## The PRECEPT Nurses Act (H.R.392/S.131)

H.R.392 was introduced January 14, 2025 by Reps. Jennifer Kiggans (R-VA-02), Claudia Tenney (R-NY-24), David Joyce (R-OH-14), and Jim Costa (D-CA-21).

S.131 was introduced on January 16, 2025 by Sens. Mark Kelly (D-AZ) and Marsha Blackburn (R-TN).

The American Association of Colleges of Nursing (AACN) is the national voice for academic nursing representing more than 875 member schools throughout the country.

AACN member schools educate more than 520,000 students and employ more than 57,000 faculty.

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## **Cosponsor and Pass the PRECEPT Nurses Act**

American Association

of Colleges of Nursing

The **Providing Real-World Education and Clinical Experience by Precepting Tomorrow's Nurses Act or the PRECEPT Nurses Act** (H.R.392/S.131) is a bipartisan bill that will provide a \$2,000 tax credit for nurses who serve at least 200 hours as a clinical preceptor to nursing students, advanced practice nursing students, or newly hired licensed nurses in a Health Professional Shortage Area.

## WHY ARE PRECEPTORS IMPORTANT?

- Preceptors are nurses working in healthcare settings who mentor, monitor, teach, provide feedback, and assess early-career nurses and have a crucial role in helping new nurses develop the skills and knowledge necessary to provide care in an increasingly complex healthcare environment.<sup>1</sup>
- **Preceptors are critical to nurse retention** as they provide both training and a strong support system for nurses entering practice.
  - It is estimated that nearly **25% of new nurses leave their positions in the first year**, further demonstrating the importance of preceptors.<sup>2</sup>
  - According to a 2024 analysis, the average cost of turnover for bedside RNs is \$56,300 per nurse; this turnover costs hospitals an average of \$3.9 -\$5.8 million annually.<sup>2</sup>
  - A 2019 systematic review found that preceptorship programs **reduced turnover by an average of 11%**.<sup>3</sup>
- The National Advisory Council on Nurse Education and Practice has recommended that Congress allocate specific funding to programs that promote an increase in the number of nurse faculty and clinical preceptors.<sup>4</sup>
- Research has found that financial incentives can help attract and retain highquality preceptors while also mitigating some of the effects of occupational burnout.<sup>5</sup>
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