



ANNA
American Nephrology
Nurses Association

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

The American Nephrology Nurses Association (ANNA) is a nonprofit organization representing registered nurses and other healthcare professionals at all levels of practice. ANNA members work in settings such as chronic kidney disease management, peritoneal dialysis, hemodialysis, continuous renal replacement therapy, transplantation, industry, and government/regulatory agencies.

Background on the Issue

The Bureau of Labor Statistics projects the demand for Registered Nurses (RNs) will increase 6% by 2033, and the demand for Advanced Practice Nurses (APRNs) is expected to grow by 40%. Frequently cited reasons for leaving the profession include early retirement, stress, inadequate staffing, administrative burden, and burnout. For the more than 35.5 million Americans living with kidney disease – nearly 1 in 7 adults – and the over 808,000 living with End-Stage Kidney Disease, this nursing shortage poses a serious threat to access to timely, high-quality preventive and kidney care.

A key factor worsening the nursing workforce crisis is the shortage of clinical nurse educators, or preceptors, who provide essential education, training, and mentorship to both new and future nurses. This ongoing shortage has had serious consequences, including the rejection of nearly 66,000 qualified nursing applications – and more than 10,000 qualified applicants to graduate nursing programs – due to limited clinical training capacity, including preceptors. While several states have implemented incentives – such as tax credits – to increase the number of preceptors, there is currently no equivalent federal initiative in place.

Overview of the Legislation

The bipartisan and bicameral *Providing Real-world Education and Clinical Experience by Precepting Tomorrow's (PRECEPT) Nurses Act* (H.R. 392 and S.131) was introduced in January 2025. The House bill is led by Representatives Jennifer Kiggans (R-VA-2), Claudia Tenney (R-NY-24), David Joyce (R-OH-14), and Jim Costa (D-CA-21). The Senate bill is led by Senators Mark Kelly (D-AZ) and Marsha Blackburn (R-TN).

The legislation aims to address national nursing workforce shortages, including the preceptor gap. The bill provides a \$2,000 tax credit to experienced nurses who serve at least 200 hours as a clinical preceptor to nursing students, advanced practice nurse candidates, or new nurses within six months of employment that serve in communities designated as a Health Professional Shortage Areas.

Recommendation: ANNA supports the *PRECEPT Nurses Act* (H.R. 392 and S.131) and encourages Members of Congress to cosponsor the important legislation.