

## THOT-supported HB 3930 adds clinical grant funding for nursing training programs to increase the number of nurses in the workforce and help retain current nurses.

This critical funding will grow the state's ability to train and retain more nurses by increasing the clinical training opportunities needed for schools to accept and graduate nursing students who spend about one-third of their education learning clinical skills. This legislation aligns with solutions THOT has recommended to the Texas Legislature and represents an important step in overcoming the nurse workforce shortage in Texas. HB 3930 has a companion bill in the Texas Senate, Senate Bill 2059, by Rep. Juan Hinojosa, which advanced out of the Senate Education Committee on April 19.

## Nursing Workforce Shortage

Texas faces a projected shortage of 12,572 licensed vocational nurses and 57,012 registered nurses by 2032. Nationally, about one-quarter of all nurses plan to retire or leave nursing in the next five years. We need to train and retain more nurses. However, insufficient clinical training capacity and an insufficient number of nurse faculty are the primary obstacles to growing a high-quality Texas nurse workforce.

Another factor challenging the workforce is the "experience-complexity gap." The growth in the number of new nurses and the retirement of expert nurses with decades of experience coupled with increasing patient acuity, care complexity, health system demands (like increased protocols and documentation requirements), and shorter lengths of stay mean there are fewer experts to train, transition, and mentor new nurses into increasingly complex clinical proficiency requirements.

### HB 3930 Includes Several THOT

#### Recommendations:



Fund preceptor pay differentials at clinical sites to increase the number of preceptors needed to expand clinical site capacity.



Create and fund nursing innovation and coordination grants for clinical sites, including hospitals and health systems, and increase funding for workplace violence prevention.



Create and fund clinical nurse faculty grant programs.

## About THOT

THOT is the principal voice and advocate for health systems that teach the next generation of health professionals and who are united in their commitment to support policies and funding that will ensure healthcare access to all Texans.

As part of its advocacy on behalf of Texas teaching hospitals, THOT looks forward to engaging legislative and regulatory leaders on long-term health care workforce solutions.

Members appreciate state and legislative support and look forward to continued partnership for Texas health care workforce sustainability.

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