

Statewide Impact & Return on Investment for Strategies to Address the Nursing Shortage December 2025

WCN's nurse supply and demand projections urge effective strategies to address nursing shortages

- Licensed Practical Nurse (LPN) projections indicate a current and worsening shortage, resulting in 15,980 additional LPNs needed by 2030. Strategies to increase graduation rates, as well as recruitment and retention of LPNs are needed.
- By 2037, Washington projects a shortage of 18,940 registered nurses. Nurse Practitioners rank #1 and Nurse Educators rank #2 in nursing roles of highest demand between 2022-2032.

Increasing capacity for nursing education: recruitment and retention of nurse faculty and increasing student clinical practice experiences

- Since 2019, over 600 nurses registered for WCN's *So You Want to Be a Professor* workshops to promote nursing education as a career. WCN provided job training for interviewing, presentations, and salary negotiation.
- WCN convenes the Clinical Practice Initiative to increase access to clinical practice experiences for nursing students regionally and statewide.
- WCN provides interdisciplinary collaboration with physicians and physician assistants to increase access to advanced practice nursing clinical training.

Innovative strategies to promote nursing as a career by aligning with STEM and earning clinical training hours

- Launched in 2024, the Teen Nursing Academy (TNA) connected nursing students with over 3,000 middle school students in areas of high diversity, including the Muckleshoot tribal school and Pasco.
- The TNA generated hundreds of community or pediatric clinical hours for nursing students.
- WCN also spotlighted opportunities at high school career events, meeting over 4,500 students in 2024.

WCN promotes nursing careers in community and rural health

- 92 nurses since 2022 attended *Caring for Communities*, an annual workshop introducing nursing careers serving populations in such areas as community health, school health, tribal health, and public health.

WCN develops data informed strategies against burnout to increase nurse retention

- In 2024, WCN published *Prioritizing Nursing Well-Being to Strengthen the Workforce* report examining the effect of burnout on nurse retention. As a result, WCN is leading several committees to develop strategies to address clinician burnout with approaches to be published early 2025

Our Background: Established by RCW 18.79.202 in 2003 to address LPN, RN, and ARNP shortages, WCN is a not for profit 501(c)(3) funded by an \$8 surcharge on nurse licenses. Our vision is to increase access to quality nursing care and our mission is a healthier Washington by engaging nurses' expertise, influence, and perspective and by building a diverse, highly qualified nurse workforce to meet future demands. WCN's board of directors includes the Washington State Nurses Association, SEIU Healthcare 1199NW, the NW Organization of Nurse Leaders, the Council on Nursing Education in WA State, advanced practice nurses, public health nurses, and multicultural nurse organizations. For more information, please visit www.wcnursing.org or contact Executive Director Sofia Aragon at sofiaa@wcnursing.org.

The Washington Center for Nursing

The state's nonprofit nursing workforce center

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The WCN uses data to provide an accurate picture of Washington's nursing workforce to inform health workforce policy in the state. Follow the QR code to read our recent reports.



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The WCN likes to share the stories of nursing students, professionals, and seasoned nurse leaders to learn more about their nursing journey. Every nurse's story is unique, and there is always something we can learn from each other. Visit our Nurses in the Spotlight page to read these inspiring interviews.

