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Getting Ready for the Future of Nursing 2030 in Washington State

By Sofia Aragon, JD, BSN, RN, Executive Director, Washington Center for Nursing

“The COVID-19 pandemic did not create health inequities, but it made clear that much of what affects our health happens outside of a hospital. As a highly trusted segment of the health workforce, nurses play a pivotal role in ensuring that we all have what we need to stay healthy and well. But for our country to achieve health equity for all, the systems that educate, pay, employ, and enable nurses need to permanently remove practice barriers, value their contributions, prepare them to understand and tackle the social factors that affect health, and diversify the workforce. -The Future of Nursing 2020-2030”

The Washington Center for Nursing (WCN) has diligently worked with partners towards the recommendations laid out in the [Future of Nursing 2020](#) report, paving the way for a strong launch into the Future of Nursing 2030. The release of this report aligns with several WCN initiatives and partnerships, particularly in advancing diversity in nursing, promoting more equitable care, and building a nursing workforce that is prepared to provide for the health needs of Washington communities now and in the future.



states to implement the FON 2020 report recommendations. And, in Washington State, Leadership WNAC continues to be active and poised to further strategies for nurses to advance health equity. Efforts include raising awareness about the social determinants of health (SDOH) and supporting nurse leaders to incorporate the SDOH into nursing practice.

Leadership WNAC also partners with organizations to strengthen nurse-led strategies to promote equity. One example is the work of Leadership WNAC Co-Chair, Alison Bradywood, DNP, MPH, RN, NEA-BC, and Chief Nursing Officer at Virginia Mason Medical Center. With support from WCN and Innovation grant funding and a partnership between Leadership WNAC and Virginia Mason, Bradywood created action plans for ambulatory teams to address the SDOH at the point of care while tracking key performance indicators. Screening feasibility in the specialty and in-patients settings has established a baseline for assessing impacts of SDOH factors. Furthermore, early data shows a significant prevalence in social risk factors among a pre-surgical population and the benefit of early intervention prior to hospitalization. Long-term goals are to reduce hospital length of stay and readmissions through effectively addressing these social factors.

Another recent project supported by Leadership WNAC is the [Bayanihan Response to COVID-19](#). A national health and wellness campaign to respond to the immediate and long-term needs of impacted Filipino communities in the United States and the Philippines. Through a partnership with Leadership WANC, Bayanihan King County was awarded the *Campaign for Action's* [Nursing Innovation Fund](#) to expand the reach of

FON 2020-2030 Report Recommendations:

1. Creating a shared agenda
2. Supporting nurses to advance health equity
3. Promoting nurses' health and well-being
4. Capitalizing on nurses' potential
5. Paying for nursing care
6. Using technology to integrate data on social determinants of health into nursing practice
7. Strengthening nursing education
8. Preparing nurses to respond to disasters and public health emergencies
9. Building the evidence base

Examples of WCN's work to this end include the following:

Continued support of Leadership Washington Nursing Action Coalition (Leadership WNAC) to advance nurse-led health equity initiatives

In 2010, the Robert Wood Johnson Foundation and AARP partnered to create action coalitions in several

their work. The project, led by Therry Eparwa, DNP, MSN, RN, FNP-BC, and Assistant Professor and Equity and Justice Committee Co-Chair at Seattle University College of Nursing, coordinates with the [National Alliance for Filipino Concerns](#). Read more about this project in the 2020 Qtr 3 issue of [WCN News](#).

These initiatives support the advancement of the FON 2030 report recommendations #2, #4, #6, and #9.

WCN's Impact of COVID-19 on the Nursing Workforce Study

The WCN completed this study at the request of the Washington State Department of Health. Through surveys and focus groups with nursing students, nursing faculty, CNAs, LPNs, RNs, and ARNPs, the study aimed to capture a snapshot of the impact of COVID-19 on the nursing workforce in Washington State. WCN contracted with [Survey Information Analytics](#), who surveyed 418 nurses holding active nursing licenses about their experiences during 2020. This snapshot examined the following themes: The need for better transparency in communication; how constant policy changes impacted work duties; the need for behavioral health services for nurses; role, position changes, and adaptations experienced by nurses; job/financial security; and diversity/equity in relation to the workforce. As a priority to WCN, the study process kept an equity lens throughout.

While the size of this study means results are not generalizable to the entire nursing workforce in the state, findings do inform upcoming work at WCN to explore strategies to address the FON 2030 report recommendations #3 and #8.

Increasing the diversity of Washington's nursing workforce

The [WCN Diversity Advisory Committee](#) continues to work to increase the diversity of the nursing workforce.

In particular in areas where there are significant diversity gaps, such as in nursing leadership or among nursing faculty. These activities align with the FON 2030 recommendations #1, #2, and #7.

Increasing engagement in the Critical Gaps in the Nursing Workforce initiative

WCN will be engaging more in the Critical Gaps in the Nursing Workforce initiative, based on the 2019 [LPN](#), [RN](#), and [ARNP](#) surveys WCN published with the UW Center for Health Workforce Studies. Since July 2020, the Nursing Care Quality Assurance Commission has coordinated workgroups to close the gap within nursing education, community health nursing, long-term care, rural nursing, advanced practice nursing, and diversity in nursing. WCN will be stepping into an expanded leadership role to integrate this body of work into the FON 2030 recommendations #1, #2, #4, and #7.

Supporting improved data on Washington's nursing workforce

As the state nursing workforce center, the WCN remains committed to advancing data collection and analysis on the nursing workforce in supply, demand, and nursing education. Better data allows us to inform the nursing community where the state excels in nursing workforce development and where continued work is needed. And can be additionally leveraged by the FON 2030 or other initiatives.

What's next? The WCN looks forward to convening with the nursing community and other partners on the FON 2030 report recommendations, bringing together these initiatives, and moving forward together.

Read more about how we can unleash the power of the nurse to achieve health equity for all in the new National Academy of Medicine report, [“The Future of Nursing 2020-2030: Charting a Path to Achieve Health Equity.”](#)

Future of Nursing 2020: Report Card for Washington State

Goals, Accomplishments and Highlights

For the last decade, WCN has worked to advance the Future of Nursing 2010-2020 recommendations towards strengthening Washington's nursing workforce. On May 11, 2021, the National Academy of Medicine released recommendations for the next decade of nursing in their Future of Nursing 2020-2030 report. As we turn to look to the future of nursing, let us take a moment to review what Washington has accomplished so far. **Click on this image to view the Future of Nursing 2020: Report Card for Washington State.**



Emerging Leaders in Nursing

An Interview with Srinya Sukrachan, RN

WCN likes to highlight emerging leaders in nursing. If you know a nurse relatively new in their practice or working towards an advanced nursing degree impacting nursing with their leadership, let us know. Head over to wc nursing.org/in-the-spotlight/nominate-a-nurse/ and fill out the form to nominate an emerging nurse leader today!

Srinya Sukrachan is an RN with a bachelor's in science in nursing and medical anthropology and global health from the University of Washington. After graduating with her BSN in 2018, Srinya started work at Swedish First Hill in the antepartum unit, a unit dedicated to high-risk OB (or pregnancies).

WCN: How did you come to choose nursing as your career path?

Srinya: I think I always knew I wanted to do something in the medical field. When I was young, my dad was diagnosed with colon cancer. Then, when I was around eight years old, I was diagnosed with juvenile rheumatoid arthritis. We were both in hospitals at different times in our lives, and hospitals were part of my life for a long time. Because we were there so much, seeing nurses and doctors and being in that setting was comfortable for me; seeing different kinds of patient care, seeing my parents being educated by nurses about the medications I had to take, all that was powerful. I felt like I wanted to do that, too. And it helped that I had the empathy of being a patient and a family member of the patient.

My dad passed away from cancer in 2001 at Swedish First Hill. And to have that loop come full circle has also been amazing.

WCN: You participated in the first UW Nurse Camp before later attending the UW BSN program. How did you hear about Nurse Camp? And how did the program support your goal of becoming a nurse?

Srinya: I was a junior at Roosevelt High

School, and it was really off a whim when my friend (who is also a nurse now) found the program through our Career Center. It was the week applications were due, but I was like, I'm going try. I got the recommendations I needed from my teachers, and I told them the story about my dad and myself, and I got in. That was in 2010.

It was a pretty big jump getting from there to nursing school in 2016. I think a lot of it had to do with grief. After my dad passed away, I was trying to busy myself with schoolwork and getting into college. Once that transition to college happened, it was a time in my life where I could start feeling the grief I had been pushing away. I think that was a burden--in a sense--about getting into nursing school because I had to learn more about myself and who I really want it to be.

I felt grateful that even though I had attended the UW Nurses Camp in 2010, I was still able to reach out to contacts I had made during Camp, like Adrian Acosta and Carolyn Chow. They were so eager to help mentor me and to provide resources. I don't feel like I would have been able to get through nursing school or get to that path without their guidance.

While in the UW nursing program, I supported behind the scenes at the Camp, as a volunteer coordinator. It was great to be on the other side and see all the meticulous work that goes into it.

That also goes into why I love teaching so much. I think the Camp, in general, has ingrained in me the importance of mentoring.

WCN: Yes, support systems are very important in nursing school. It is so rigorous.

Srinya: I think a lot of that has to do with not having enough educators and not having enough spots for nursing students. And this propels me, too,



top left: Srinya and her mom, bottom left: Srinya and her father, right: Srinya Sukrachan, RN

because I feel like my end goal is to become a nurse educator and help fill that gap.

WCN: What are some of the challenges you have overcome to become a nurse? And how did overcome them?

Srinya: Again, I think a lot of my struggles have had to do with grief. Trying to figure out who I am and who I am without my dad.

I also think being a child of immigrants has its challenges because I did not have the resources of a mom who speaks fluent English, who could be that network for me in that sense, no blame to her at all. I know people who have access to more resources, and when you know more people, your chances of being a nurse might be easier. But I think that also gives me character. I am the nurse that I am today because of my mom. I think a lot of it has to do with needing to be independent, trying to figure out the path more by myself without as much help. I feel like that is why the UW Nurse Camp was such a driving force for me because it made it that much easier to get through all those barriers.

WCN: So far in your career, what do you enjoy most about being a nurse?

Srinya: I love my patients! I've developed so many friendships with my patients because I see them from the

Continued on next page

beginning when it's this horrible and scary unknown future. And then seeing them get bigger, like literally in their tummies, and hearing their baby's heartbeat every single day, and seeing the progression, emotionally and physically, is amazing. And when that day finally comes, when, some of them, not all of them, but some of them miraculously meet their due date, seeing their faces like, oh my gosh, I can't believe this is the day, it's finally here! And seeing patients in postpartum and finally seeing their babies after I've been listening to the heartbeat for like 10-weeks—is so gratifying.

WCN: Why do you think diversity and representation are important in the nursing workforce.

Srinya: In Seattle, we have a diverse population, so if you are patient and diverse, it's nice to have someone take care of you who can relate to you. Whether through food, culture, language, different personalities, or whatever, it makes your care just that much better. It makes things feel more comfortable, especially if someone must stay for months at a time.

It is important to have diverse nurses, doctors, and medical staff in general because it helps with communication and breaking down barriers. Because that one thing that a patient may hold back, for whatever reason, can change their plan of care completely.

WCN: What has your professional experience been working through the pandemic?

Srinya: At work, we started getting a higher volume of OB COVID-positive patients. We even had a dedicated COVID OB unit. I had to wear the big

PAPR hood and everything in the beginning. It was a different world. Luckily now I'm able to wear a properly fitted N95.

I think it has been incredible seeing the resilience of the nurses and my teammates. We went through so many policy and visitor changes, making it hard to keep up with at times. But we kept it together, keeping as many people as safe as possible. Most patients understood not being able to see their loved ones regularly, but when you are in the hospital for weeks, it can be emotionally challenging.

WCN: And your personal experience?

Srinya: 2020 just started off crazy. In Oct of 2019, I had gotten engaged. We started planning in January 2020, and then we started to hear more about COVID and stuff happening in different parts of the world. At the end of January, my fiancé's dad had a heart attack. His father, who is Jamaican, and his mom, who is Filipino, were in the Philippines for vacation when it happened. My fiancé and I had to fly to the Philippines and make sure they were okay. And that was how 2020 started for us. Seeing that kind of care in a different country was amazing. It was also eye-opening, because of how different it was from here, different standards of care for sure, but, luckily, he is alive.

Then, in February, my aunt passed away from cervical cancer, and then my uncle passed away from lung cancer. And all this happened in a two-month span. It was a crazy amount of emotional turmoil.

WCN: What have you learned from this past year?

Srinya: I feel I experienced what it really means to perform self-care. I knew that to be the nurse I wanted to be I had to take care of myself first. Meaning, I needed to sleep and eat better and get regular exercise which was hard for anyone during the pandemic. But I had to put myself first to be available to work and work well during the pandemic. And even though I knew my role was important, nothing is as important as yourself.

WCN: What are your future career goals in nursing?

Srinya: I want to be an educator of some sort. I feel like maybe getting my master's is probably the best goal for me right now, perhaps a DNP or Ph.D., though I'm mentally not quite there yet, I know that I love providing education, whether for patients, nursing students, or other staff nurses. I love seeing that light turn on in someone's brain when they get it. It is empowering. So, I want to be an educator.

WCN: Given your experiences so far in nursing, what advice do you have for those considering a career in nursing?

Srinya: Never stop trying. Apply to as many schools as possible. Also, to network. Don't be afraid to reach out. When I was in high school and college, I felt like at first, reaching out to people was a burden to them. But, if you don't try, you'll never know what they have to say. It just takes one person to give you either a network connection, or an answer, or some encouragement or motivation to get you to the next step. I know that is easier said than done, especially when you're in high school and lack the experience to be confident, but I think just trying not to be afraid is my advice.

INSPIRING THE NEXT GENERATION OF NURSES

Nursing: From Social Anxiety to Social Media

EXPLORE A CAREER IN NURSING
WITH STEFAN J. TORRES



WCNursing.org

In April 2021, WCN partnered with nurse advocate Stefan J. Torres to make a motivational video on choosing a career in nursing to share with high school students interested in healthcare careers. In the video, Nurse Stefan shares how the nursing profession transformed him from an awkward adolescent to an awesome adult and the steps he took to get to the life-changing career he never expected. Watch this uplifting video now, then share it with youth in your life looking for some career inspiration!



In January 2020, the first case of COVID-19 was reported in Washington (and in the U.S.). On March 23, 2020, Washington State Governor, Jay Inslee, issued a “Stay Home, Stay Healthy” order in response to a growing number of COVID-19 cases (2,133 at the time of the order). Due to uncertainty around how the virus is transmitted or how best to manage the pandemic, healthcare workers faced fluctuating policy changes and were forced to contend with unknown variables such as what workers were “essential” and what was adequate personal protective equipment (PPE).

Such incertitude combined with the ongoing pandemic impacted the way healthcare workers apprehended their work and responsibilities. This report highlights some of the challenges faced by the nursing workforce in Washington State due to COVID-19 in addition to its impact on this workforce.

Overview

Between July and September 2020, Survey Information Analytics (SIA), LLC conducted a data assessment project for the Washington Center for Nursing (WCN). The purpose of this data assessment was to provide insight on the availability of data related to the impact of COVID-19 on the nursing workforce. That initial assessment led to the development of the study discussed in this report: WCN COVID-19 Impact on the Nursing Workforce Study.

Summary of Key Findings

To better understand the impact of COVID-19 on the nursing workforce in Washington State, Survey Information Analytics (SIA) surveyed 418 nurses who held active nursing licenses about their experiences during 2020. Among them

- ▶ **51% were laid off or furloughed** from one or more nursing/healthcare jobs.
- ▶ **42%** thought about or made **plans to leave** the field of nursing.
- ▶ 69% reported moderate or extreme COVID-19 related **staffing concerns**.
- ▶ 61% reported moderate or extreme concern for their friends’/family’s **safety**.
- ▶ 42% believed their employers provided adequate **quarantining** for employees who may have been/ were exposed to COVID-19.

“I think that the word that I would use to describe the last year is chaos, constant change, constant adaptation, a high level of uncertainty. A year of challenge. (Nursing Program Dean/Director, 2021)”

- ▶ **67%** agreed or strongly agreed their employer provided more **telehealth** nursing services during the pandemic in comparison to pre-pandemic services.
- ▶ **35%** felt they were **discriminated** against in their primary nursing role because of accent/language barriers.

Additionally, the following themes emerged from SIA’s nine focus groups (n=67):

- ▶ The need for better transparency in communication
- ▶ How constant policy changes impacted work duties
- ▶ The need for behavioral health services
- ▶ Role/position changes and adaptations
- ▶ Job/financial security
- ▶ Diversity/equity in relation to the workforce

Thematic and survey findings are integrated throughout this report.



CLICK HERE TO READ THE FULL REPORT



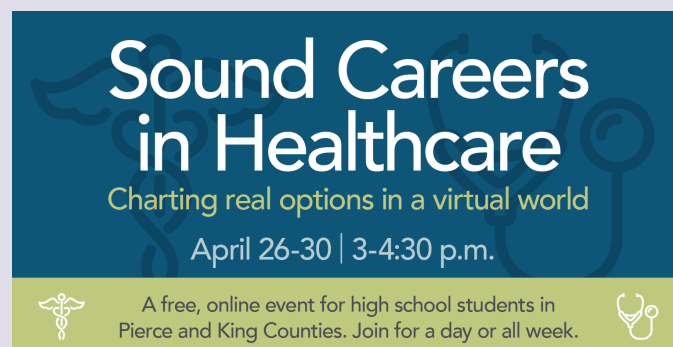
From April 26-30, the Washington Center for Nursing (WCN) participated in the Sound Careers in Healthcare: Charting real options in a virtual world career fair. The week long virtual event presented high school students from 114 different Western Washington schools a chance to learn about the variety of careers in healthcare, including nursing.

The collaborative event was made possible through a partnership between the [Tacoma College Success Foundation](#) and the [Seattle-King County Healthcare Industry Leadership Table \(HILT\)](#) and supported by 55+ area healthcare industry organizations, employers, and educators. As well as being a fiscal sponsor, WCN's Communication Associate, Brenda Little, also served on the planning committee for the virtual fair.

The purpose was to inspire, inform, and educate area students about the many career opportunities available in healthcare and connect them with resources to help them succeed in getting there. The event, which took place through an online platform from 3-4:30 pm daily throughout the week, provided students exposure to healthcare professionals from different occupations. The first day included [keynote speakers](#) from Sea Mar Community Health Centers, Dr. Julian Perez, Dr. Jerry Garcia, and Mental Health Therapist Laura Nichols. Speakers addressed the question, "Why choose healthcare as a career?" while focusing on looking at healthcare through an anti-racist lens. On The second day, students attended panel discussions, one with diverse healthcare students and the other diverse healthcare professionals ([click here for more information on panelists](#)).

The third day featured over 22 synchronous and asynchronous presentations with healthcare providers from an array of disciplines. The students either chose or were placed in interactive sessions based on their occupation interests. WCN Executive Director Sofia Aragon's presentation, Nursing is Opportunity, touched on the difference nurses make in people's lives and the many opportunities, work environments, and roles nurses can take in their careers—ranging from bedside to legislator. Nurse educator and [Mary Mahoney Professional Nurses Organization](#) representative Dr. Gayle Robinson shared her journey into health care, including the people who helped her along the way from preschool to PhD. Her presentation, Nursing: "OH MY," shared with students the value of supportive people, organizations, and mentors to succeeding while engaged in the academic demands of a nursing degree. WCN also worked with nurse advocate Stefan J. Torres who provided a "TedTalk" type video on how his decision to pursue a career in nursing transformed his life. In the inspiring video, [Nursing: From Social Anxiety to Social Media](#), Stefan shares the most important trait needed to be a nurse—the capacity to care!

Students who had preregistered for the event had the option to participate in hands-on learning by choosing



sessions that included a prepackaged kit. The kit was sent to the student before the event and used by the participant in a corresponding session. Learning experiences included such activities as Diagnosing Diabetes, A Case of Food Poisoning, and Brain Reward Pathway and Addiction (BRPA), among others.

To wrap up the week, day five provided participants opportunities to meet with resource organizations. During this segment, WCN's Program and Support Associate, Frank Kohel, shared with students an informative presentation on how to pursue a career in nursing in Washington state. Information included a list of state nursing programs, available scholarship opportunities, an explanation of basic nursing credentials, and the steps it takes to become a nurse. A lively Q&A session followed where engaged students asked great questions! The students then attended a Virtual College Fair where they asked questions and met with representatives from several nearby colleges and universities.

"I loved everything. I especially loved that everyone who talked and shared their experiences sounded sincere... they talked about racial injustice... Each person represented boys and girls who are participating."
-Participating student

As a priority to both the planning committee and support partners for the event, promotion and recruitment efforts focused on ethnically diverse high school students from across King and Pierce Counties. Themes present throughout the fair included health equity and the impact of institutionalized racism on persistent health inequities in health care delivery. Planning committee members also participated in anti-racism, diversity, and inclusion training leading up to the virtual event. All involved agree that any future healthcare workforce will undoubtedly have a huge role to play in building health equity in Washington state.

Each day of the fair began with a Puget Sound Tribal Land Recognition learning opportunity. And, to have some fun, there were daily contests and opportunities for the students to win \$50 gift cards. Students who attended all

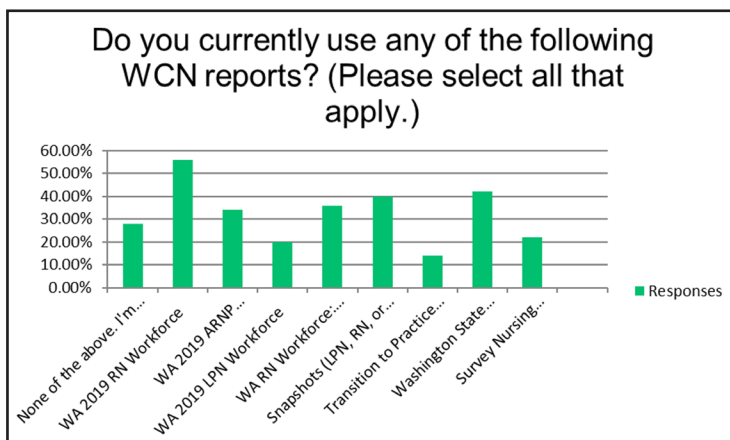
five days were also entered into a raffle to win \$500.

The Tacoma College Success Foundation and HILT partnership came about in response to the COVID-19 pandemic when both saw the need to move their in-person student outreach events and camps online. Though the first collaboration between these two organizations (and their support partners), it is not likely to be the last. With 350+ participants registering for the fair, it was a great success!

Summary of Results: WCN Research Strategic Planning Survey 2021

Workforce research provides an accurate picture of Washington's nursing workforce to inform health policy and prepare for the future of nursing. In May 2021, WCN's research team launched a survey requesting stakeholder feedback on existing WCN research and gather input to guide our future research strategy. After sending the survey to approximately 300 stakeholders, we received a total of 51 responses. The stakeholders identified their practice setting as public health nurses, school nurses, nurse executives, staff nurses, APRNs, nurse educators/faculty, and health-related settings such as community health leaders and nursing regulators.

One aim of the survey is a better understanding of which WCN reports are used by our stakeholders. The top report selected (56%) was the [Washington State's 2019 Registered Nurse Workforce Survey Data Report](#) by the [UW Center for Health Workforce Studies](#). The second most used report was the [2017 Washington State Nursing Student Diversity Report](#) (42%). Several respondents (40%) also use the WCN Snapshots that provide a two-page overview of the [LPN](#), [RN](#), and [ARNP](#) workforce. Unfortunately, the survey revealed that 28% of the stakeholders who responded were not familiar or did not use the WCN reports. The majority of WCN's stakeholders accessed the reports via the WCN website, the WCN newsletter or email, and workforce presentations.



The second aim was to obtain stakeholders input about what workforce data they would like to see collected in the topics of;

- Supply (the number of nurses available to work)
- Demand (employment of nurses)
- Nursing Education (information about schools of nursing)
- Diversity (information about race, ethnicity, and other attributes)

The first emerging theme is to expand diversity data on students, faculty, and the overall workforce including, race/ethnicity categories and demographic data such as degree level or educational path. A second theme is to identify the workforce by geographical location in the state and by specialty or practice setting such as school nurses, acute care, or long-term care, as examples. Stakeholders are also interested in the nursing pipeline by requesting data on the capacity of nursing programs, how many applicants are accepted and turned away, barriers to admission into programs, and graduation rates. Additional research topics proposed included retirement data of the workforce to project demand, a better understanding of nurse retention or turnover, and data on community health nurses. The survey feedback was extensive, and WCN is reviewing each topic thoroughly.

[WCN does provide some data](#) on several of the topics listed above. Additionally, the Nursing Care Quality Assurance Commission also publishes a nursing education report on their website research page. However, this survey confirms that stakeholders are still missing key nursing workforce data to inform their agendas. The WCN research team plans to use survey responses to evaluate the current use of available nursing workforce data and guide future research. A big thank you to our stakeholders for your participation in this survey and your valuable input to inform WCN's research strategic plan. Based on information gathered in the survey, WCN will move forward with creating a research plan and releasing it later this year so stay tuned for more information.

Washington Health Professional Services (WHPS): Working Together to Support Safe Practice

Research indicates one out of every 10 nurses experiences difficulty with alcohol or drug use over the course of his/her career. Fortunately, effective treatment and ongoing support can save a nurse's career and even his/her life.



The Nursing Care Quality Assurance Commission recognizes the importance of providing early recognition and treatment options for nurses who may be struggling with alcohol or drug use. The commission supports monitored treatment of nurses with substance use disorder so that they can return to or continue to practice their profession in a manner that safeguards the public. Washington Health Professional Services (WHPS) is the commission's approved substance use monitoring program for nurses, which provides early intervention, referral to treatment, and recovery monitoring services.

Click [HERE](#) or contact WHPS at 360-236-2880 or whps@doh.wa.gov to learn more and discuss voluntary participation.

Updates for the WCN “So You Want to Be a Professor” Program

It has been a busy and exciting time for the WCN So You Want to Be a Professor (SYWTBAP) program. Launched by WCN’s Diversity Advisory Committee in 2019, SYWTBAP aims to help address the nurse faculty shortage by introducing diverse nurses and nursing students to the possibilities of becoming nurse educators. The workshop introduces participants to nursing faculty roles at a two-year school and public and private four-year schools. With the positive feedback received from the first workshop, WCN secured funding through the Premera Foundation to expand the program just as COVID-19 changed our world. After restructuring the workshop to an online environment, we produced our next workshop in September 2020 with great success.

Building on the success of the September 2020 workshop, we worked hard to find even better ways to introduce participants to nursing education, hosting our next SYWTBAP workshop on May 21, 2021. Interest in the workshop has been growing, and we received over 140 applications for each of the last two workshops. Feedback from the participants also continues to be very positive!

Washington State nursing education programs have been incredibly supportive, and with their support, we have been able to share nursing faculty opportunities with interested participants. As a result, we are proud to note that two SYWTBAP workshop participants are now serving in teaching roles. In addition, with our move online and the goal of impact improvement, WCN asked Washington State University Vancouver to evaluate the SYWTBAP workshops.

As a result of evaluation surveys from the September 2020 workshop, we learned that participants were also

“I’m glad that I was able to attend this workshop, it was very informative, and I appreciate the combined sessions as opposed to the break-off sessions, so that way we could hear each other’s questions and the answers provided by the presenters.” -Participant

interested in building their job-seeking skills. This feedback led WCN to work with Waldron to develop an additional series of skills seminars. Our first one, Interviewing Skills, launched on April 6, 2021. The online seminar shared skills and techniques for successful job interviewing and included nursing faculty from two-year and four-year nursing education programs. The nursing educators provided insight into the job interview process specific to nursing programs. The Interviewing Skills seminar was well received, and WCN produced a second one on June 22, 2021.

WCN is currently planning for the next SYWTBAP workshop, which will happen in October 2021, and another job skills seminar in November of this year. More details will follow when available. If you are interested in learning more about our SYWTBAP Workshop or Seminar, please contact Frank Kohel at info@WCNursing.org.

CHECK US OUT ONLINE!

WCNURSING.ORG

To learn more about Washington’s nursing workforce, careers in nursing, and nursing leadership.

