WCN
WASHINGTON CENTER FOR NURSING

2025 ANNUAL IMPACT REPORT

Working Together to Strengthen Washington's Nursing Workforce



OUR MISSION

WCN supports a healthy Washington by engaging nurses' expertise, influence, and perspective and by building a diverse, highly qualified nurse workforce to meet future demands.

OUR VISION

Transforming communities in Washington State through increased access to quality nursing care.

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From the WCN Executive Director
Sofia Aragon, JD, BSN, RN, FAAN

Every day, Washington's licensed practical nurses, registered nurses, and advanced practice registered nurses care for our communities—in hospitals, clinics, long-term care, schools, rural communities, and beyond.

At the Washington Center for Nursing (WCN), our work begins with you.

In 2025, we listened to nurses, studied the forces shaping our profession, brought partners together, and turned evidence into action. Our goal: a nursing workforce where every nurse can thrive, lead, and make a difference.

Making Nurses Visible Through Data

Behind every workforce statistic is a nurse, and a community depending on that nurse.

Our State of the Nursing Workforce Report brought studies together, examining supply and demand, education, demographics, geographic distribution, and future needs to help ground Washington's decisions in evidence.

Creating More Opportunities for Future Nurses

Preparing the next generation requires more than classroom seats. Students need high-quality clinical experiences, and nurses supported to teach them.

Through our Clinical Placement Initiative, WCN brought partners together to improve clinical learning. We identified priorities to strengthen preceptors, expand rural and community-based placements, improve onboarding, and build stronger education-practice partnerships.

Helping Nurses Stay, and Thrive

Washington needs more nurses. Just as importantly, we need to keep the nurses we have.

Building on our research into burnout and well-being, WCN convened nurses and partners to move toward action supporting retention, healthier workplaces, and sustainable careers.

Building a Nursing Workforce Where Everyone Belongs

The future of nursing must reflect the communities we serve.

WCN continued investing in workforce diversity, mentorship, education, and leadership development, helping nurses from historically underrepresented communities strengthen pathways into education and leadership.

Our Work Is Your Work

What gives WCN's work meaning is not a report, meeting, or statistic. It is what happens next.

It is an LPN finding a pathway to advance their career. An RN choosing to remain in the profession. An APRN bringing care to an underserved community. A nurse becoming a preceptor, educator, mentor, or leader. And a future nurse seeing themselves reflected in the profession and believing, I belong here.

To Washington's nurses: thank you for what you do, what you teach us, and what you make possible.

Together, we are building a stronger nursing workforce, and a healthier Washington.

WCN
It's About Washington's Health
WASHINGTON CENTER FOR NURSING

WCN Executive Director,

2025 IMPACT BY THE NUMBERS

3,655

Middle school students reached through the Teen Nursing Academy

1,381.5

# of clinical hours earned through the Teen Nursing Academy 2-year pilot

276

Number of nurses who attended a WCN workshop or conference

248

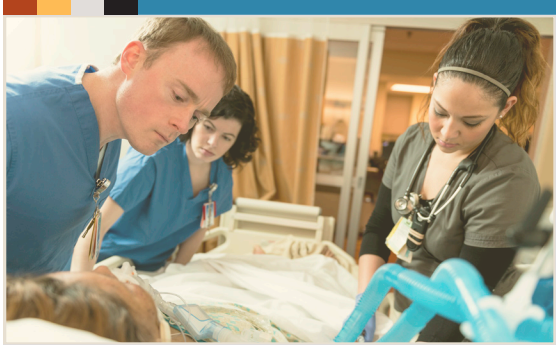
Clinical placement stakeholders convened

6

Burnout workgroups launched

5

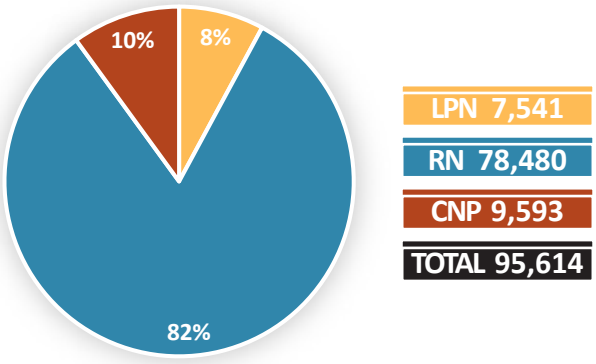
Nursing workforce data reports published



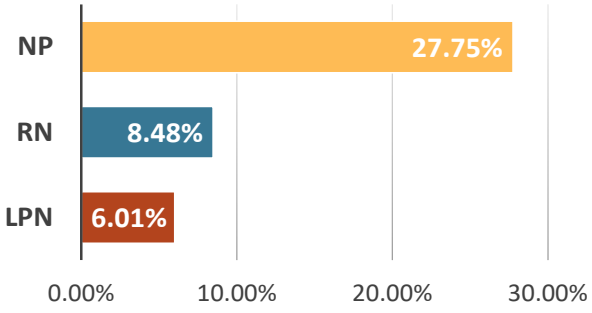
Advancing Nursing Workforce Research & Retention

Strategic Direction: Strengthening our Capacity to Advance the Data

Estimated Number of Actively Employed Nurses in WA[1]



2025-2032 Projected Growth in Nursing Demand[5]



Projected Demand of Clinical Placement Hours if Prelicensure Program Enrollments increase by 10% in WA State[4]

3,463,7897

Faculty shortages & limited clinical placements continue to prevent nursing programs from fully meeting workforce demand.[3]

To support a stronger nursing workforce and informed health workforce policy in Washington State, WCN published five new nursing workforce data reports in 2025.

1. Washington State Nursing Supply Report: Trends in LPN, RN, and ARNP supply
2. Washington State Nursing LPN, RN, APRN Demand and Projections Report: An Exploration of Existing Demand Data
3. Washington State Nursing Education Trend Report 2019-2023
4. Clinical Placement Initiative Report: Increasing Access to Nursing Education Clinical Placements
5. 2025 Washington State of the Nursing Workforce Research Report



All WCN nursing workforce data reports are available on our website at, wcnursing.org/data-reports-publications/

Strengthening Leadership, Belonging, & Representation

Strategic Direction: Strengthening Coalitions & Centering New Voices



Nurses of Color Coalition

WCN continued to support the Nurses of Color Coalition by coordinating monthly virtual meetings and the Coalition's third annual symposium, strengthening the collective voice of nurses of color and advancing advocacy for more equitable and inclusive nursing environments.

During the symposium, participants identified practical strategies to strengthen equity, belonging, and retention across nursing education and practice, including:

- Examining colonial influences in curricula, policies, and workplace culture.
- Promoting Brave Space practices and inclusive workplace policies.
- Expanding diverse case studies and curriculum reviews.
- Advancing culturally safe, patient-centered care.
- Developing role-specific action plans for students, nurses, educators, and leaders.

"This symposium was awesome, and value added. It encouraged great conversations and engagement!"

Healing, Belonging, & the Passion for Nursing Conference

Hosted by WCN and Seattle University College of Nursing, this lively and transformative conference equipped nurses with essential tools for addressing health disparities through informative, and engaging sessions.

The keynote by Tad Worku, MSN, RN, FNPBC, CEN, set the tone for the day, blending storytelling and song to invite the audience into a renewed vision of purpose and resilience in nursing.

95% of participants said the event deepened their understanding of health equity, and 88% felt more prepared to act on that knowledge.

GROWTH & LEARNING IN NURSING FOR A STRONGER NURSING WORKFORCE & IMPROVED PATIENT CARE

A TIMELINE OF WCN 2025 CONFERENCES AND WORKSHOPS

4/10	5/9	5/16	8/15	9/6	10/30	12/17	12/19
Health Equity: Best Practices & Strategies in Education. A Workshop for WA Nurse Educators	Caring for Communities: Nursing Careers in Community & Population Health Workshop	Healing, Belonging, & the Passion for Nursing Conference	Addressing Incivility in Nursing Workshop	3rd annual Nurses of Color Symposium	8th annual So You Want to Be A Professor Workshop	Mentors in Action: Alumni Panel Webinar	Nurse Faculty Salary Negotiation Seminar



WCN Clinical Placement Initiative (2023-2025)

A statewide roadmap to strengthen Washington's clinical placement system

Expanding Clinical Placement in Washington

Washington cannot graduate more nurses without sufficient clinical training opportunities. To address this challenge, WCN led the statewide Clinical Placement Initiative, convening education and healthcare partners to identify barriers, strengthen partnerships, and develop practical solutions that expand clinical learning opportunities for nursing students.

CONNECT	DISCOVER	ACT
Education + Healthcare + Workforce Partners	Statewide barriers, gaps, & opportunities	Recommendations to expand clinical placements

THE NEED

Clinical placements remain one of the largest barriers to expanding nursing education capacity in WA, alongside the need for more faculty.

OUR WORK

WCN convened 248 stakeholders, held six regional meetings, led a statewide steering committee, conducted two statewide clinical placement surveys (hospital & non-hospital), and launched a statewide communication platform (Hivebrite).

THE IMPACT

Created Washington's first coordinated statewide roadmap to strengthen clinical placements, expand preceptor capacity, and improve access across urban and rural communities.

Sexual Assault Nurse Examiner (SANE) Training Fellowship

2025 marks the 3rd year of WCN's SANE fellowship. The program increases access to trauma-informed care for sexual assault survivors by providing financial and technical support for participants who complete SANE training and certification. Space in the SANE Fellowship is limited, but interest in the training continues to grow. Since its launch, over 86 Washington nurses have applied for the Fellowship, one of the highest applicant rates among the program's partner states.

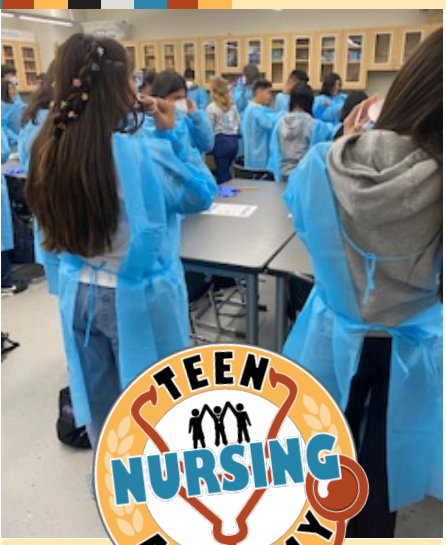
Number of Washington nurses WCN's SANE Fellowship has helped receive SANE certification since 2023.

42



Inspiring the Future Nursing Workforce

Reaching students where they are about careers in nursing



Mission Statement: To introduce diverse, under-resourced, and rural (as well as urban) middle school students to careers in nursing by connecting them with nursing students and professionals through in-person, interactive, and fun learning activities that also educate them about health topics that add value to their lives.

Teen Nursing Academy (2023-2025)

WCN wrapped up the second year of piloting its innovative Teen Nursing Academy—a dynamic, hands-on, in-person program that connects nursing students with middle school students to explore careers in nursing.

Number of participating middle schools: **14 (ten urban and four rural)**
Number of middle school student participants: **3,655**
Number of nursing student participants: **133**
Number of pediatric or community clinical hours earned: **1,381.5**

Diversity of Students Reached

Ethnicity and Race	Teen Nursing Academy	WA Population (2024)
American Indian	8% (approx. 277 students)	1%
Asian	13% (approx. 460 students)	9%
African American/Black	8% (approx. 296 students)	4%
Hispanic	40% (approx. 1,471 students)	14%
Pacific Islander	4% (approx. 129 students)	1%
White	21% (approx. 755 students)	64%
Two or More Races	8% (approx. 277 students)	7%
Total Diversity	79% (approx. 2,900 students)	36%
Low Income (Free/discounted lunch recipients): 60%		
English Language Learners: 29%		

Participating in the program increased the percentage of students likely or very likely to consider a career in nursing from 20% to 38%, an 18-point gain, nearly doubling interest!

1,389

Number of Teen Nursing Academy participants likely to consider a career in nursing



Additional students reached about careers in nursing through in-person career events

6,420

Strengthening Nursing Education

To graduate the nursing workforce Washington needs to meet future demand



WCN Diverse Nurse Faculty Mentorship Program

According to the WCN Washington State Nursing Education Trend Report 2019-2023 (2025), White/Caucasian nurse faculty remained significantly overrepresented at 78%, compared to 64% of the state population (pg.36). The data points to the need for increased representation among nursing faculty to better reflect and support our state's nursing student population.

Launched in 2022, the WCN Diverse Nurse Faculty Mentorship Program provides peer support to diverse nurse faculty relatively new to their academic roles, facilitating their success and retention. In 2025, the program continued to have an impact, supporting 6 mentor-mentee pairs. **Since its inception, the program has seen a 100% retention rate among its 34 mentees in their faculty roles.**

MENTEE RETENTION RATE IN NURSING FACULTY ROLES



So You Want to Be a Professor Workshop

In its eighth year, the WCN So You Want to Be a Professor Workshop continues to inspire and prepare future nurse educators by highlighting academic career pathways, demystifying the faculty hiring process, and supporting a more diverse nursing educator workforce. The focus of this year's skills seminar was Insight into Salaries, Roles, and the Joys of Being a Nurse Educator.

# OF PROGRAM YEARS	PARTCIPANTS SINCE PROGRAM LAUNCH	# OF SKILLS SEMINAR TOPICS	# OF VIDEOS ABOUT CAREERS IN NURSING EDUCATION
8	276	3	10

FINANCIALS

REVENUE	2025
Grants/Other	$71,378
DOH Grant(s)	$1,185,727
Contributions	$1,200
Other	$1,024
Total	$1,259,328

EXPENSES	2025
Programs	$1,144,519
Administrative	$97,163 (8%)
Total	$1,241,682
Margin	$17,646

THANK YOU TO OUR 2025 FINANCIAL SUPPORTERS!

Washington nurses whose $8 licensing surcharge funds the Washington State Department of Health grant that supports our work.

James & Victoria Fletcher

Edna Cortez



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