

## The Washington Center for Nursing: A Brief History

- 2001 WA nursing leaders, legislators, and other stakeholders concerned about the nursing workforce gathered to hear from national experts about the nursing shortage. At the meeting, a task force volunteered to draft the first-ever strategic plan for nursing and bring it back to the larger group
- 2002 The Washington State Strategic Plan for Nursing (WSSPN) is adopted by the Washington Nursing Leadership Council (WNLC – composed of CNEWS, NWONE, NCQAC, WLN, WSNA). Goal #5 identifies the need to create a Center for Nursing to focus on nursing resources, education and workforce issues
- 2003 WCN is established as a private nonprofit charitable corporation (not a state agency)
- 2004 Executive Director hired, 501(c)(3) nonprofit status obtained, Strategic Business Plan created
- 2005 Board of Directors expanded to 15 members with participation from across the state and multiple venues where nurses practice
- WCN joined the National Nursing Workforce Centers Forum, which has membership of >35 state centers
  - SB5599 passed, authorizing the Department of Health to collect a \$5 surcharge from every new and renewing RN and LPN license, for the purpose of funding a grant to a “nursing resource center.” WCN was awarded grant N14101 with specific deliverables due each year. Deliverables:
    - Educate the public including K-12 about opportunities and careers in nursing
    - Evaluate the effectiveness of nursing education in the state and make recommendations
    - Build the database about the nursing workforce in our state; establish regular monitoring of key measures
    - Monitor the applicant pool for programs of nursing
    - Facilitate partnerships between the many entities in our state to promote diversity
    - Enhance nursing career mobility and nursing leadership development
    - Provide consultation, technical assistance, data and information on WA & national nursing resources
    - Promote strategies to enhance patient safety and quality patient care including a safe and healthy workplace environment for nurses
- 2006
- WCN co-sponsored the National Nursing Workforce conference with the Oregon Center for Nursing
  - First of 3 Johnson & Johnson “Promise of Nursing for Washington” galas held. \$525,000 raised for nursing scholarships, faculty fellowships to teach nursing, and nursing school capacity expansion grants.
  - WCN Strategic Business Plan & original WA State Strategic Plan for Nursing merged, creating a single plan for the state
- 2007
- “The Experience of Minority/Underrepresented New Graduate RNs” study published
  - “RN Supply and Demand through 2025” study published
- 2008
- “Master Plan for Nursing Education in Washington State” accepted by Department of Health
  - “RN Licensing Data Analysis” published
  - WCN helped fund the Rural Outreach Nursing Education program development

- 2009
  - “LPN Licensing Data Analysis” & “LPN Supply & Demand through 2026” published
  - “ARNP Workforce Analysis” published
  - “Preliminary Report on Nursing Faculty Workload” published
  - Second Johnson & Johnson “Promise of Nursing for Washington” gala raised >\$300,000
  - Master Plan for Nursing Education Implementation Recommendations submitted to DOH
  - WCN leads statewide team selected by the Campaign to Champion Nursing (a collaborative effort between Robert Wood Johnson Foundation and AARP) to address nursing education in our state
- 2010
  - Implementation work on Diversity, Transition to Practice, and Faculty work-life issues advanced
  - Stakeholder meetings held across the state to study the knowledge, skills and attributes needed for nurses
  - \$110,000 awarded to five Nursing Education programs in WA for capacity expansion
  - \$40,000 awarded by Johnson & Johnson for Diversity Leader position
  - Statewide webinar on the “Impact of the IOM Recommendations on Nursing”
- 2011
  - Leadership education for nurse educators initiated
  - WCN selected by Robert Wood Johnson Foundation to co-lead the Institute of Medicine work in WA
  - RN, LPN, ARNP “Snapshots” updated; “RN Supply & Demand through 2031” published
  - “Employment Experience of Newly Licensed RNs” study published
  - Statewide Institute of Medicine “Advancing Nursing’s Future” conference sponsored
- 2012
  - Diversity Network Director hired to develop Minority Nurse Mentoring Program
  - \$300,000 Academic Progression in Nursing grant awarded by the Robert Wood Johnson Foundation
  - Third Johnson & Johnson Promise of Nursing for WA Gala raised ~\$200,000
  - Progress on seamless academic progression in nursing via the Direct Transfer Agreement (DTA) and collaboration with the Curriculum Innovations Workgroup
  - Secretary of Health affirms contract compliance & success by WCN; recommends surcharge renewal to legislature
- 2013
  - Legislature renews surcharge bill without sunset clause
  - Statewide ITV conference on concept-based curriculum as method to accomplish shared competencies
  - Safe Table Forums in Spokane and Tukwila: “Barriers and incentives to earning a BSN”
  - Statewide ITV “Town Hall Meeting: Academic Progression in Nursing”
  - Distributed \$4,000 program development grants to new RN-BSN programs (Bellevue College, Western Washington University, St. Martin’s University, Wenatchee Valley College)
  - Direct Transfer Agreement for nursing proposal approved by the Washington Joint Transfer Council; State Board of Community and Technical Colleges Articulation & Transfer Council, SBCTC Instruction Commission
  - Year-long Diversity Mentoring Program pilot launched
  - “Increasing the Diversity of Washington State’s Nursing Workforce: Barriers and Supports in the K-12 and Higher Education Systems” published
- 2014
  - Community and technical college system and four-year universities sign landmark Nursing Direct Transfer Agreement to create a shorter, smoother process for students to achieve BSN degree
  - Second \$300,000 Academic Progression in Nursing grant awarded by Robert Wood Johnson Foundation
  - “Master Plan for Nursing Education 5 year status” published

- 2015
- In a joint project with ARNPs United of WA and WSNA, analyzed the ARNP population using the National Nursing Minimum Data Set and provided recommendations
  - Surveyed Transition-To-Practice programs and first-year new graduate turnover with analysis and recommendations
  - Provided Leadership education to CNEWS
  - Report on best practices in increasing nursing student diversity
  - Created a “one-stop” site for selecting an RN-BSN program on the WCN website
  - First Executive Director, Linda Tieman retires and WCN hires Sofia Aragon as the new Executive Director
- 2016
- Updated “snapshots” of LPN, RN, and ARNPs using available licensure information: age, gender, residential address
  - Leadership education for CNEWS
  - Launched a diversity mentoring program in Eastern Washington with Yakima Valley Community College and Washington State University, with input from Heritage University
  - Provided DOH and NCQAC a summary, evaluation of effectiveness and recommendations to continue or make revisions to the diversity mentoring program
- 2017
- Convened stakeholder groups to identify strategies towards continued implementation of the Institute of Medicine Goals for Academic Progression in Nursing
  - Completed a repeat survey of acute care hospital transition to practice programs
  - Established a WCN ARNP Advisory Committee to develop recommendations to increase access to ARNPs in WA
  - Partnered with the Council on Nursing Education in WA State and the Nursing Care Quality Assurance Commission to launch Action Now! This is an effort to combine the WCN’s plans to revise the Master Plan for Nursing Education and the Nursing Commission’s motion to hold a Nursing Education Solutions Summit in coordination with WCN.
  - Performed outreach to rural organizations to discuss potentially developing a rural health advisory committee
  - Provided trainings on implicit bias for nurse educators and other key stakeholders
  - Enhanced the WCN website to include information specifically for parents and students in K-12 to promote nursing as a career
  - Completed a nurse educator survey with consultation from the Oregon Center for Nursing and the Council on Nursing Education in WA State to examine the nurse faculty role and factors that impact faculty recruitment and retention
- 2018
- WCN worked with the NCQAC and the University of WA Center for Health Workforce Studies to define a process for data analysis of Minimum Nursing Data Set and race and ethnicity data collected by the NCSBN e-notify system. This important step allows WA to collect supply data on licensed nurses.
  - WCN contracts with the UW Center for Health Workforce Studies to complete a sample survey of registered nurses using the Minimum Nursing Data Set and workplace satisfaction questions
  - WCN, with consultation with the Oregon Center for Nursing, and in partnership with the WA State Hospital Association and NW Organization of Nurse Executives, completes a pilot demand study of employers of nursing professionals in WA State.

- Performed a repeat survey of ARNPs using the Minimum Nursing Dataset with WA State University
- To increase access to nursing education, especially for underrepresented populations, convene leaders in nursing diversity to use the Minimum Nursing Dataset to create an action plan to increase diversity in nursing
- WCN is an integral partner in the Healthier WA Initiative for Medicaid transformation
- WCN engages in the Nurses on Boards initiative, in coordination with the National Nurses on Boards Coalition
- WCN adds a seat for an ethnic nurses' association on the WCN Board of Directors

2019

- WCN, with the University of WA Center for Health Workforce Studies, publishes a sample survey of Registered Nurses using the Minimum Nursing Dataset and workplace satisfaction questions
- WCN develops a Social Determinants of Health at the Point of Care tool kit
- WCN launches the So You Want to Be a Professor workshop series, a result of an action plan to increase access to nursing education for underrepresented populations
- WCN works with the University WA Center for Health Workforce Studies and the Nursing Commission to publish the first supply survey of LPNs, RNs, and ARNPs using the Minimum Nursing Dataset.