

Nonresident Nurse Employment Recruitment Program

Background

Incentivizing employment provides a valuable way for employees to make career decisions based on locating and residing to specific areas in North Dakota. The Nonresident Nurse Employment Recruitment Program is a grant program, designed to attract and retain highly-qualified nurses to North Dakota. The focus of the program is to assist in incentivizing the healthcare industry as a shortage in nursing is one of the state's targeted industries. Priority will be given to rural facilities, facilities who have never participated in the program, and the hiring of diverse nursing specialties, i.e behavioral health nurses, geriatric health nurses, intensive care specialized nurses.

For the 2019-21- biennium, the North Dakota Legislature awarded the Nonresident Nurse Employment Recruitment Program \$500,000. Healthcare facilities can access up to \$4,000 of matching funds for each nurse relocating to North Dakota.

Facility Eligibility

The primary focus of the Nonresident Nurse Employment Recruitment Program is to recruit and relocate any type of licensed nurses to sign a written agreement to work at least four years in a North Dakota licensed healthcare facility. Any licensed healthcare facility receiving funds from this program must provide two dollars of incentive matching funds for each one dollar provided by Commerce.

Facility Requirements

Positions must be related to a licensed nurse (LPN, RN, and APRN), who has successfully obtained a North Dakota state license. Specific hiring objectives must be listed on the application to help determine the funding priority. These objectives should be tied to a specific area of nursing shortage and methods of retainment to ensure a successful completion of four years.

The employer is responsible for selecting and hiring the licensed nurse. To qualify for the program, employers must select a nurse who is:

- a) Licensed to practice in the state of North Dakota;
- b) Identifies primary residence in North Dakota, or bordering states of Montana, South Dakota or Minnesota;
- c) Signs a written agreement to work at least four years in a North Dakota healthcare facility;
- d) Must be employed by the healthcare facility, not a contractor.

Facility Responsibility

Commerce requires licensed health care facilities to:

- submit an application for consideration to the Nonresident Nurse Employment Recruitment Program, for review and approval
- submit a copy of the four year agreement between the healthcare facility and the hired nurse to Commerce within two weeks of the nurse's start date
- sign and return the Letter of Agreement (LOA) between Commerce and the healthcare facility
- Register with Office of Management and Budget to receive payment:
<https://www.nd.gov/omb/vendor/vendor-payments>

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- verify and maintain records that the nurse hired in a North Dakota healthcare facility, and
- maintain documentation of wages paid and/or other compensation and provide to Commerce upon request.
- Request for Funds form is to be submitted by January 1, annually. The Request for Funds form does not need to be for the full amount but must request some of the funding after the work is performed and/or part of the agreement is fulfilled. Failure to do so may result in funds being reallocated to other healthcare facilities.
- Notify Commerce after the full completion of the agreement is met.

About 10% of participating healthcare facilities will be reviewed annually for fiscal and nursing staff verification. If a facility is selected, documentation of expenses and verification of employment must be provided or funding will need to be returned.

Funding

The maximum amount of Nonresident Nurse Employment Recruitment Program funds a healthcare facility can receive is \$20,000 per funding round or \$40,000 per biennium. Healthcare facilities will be limited to a maximum of 5 licensed nurses. A healthcare facility is identified by the provider number as assigned by the state. Any funds not used in this time frame will be released and added to the funding for any additional applications that Commerce receives. **Round 1 applications are available and will be accepted until December 1.** If additional funds are available, Round 2 applications will be accepted until April 1, until all funds are obligated.

Scoring will be done using the scorecard below by the Nonresident Nurse Employment Recruitment Program committee and reviewed by the Workforce Projects and Programs Director of the Workforce Division of the North Dakota Department of Commerce. Healthcare facilities will receive points for the categories they qualify for. Funding will then be obligated to the healthcare facilities that scored the highest in each category until the funding is completely obligated. In the event of a tie, the applications will be awarded funding in the order they were received.

A two-to-one match or more of the compensation to the licensed nurse is required. Examples of compensation are wages and stipends, bonuses, relocation costs, and housing assistance or equipment.

The two-to-one matching funds are provided after work has been performed and can be requested monthly or at the end of the agreement with the facility and the nurse. Documentation of wages paid and/or other compensation provided must be maintained by the employer and made available upon request. Funding begins on the date of the hire's signature on the facilities written agreement. **If you do not request funds within 12 months from the signature date, the initial Letter of Agreement will end and your dollars will be obligated to another healthcare facility.**

Application Process

Applications can be submitted online at <https://www.workforce.nd.gov/workforce/> or by requesting a paper application. To request a paper application or for additional questions and assistance, contact Kerri Kraft at the North Dakota Department of Commerce at 701-328-7263 or kkraft@nd.gov.

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Award Criteria

Priority for facility who has never used the Nonresident Nurse Employment Recruitment Program before

Priority for rural facilities