



NEW HAMPSHIRE NURSES' ASSOCIATION

PO Box 1534 Concord, NH 03302

EMAIL: nhna.ned@gmail.com

WEBSITE: NHNurses.org

February 3, 2025

Dear Chairman Rochefort, Vice Chair Avarad and Members of the Committee,

My name is Pamela DiNapoli, and I have recently retired from the University of New Hampshire Department of Nursing, am a current school nurse in the Manchester School District, and I am representing the New Hampshire Nurses Association (NHNA). I currently serve as a member of the NH Workforce Coalition. We strongly support SB 244.

Every day we hear about the severe nursing shortage with dire projections of shortages worsening within the next decade. We hear of hospital units shutting down because of a lack of staff, we hear of the “Silver Tsunami” baby boomer nurses retiring in the next five years in large numbers, the significant aging population, NH boasts as the third oldest population, and decreasing enrollments in nursing schools across the country. However, we do not track NH specific data to comprehensively understand the problem. As stated by W. Edwards Deming, “without data, you are just another person with an opinion.”

SB 244 provides funds through the Area Health Education Center to develop a New Hampshire Nursing Workforce Center (NHNWC). The AHECS have supported the NH health care workforce for almost 30 years and partners with many organizations, including NHNA, to develop health care career pathways and the nursing pipeline.

By establishing an NHNWC, we will have the capacity to better understand the needs of a sustainable nursing workforce and help identify existing gaps.

NH is one of only five states that does not have a state Nursing Workforce Center. NHNA’s request for funding is to conduct a specific scope of work to be completed within two years as a preliminary step toward building the infrastructure for a state Nursing Workforce Center.

The Scope of work will involve two objectives. First, bringing stakeholders together to build a collective voice for nursing excellence in NH to determine what data collection and initiatives are currently in progress. Potential collaborators would include the NH Board of Nursing, Nurse Educators, the Department of Public Health, the NH Hospital Association, NH Health Care Association, Specialty Nursing Associations, and Student Nurse Organizations. Second, we will hold listening sessions to determine the needs of the state and make recommendations for the infrastructure of a NHNWC. We hope to answer these questions: What will NH’s Nursing Workforce Center be? What will it do for New Hampshire? How will we collect comprehensive nursing workforce data, and who will collect it? How do you disseminate this data and information, and implement the subsequent recommendations?

The NH Nurses Association has been strategizing over the past 4 years on how to establish a center within the state and has recently been appointed state representative to the National Forum of State Nursing Workforce Centers. As a member of this coalition, the NHNA has the capacity to develop a data driven approach to address nursing shortages and ensure an adequate supply of qualified nurses to the NH nursing workforce.

Nurses are the largest group of healthcare providers and have been voted the most trusted profession for twenty-three years in a row. We urge you to support SB 244 to continue to provide essential, quality health care to the citizens of NH.

Sincerely

Pamela P DiNapoli PhD, RN on behalf of the NH Nurses Association