



March 12, 2026

Minnesota House of Representatives
Minnesota State Senate

Dear Members of the Minnesota Legislature,

On behalf of the Healthcare Education Industry Partnership (HEIP) Council, we write to express our strong support for the amendment to HF3167/SF3411 to fund the Center for Nursing Equity and Excellence (CNEE) at \$500,000 in FY2027 from the Workforce Development Fund.

Since 1998, the HEIP Partnership Council has served as Minnesota's primary healthcare workforce forum, aligning healthcare employers, educators, associations, and state agencies to identify emerging workforce needs and coordinate statewide solutions.

Since its establishment in 2022 through a partnership between the University of Minnesota School of Nursing and the Minnesota State HealthForce Center of Excellence, CNEE has provided consistent leadership in addressing these challenges and regularly engages with the HEIP Council to share data, strategies, and progress.

Minnesota is no longer meeting the baseline demand for nursing professionals, placing increasing strain on the healthcare system. Because nurses make up more than half of the state's licensed healthcare workforce, strengthening the nursing pipeline is critical to maintaining access to care for Minnesotans and supporting Minnesota's economy. CNEE provides the statewide coordination needed to align education, healthcare providers, and workforce partners around solutions to this challenge.

The proposed investment of \$500,000 represents a modest but critical step in sustaining the coordination and statewide strategy needed to address Minnesota's nursing workforce shortages. With this funding, CNEE will continue bringing together partners from education, healthcare employers, and state agencies to identify workforce needs and coordinate solutions that strengthen Minnesota's nursing pipeline. The Center will also use this investment to compete for additional grants and partnerships, bringing new resources to Minnesota and multiplying the impact of the state's investment.

The HEIP Council strongly supports this effort and the leadership CNEE provides in coordinating partners and delivering initiatives that strengthen Minnesota's nursing workforce.

Thank you for your leadership and commitment to Minnesota's healthcare workforce.

Sincerely,

Daniel D. Olson

Daniel D. Olson
HEIP Chair on behalf of the Healthcare Education Industry Partnership (HEIP) Council

Additional HEIP Council member organizations in support on the next page.

Connie Delaney
Dean
University of Minnesota School of Nursing

Elaine Vandenburg
Executive Director
Minnesota State HealthForce Center of
Excellence

Jen Fuechtmann
Director of Recruitment & Workforce Planning
HealthPartners

Kathy Messerli
Executive Director
MN Home Care Association

Summer Hagy
Executive Director
MN HOSA – Future Health Professionals

Deb Broberg
Executive Director
RealTime Talent

Munna Yasiri
NFRP Compliance & Intergovernmental
Relations Director
MN Department of Human Services

Sharon Blomgren
Workforce Training
St. Paul College

Marilyn A. Swan
Chair, School of Nursing
Minnesota State University, Mankato

Laura Cleveland
Director
Anoka Technical College

Anthony Schaffhauser
Treasurer
Minnesota HOSA, Future Health Professionals

Crystle Illa
Director of Talent Acquisition
Children's Minnesota

Diane Dahl, PhD, RN
Associate Dean of Nursing
Bethel University, St. Paul, MN

Minnesota HOSA – Future Health Professionals
PO Box 210
Sartell, MN 56377

March 16, 2026

RE: HF 3167/SF 3411

Senator Champion, Chair, Jobs and Economic Development Committee
Senator Draheim, Ranking Minority Member, Jobs and Economic Development Committee
Representative Baker, Co-Chair, Workforce Development Finance and Policy Committee
Representative Pinto, Co-Chair, Workforce Development Finance and Policy Committee

Dear Co-Chairs Champion and Draheim, Co-chairs Baker and Pinto, and Members of the Committees:

On behalf of Minnesota HOSA-Future Health Professionals, a Career & Technical Student Organization representing over 3,300 high school students planning a future in healthcare, we write to express our **strong support for HF 3167/SF 3411**, which comes before you with an amendment to appropriate \$500,000 in FY 2027 to Minnesota's Nursing Workforce Center, the Center for Nursing Equity and Excellence (CNEE).

The CNEE serves as Minnesota's neutral, statewide convener at the intersection of employers, education, policy, and communities - aligning partners, elevating strong existing work, and identifying and addressing gaps that no single agency can solve alone. Minnesota's nursing workforce continues to face unprecedented strain. Persistent shortages and increasing demand for nursing services require coordinated statewide infrastructure. HF 3167/SF 3411 provides exactly this by investing in the CNEE, which is uniquely positioned as our state nursing workforce center providing the strategic backbone to:

- Build statewide nursing workforce planning infrastructure grounded in data, forecasting, and policy alignment.

- Advance strategies to strengthen recruitment, retention, and advancement in nursing careers.
- Support employers and education partners with evidence-based tools, technical assistance, and scalable workforce solutions.
- Reduce fragmentation and accelerate Minnesota's ability to respond to nursing shortages.
- Leverage national partnerships to bring federal funding and best practices into Minnesota's nursing workforce ecosystem.

Our Request

The future of Minnesota relies on a stable and well-prepared nursing workforce. We respectfully urge the Committee to **support and advance HF 3167/SF 3411 with the amended \$500,000 appropriation**. *This investment is modest* relative to the scale of Minnesota's workforce challenges, with several states investing millions in nursing workforce centers, yet it will yield significant, long-term returns for patients, communities, employers, and the state's health care system.

Thank you for your leadership and commitment to strengthening Minnesota's health care workforce. We are ready to support this legislation and to collaborate in its implementation.

Sincerely,



Summer Hagy

Minnesota HOSA-FHP State Advisor/Executive Director

director@minnesotahosa.org

651-500-8025



ST. CLOUD STATE UNIVERSITY

Department of Nursing Science
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Date: March 13th, 2026

Senator Bobby Joe Champion, Chair
Jobs and Economic Development Committee

Senator Jeff Draheim, Ranking Minority Member
Jobs and Economic Development Committee

Representative Dave Baker, Co-Chair
Workforce Development Finance and Policy Committee

Representative Dave Pinto, Co-Chair
Workforce Development Finance and Policy Committee

Dear Chair Champion, Ranking Member Draheim, Co-Chairs Baker and Pinto, and Members of the Committees:

RE: Support for HF 3167 / SF 3411 – Investment in Minnesota’s Nursing Workforce Center (Center for Nursing Equity and Excellence)

On behalf of the Department of Nursing Science at St. Cloud State University, I write to express strong support for HF 3167 / SF 3411, which includes an amendment appropriating \$500,000 in FY 2027 to Minnesota’s Nursing Workforce Center, the Center for Nursing Equity and Excellence (CNEE).

St. Cloud State University serves as a major regional partner in preparing Minnesota’s nursing workforce, educating nurses who practice throughout Central Minnesota and across the state. As a public university within the Minnesota State system, our program is committed to strengthening the healthcare workforce pipeline and ensuring communities have access to highly prepared professional nurses.

Each year, graduates from St. Cloud State University enter the healthcare workforce across Central Minnesota and the surrounding region, supporting hospitals, clinics, long-term care facilities, and community health organizations that rely on a consistent pipeline of well-prepared nurses.

Workforce data consistently show that healthcare systems across Central Minnesota continue to experience significant nursing workforce shortages, particularly in rural hospitals, long-term care facilities, and community health settings, reinforcing the importance of sustaining strong regional education pipelines such as those supported by the Department of Nursing Science at St. Cloud State University.

Through extensive clinical partnerships with hospitals, clinics, and community health organizations across Central Minnesota, St. Cloud State University plays a critical role in preparing nurses who enter and sustain the region’s healthcare workforce pipeline. These partnerships include collaboration with regional healthcare systems such as CentraCare and other clinical partners that work closely with our program to ensure graduates are prepared to meet the evolving needs of the healthcare system.

Like many nursing programs across Minnesota, our ability to expand enrollment and prepare additional nurses is closely tied to the availability of clinical training placements and coordinated workforce planning across healthcare systems.

As a regional public university serving Central Minnesota, St. Cloud State University plays a vital role in preparing nurses who support healthcare delivery across rural and regional communities. Many of our graduates remain in the region to serve hospitals, clinics, long-term care facilities, and community health organizations that continue to face persistent workforce shortages. Strengthening Minnesota's nursing workforce pipeline requires coordinated strategies that connect education, workforce data, employer partnerships, and policy initiatives. The Center for Nursing Equity and Excellence provides a statewide infrastructure to support these efforts by aligning workforce planning, supporting regional education-employer partnerships, and advancing initiatives that expand access to nursing education while improving recruitment and retention of nurses in rural and underserved communities across Central Minnesota.

Minnesota's healthcare system continues to face significant workforce challenges. Healthcare employers, educational institutions, and communities are navigating persistent shortages and increasing demand for nursing services. Addressing these challenges requires statewide coordination, data-informed planning, and strong partnerships across sectors.

The Center for Nursing Equity and Excellence serves as Minnesota's neutral statewide convener, working at the intersection of employers, education, policy, and communities to align partners, elevate effective strategies already underway across the state, and identify gaps that no single organization can solve alone.

Investment through HF 3167 / SF 3411 will help support the infrastructure necessary to:

- Build statewide nursing workforce planning capacity grounded in data, forecasting, and policy alignment.
- Advance coordinated strategies to strengthen recruitment, retention, and career advancement in nursing.
- Support education and employer partnerships with evidence-based tools, technical assistance, and scalable workforce initiatives.
- Reduce fragmentation across workforce initiatives and accelerate Minnesota's response to nursing shortages.
- Leverage national partnerships to bring federal funding and best practices into Minnesota's healthcare workforce ecosystem.

As part of the Minnesota State system, St. Cloud State University plays an important role in strengthening Minnesota's nursing workforce pipeline by preparing graduates who remain in the state and serve communities across both urban and rural regions.

We respectfully urge the Committee to support and advance HF 3167 / SF 3411 with the amended \$500,000 appropriation. This investment will help strengthen the infrastructure needed to sustain and grow Minnesota's nursing workforce while supporting healthcare access across Central Minnesota and throughout the state.

Thank you for your leadership and commitment to strengthening Minnesota's healthcare workforce and the communities we collectively serve.

Sincerely,

Jane Bagley, PhD, RN
Department Chair
Department of Nursing Science
St. Cloud State University

720 4th Ave S
St. Cloud, MN 56301
320-308-1749



PHILIPPINE NURSES ASSOCIATION CENTRAL MINNESOTA

Email: pnacentralmn@gmail.com



March 13, 20206

Senator Bobby Joe Champion, Chairman
Jobs and Economic Development Committee

Senator Jason Draheim, Ranking Minority Member
Jobs and Economic Development Committee

Representative Dave Baker, Co-Chair
Workforce Development Finance and Policy Committee

Representative Dave Pinto, Co-Chair
Workforce Development Finance and Policy Committee

Dear Chairman Champion, Ranking Member Draheim, Co-Chairs Baker and Pinto, and Members of the Committees:

On behalf of the Philippine Nurses Association of Central Minnesota (PNACM), we write to express our strong support for HF 3167/SF 3411, which includes an amendment to appropriate \$500,000 in FY 2027 to Minnesota's Nursing Workforce Center, the Center for Nursing Equity and Excellence (CNEE).

PNACM is a professional organization representing Filipino American nurses across Central Minnesota. Our members serve patients and communities in hospitals, long-term care facilities, clinics, and public health settings throughout the region. As internationally educated nurses and immigrant health professionals have long been a vital part of Minnesota's healthcare workforce, we are deeply invested in initiatives that strengthen workforce sustainability, equity, and opportunity within the nursing profession.

The Center for Nursing Equity and Excellence plays a critical role as Minnesota's neutral, statewide convener at the intersection of employers, education, policy, and communities. By aligning partners, amplifying effective workforce initiatives, and identifying gaps that no single organization can address alone, CNEE provides essential infrastructure to support the long-term health of Minnesota's nursing workforce.

Minnesota continues to face significant nursing workforce challenges. Persistent shortages, increasing demand for care, and barriers faced by internationally educated and diverse nurses highlight the need for coordinated, statewide strategies. HF 3167/SF 3411 supports this effort by investing in the CNEE, which is uniquely positioned to:

- Build statewide nursing workforce planning infrastructure grounded in data, forecasting, and policy alignment.
- Advance strategies that strengthen recruitment, retention, and career advancement in nursing.
- Support employers and education partners with evidence-based tools, technical assistance, and scalable workforce solutions.
- Reduce fragmentation and accelerate Minnesota's ability to respond to workforce shortages.
- Leverage national partnerships to bring federal funding opportunities and best practices into Minnesota's nursing workforce ecosystem.

For organizations like PNACM, this work is especially important. Many Filipino American nurses and other internationally educated professionals contribute significantly to Minnesota's healthcare system. Strengthening workforce coordination and equity initiatives helps ensure that talented nurses can fully contribute to the health of our communities.

Our Request

As a professional nursing organization committed to workforce development and community health, we respectfully urge the Committee to support and advance HF 3167/SF 3411 with the amended \$500,000 appropriation. While modest compared to investments made by other states in nursing workforce centers, this funding will provide critical infrastructure to support long-term workforce stability, improve care delivery, and strengthen Minnesota's healthcare system.

Thank you for your leadership and commitment to strengthening Minnesota's healthcare workforce. We appreciate your consideration and stand ready to support this effort and collaborate in advancing solutions for Minnesota's nursing workforce.

Sincerely,



PATRICK SIMON S. SORIA, DNP, MHA, MAN, RN, CGNC, FAAN
President

Representative Baker, Co-Chair, Workforce Development Finance and Policy Committee

Representative Pinto, Co-Chair, Workforce Development Finance and Policy Committee

Dear Co-chairs Baker and Pinto, and Members of the Committees:

On behalf of the Long Term Care Imperative, which represents over 2,000 providers across the long-term care continuum across Minnesota, we write to express our strong support for HF 3167, which comes before you with an amendment to appropriate \$500,000 in FY 2027 to Minnesota's Nursing Workforce Center, the Center for Nursing Equity and Excellence (CNEE).

The Center for Nursing Equity and Excellence serves as Minnesota's neutral, statewide convenor at the intersection of employers, education, policy, and communities - aligning partners, elevating strong existing work, and identifying and addressing gaps that no single agency can solve alone.

Minnesota's nursing workforce continues to face unprecedented strain. Persistent shortages, and increasing demand for nursing services require coordinated statewide infrastructure. HF 3167 provides exactly this by investing in the CNEE, which is uniquely positioned as our state nursing workforce center providing the strategic backbone to:

- Build statewide nursing workforce planning infrastructure grounded in data, forecasting, and policy alignment.
- Advance strategies to strengthen recruitment, retention, and advancement in nursing careers.
- Support employers and education partners with evidence-based tools, technical assistance, and scalable workforce solutions.
- Reduce fragmentation and accelerate Minnesota's ability to respond to nursing shortages.
- Leverage national partnerships to bring federal funding and best practices into Minnesota's nursing workforce ecosystem.

Our respective associations (Care Providers of Minnesota and LeadingAge Minnesota) rely on a stable and well-prepared nursing workforce. We respectfully urge the Committee to **support and advance HF 3167 with the amended \$500,000 appropriation**. This investment represents a valuable and strategic step toward strengthening Minnesota's health care workforce infrastructure. By supporting coordinated workforce development efforts, it can yield significant long-term returns for residents/patients, communities, employers, and the state's health care system while helping build a more sustainable pipeline of caregivers.

Thank you for your leadership and commitment to strengthening Minnesota's health care workforce. We are ready to support this legislation and to collaborate in its implementation.

Sincerely,

Nicole Mattson, HSE, CAE, SPHR, SHRM-SCP
Vice President of Advocacy and Workforce Development, Care Providers of Minnesota

and

Dr. Kari Everson, DNP, MHA, MSN, RN, LNHA, LALD, PHN, DNS-CT, QCP
Vice President of Clinical Services, LeadingAge Minnesota

March 13th, 2026

To: Senator Champion, Chair, Jobs and Economic Development Committee
Senator Draheim, Ranking Minority Member, Jobs and Economic Development Committee
Representative Baker, Co-Chair, Workforce Development Finance and Policy Committee
Representative Pinto, Co-Chair, Workforce Development Finance and Policy Committee

From: Interim Dean and Chief Nursing Administrator Marjorie Webb

Dear Co-Chairs Champion and Draheim, Co-chairs Baker and Pinto, and Members of the Committees:
On behalf of Metropolitan State University College of Nursing and Health Sciences, we write to express our strong support for HF 3167/SF 3411, which comes before you with an amendment to appropriate \$500,000 in FY 2027 to Minnesota's Nursing Workforce Center, the Center for Nursing Equity and Excellence (CNEE).

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- Support employers and education partners with evidence-based tools, technical assistance, and scalable workforce solutions.
- Reduce fragmentation and accelerate Minnesota's ability to respond to nursing shortages.
- Leverage national partnerships to bring federal funding and best practices into Minnesota's nursing workforce ecosystem.

Our Request

Minnesota relies on a stable and well-prepared nursing workforce. We respectfully urge the Committee to **support and advance HF 3167/SF 3411 with the amended \$500,000 appropriation**. This investment is modest relative to the scale of Minnesota's workforce challenges, with several states investing millions in nursing workforce centers, yet it will yield significant, long-term returns for patients, communities, employers, and the state's health care system.

Thank you for your leadership and commitment to strengthening Minnesota's health care workforce. We stand ready to support this legislation and to collaborate in its implementation.

Sincerely,



Marjorie G. Webb, PhD, DNP, RN, ACNP-BC
Interim Dean and Chief Nursing Administrator
College of Nursing and Health Sciences
Metropolitan State University
Marjorie.webb@metrostate.edu



Brian Greening, PhD
Director, Student Support Services
St. Olaf College
Tomson Hall 282
1520 St. Olaf Avenue
Northfield, MN 55057

March 16, 2026

Senator Champion, Chair, Jobs and Economic Development Committee
Senator Draheim, Ranking Minority Member, Jobs and Economic Development Committee
Representative Baker, Co-Chair, Workforce Development Finance and Policy Committee
Representative Pinto, Co-Chair, Workforce Development Finance and Policy Committee

Dear Co-Chairs Champion and Draheim, Co-chairs Baker and Pinto, and Members of the Committees:

On behalf of St. Olaf College, representing more than 3,000 students hailing from more than 85 countries across the globe, we write to express our strong support for HF 3167/SF 3411, which comes before you with an amendment to appropriate \$500,000 in FY 2027 to Minnesota's Nursing Workforce Center, the Center for Nursing Equity and Excellence (CNEE).

The Center for Nursing Equity and Excellence serves as Minnesota's neutral, statewide convener at the intersection of employers, education, policy, and communities - aligning partners, elevating strong existing work, and identifying and addressing gaps that no single agency can solve alone.

Minnesota's nursing workforce continues to face unprecedented strain. Persistent shortages, and increasing demand for nursing services require coordinated statewide infrastructure. HF 3167/SF 3411 provides exactly this by investing in the CNEE, which is uniquely positioned as our state nursing workforce center providing the strategic backbone to:

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- Support employers and education partners with evidence-based tools, technical assistance, and scalable workforce solutions.
- Reduce fragmentation and accelerate Minnesota's ability to respond to nursing shortages.
- Leverage national partnerships to bring federal funding and best practices into Minnesota's nursing workforce ecosystem.

Our Request

As a college producing hundreds of new healthcare workers, annually, we help create, while also relying on, a stable and well-prepared nursing workforce. We respectfully urge the Committee to **support and advance HF 3167/SF 3411 with the amended \$500,000 appropriation**. This investment is modest relative to the scale of Minnesota's workforce challenges, with several states investing millions in nursing workforce



centers, yet it will yield significant, long-term returns for patients, communities, employers, and the state's health care system.

Thank you for your leadership and commitment to strengthening Minnesota's health care workforce. We stand ready to support this legislation and to collaborate in its implementation.

Sincerely,

Brian Greening, PhD
Director, Student Support Services
greeni1@stolaf.edu
507-786-3712



The Kid Experts®

March 16, 2026

Senator Champion, Chair, Jobs and Economic Development Committee
Senator Draheim, Ranking Minority Member, Jobs and Economic Development Committee
Representative Baker, Co-Chair, Workforce Development Finance and Policy Committee
Representative Pinto, Co-Chair, Workforce Development Finance and Policy Committee

Dear Co-Chairs Champion and Draheim, Co-chairs Baker and Pinto, and Members of the Committees:

On behalf of Children's Minnesota, representing one of the largest freestanding pediatric health systems in the United States — with two hospitals, nine primary care clinics, seven rehabilitation and nine specialty care sites, we write to express our strong support for HF 3167/SF 3411, which comes before you with an amendment to appropriate \$500,000 in FY 2027 to Minnesota's Nursing Workforce Center, the Center for Nursing Equity and Excellence (CNEE).

The Center for Nursing Equity and Excellence serves as Minnesota's neutral, statewide convener at the intersection of employers, education, policy, and communities - aligning partners, elevating strong existing work, and identifying and addressing gaps that no single agency can solve alone.

Minnesota's nursing workforce continues to face unprecedented strain. Persistent shortages, and increasing demand for nursing services require coordinated statewide infrastructure. HF 3167/SF 3411 provides exactly this by investing in the CNEE, which is uniquely positioned as our state nursing workforce center providing the strategic backbone to:

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- Support employers and education partners with evidence-based tools, technical assistance, and scalable workforce solutions.
- Reduce fragmentation and accelerate Minnesota's ability to respond to nursing shortages.
- Leverage national partnerships to bring federal funding and best practices into Minnesota's nursing workforce ecosystem.

Our Request

As hospital system, we rely on a stable and well-prepared nursing workforce. We respectfully urge the Committee to **support and advance HF 3167/SF 3411 with the amended \$500,000 appropriation**. This investment is modest relative to the scale of Minnesota's workforce challenges, with several states investing millions in nursing workforce centers, yet it will yield significant, long-term returns for patients, communities, employers, and the state's health care system.

Thank you for your leadership and commitment to strengthening Minnesota's health care workforce. We stand ready to support this legislation and to collaborate in its implementation.

Sincerely,

Crystle Illa
Director of Talent Acquisition
Children's Minnesota
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952-992-5362