sponsors of nurse residency programs in this state  
19 to establish, expand, or support nurse residency training  
20 programs that meet standards adopted by rule of DPH. The  
21 bill also specifies the parameters of the grant program. The  
22 bill adds a nurse educator scholarship program as one of the  
23 components of the Iowa needs nurses now initiative with the  
24 goal of addressing the waiting list of qualified applicants  
25 to Iowa's nursing schools by providing incentives for the  
26 training of additional nursing educators. The bill specifies  
27 the parameters of the scholarship program.

28 The bill also provides that implementation is subject to the  
29 extent of funding available.