



WCN: A SAFETY NET FOR NURSING WORKFORCE DEVELOPMENT

By WCN Executive Director, Sofia Aragon, JD, BSN, RN, FAAN



Data doesn't lie. Using Washington data with the 2025 Health Resources and Services Administration Workforce Simulation Model, Washington is expecting a shortfall of 18,940 registered nurses by 2037 and 15,980 LPNs by 2030. In addition, diverse nurses are essential to closing health inequities. Healthcare workforce diversity is a long-recognized key strategy for addressing health disparities. If nurses do not represent diverse communities, we will continue to fall short of our role to promote health equity.

During the pandemic, COVID-19 rates among Black/African Americans were twice that of whites, Hispanic communities suffered three times the rate, and Native Hawaiian and other Pacific Islanders were affected at 10 times the rate of white communities.

A recommendation under the Creating a Shared Agenda of the Future of Nursing 2020-2030 report states we need to "Increase the number and diversity of nurses, especially those with expertise in health equity, population health, and [Social Determinants of Health] SDOH, on boards and in other leadership positions within and outside of health care..." (Pg 359)

Nursing as a career needs to appeal to the broader community to meet the nursing recruitment and health equity needs of the communities we serve now and in the future.

In 2012, underrepresented communities comprised 37% of the U.S. population. In 2060, they are projected to comprise 57% of the population (U.S. Census Bureau, 2012). In 2020, Washington State was 79.5% white alone. However, that school year (2019-2020), WA's students were much more diverse, with 52.6% identifying as white alone. In 2017-2018, the level of diversity among kindergarten students was higher still, with 56% of students identifying with a community of color.

Washington State faces a \$13-15 billion deficit over the next four years, putting at risk funds for health services as well as higher education to prepare future nurses. Recent federal executive orders are only poised to increase the gap, potentially eliminating critical nursing workforce development efforts.

For over 20 years, Washington LPNs, RNs, and ARNPs have contributed a portion of their licensure fees to support a nursing resource center, which is the WCN. Investment by Washington nurses in their own workforce

development is evidenced in the following ways.

- Regularly available nursing workforce data. This year, data collection will be integrated into the Department of Health's newly implemented HELMS electronic licensure application and renewal system.
- Convening forums of nurses on the ground and at the front lines to use data to develop targeted solutions to address nursing shortages in practice roles such as nursing education and population health.
- Going beyond basic nursing workforce research and publishing studies such as the impact of COVID-19 and burnout to explore strategies to retain nurses.
- Expanding our outreach efforts through the Teen Nursing Academy, reaching over 3,000 middle school students in a pilot program, and engaging over 300 nursing educators, leaders, and healthcare organization representatives to increase access to clinical practice experiences so that we can graduate more nurses.
- Attracting additional investment in the WCN by both public and private funders such as the Health Resources Services Administration, the Robert Wood Johnson Foundation, and the Premera Foundation.
- Informing legislation such as the Workforce Investment Act, which infused \$44 million into community and technical college nursing programs, and the Nurse Educator Loan Repayment Program to lessen the burden of student loans for nurses who want to teach the next generation.

Thanks to the nurses of Washington State, the WCN is poised to be a safety net for nursing workforce development efforts.

At WCN, we are committed to building a diverse nursing workforce, recognizing its crucial role in ensuring equitable healthcare for all. In light of recent federal changes, we see this as an opportunity to reinforce our dedication to supporting nurses from every background by fostering belonging environments, advocating for their voices, and providing meaningful leadership opportunities to advance their careers.

Our focus on education and health equity ensures that every nurse feels valued and equipped to make a difference in their communities. As we navigate these changes, we will remain steadfast in our mission to address health disparities and elevate healthcare outcomes. We strive to not only strengthen our nursing workforce but to pave the way for a more inclusive and equitable future in healthcare.

On May 16, 2025, WCN will host an in-person health equity conference exploring three key themes deeply intertwined with the pursuit of health equity: healing, belonging, and the passion for nursing.

In partnership with the Seattle University College of Nursing, the WCN Health Equity Conference will explore the importance of developing trauma-informed practices, fostering cultural safety, mitigating implicit biases, and engaging in restorative justice to facilitate healing. Conference presenters will share tools and insights for cultivating inclusive spaces where all patients feel welcomed and empowered as partners in their care. The conference will reignite your passion for nursing and equip learners with the knowledge, skills, and motivation to drive transformative change toward health equity in Washington state.

Organized by the WCN Nurses of Color Coalition, the conference will kick off with a dynamic and inspiring keynote by musician and Family Nurse Practitioner Tad Worku, MSN, RN, FNP-BC, CEN. Worku's journey into nursing was far from typical. On the verge of signing a professional recording contract, he faced a difficult choice when the terms conflicted with his artistic integrity. Choosing to walk away, he was left heartbroken but determined to find a deeper purpose.

Through reflection and a desire to serve, Worku found his calling in nursing. His experiences with patients and colleagues reignited his hope, leading him back to his passion for music. In this uplifting keynote, Worku seam-

lessly weaves storytelling and music, rekindling the audience's passion for nursing and the profound impact of

“Helping people through a medical emergency shifts your perspective on life...it forces you to start asking what's important.”
-Tad Worku The theme of understanding and celebrating what is important in each day infuses Tad's songs and life.”
(tadworku.com/about/)

their work.

The rest of the event continues to feature a powerhouse lineup of Washington nursing educators and leaders.

Following Worku's keynote, proprietor of AOLEE Consulting and WCN board president Antwinett O. Lee, EdD, MSN-CNS, RN, will dive into implicit bias. Lee's presentation focuses on equipping attendees with strategies for recognizing and addressing patterns of healthcare disparities at individual, institutional, and structural levels.

"Nurses have an unparalleled ability to drive progress towards health equity, but they need the right tools and support to do so effectively. The 2025 Health Equity Conference aims to empower our state's nursing professionals, equipping them with the knowledge, skills, and inspiration to be agents of transformative change."

Antwinett O. Lee

The afternoon conference workshops will feature two tracks for attendees to choose from. Track I, Cultivating Cultural Humility in Nursing Practice, co-presented by Rebeca Allen, MN, RN, and Kawai Kaneali'i, DNP, MSN-Ed, RN, is perfect for attendees wanting foundational tools for equitable and inclusive patient care.

For attendees eager for a deeper dive, Track II, co-presented by Robin Narruhn, PhD, MN, RN, and Christine Espina, DNP, MN, RN, will lead participants in an interactive workshop designed to equip nurses with the tools to provide more equitable and effective care by exploring the crucial concepts of structural competency and cultural safety. Through case studies and group discussion, participants will generate practical strategies for culturally safe nursing practice and develop responses addressing structures' impact on their patients' lives.

The last session of the day will bring attendees back together for a reflection activity presented by WCN Diversity, Equity, and Inclusion Associate Fawzi Belal and Antwinett O. Lee.

The WCN Health Equity Conference on May 16, 2025, promises to be an inspiring and transformative event for nursing professionals dedicated to advancing health equity. With a dynamic keynote by Tad Worku and expert-led sessions on implicit bias, cultural humility, and structural competency, attendees will gain valuable tools and insights to create more inclusive and equitable healthcare spaces. By fostering healing, belonging, and a renewed passion

for nursing, this conference will empower nurses to be agents of change in Washington state and beyond.

Ready to register?

Click the link below or see the event promo on the next page :)!

<https://www.wcnursing.org/healing-belonging-the-passion-for-nursing-conference/>



Healing, Belonging, & the Passion for Nursing



Friday, May 16, 2025 | 9 am to 4 pm | \$75 | 6-CE

Location: Seattle University Pigott Auditorium, 901 12th Ave Sinegal Bld, Suite 140, Seattle, WA 98122

Hosted by the Washington Center for Nursing and Seattle University College of Nursing, this lively and transformative conference aims to equip nurses with essential tools for addressing health disparities through interactive, entertaining, informative, and engaging sessions. Lunch at Seattle University included.

Featuring inspirational keynote speaker nurse and musician

Tad Worku, MSN, RN, FNP-BC, CEN

Tadele (Tad) Worku is a Family Nurse Practitioner and accomplished musician. He blends science, storytelling, and music in his keynote experiences to inspire and engage audiences, emphasizing the importance of identity, purpose, and hope in leadership. His presentations are enriched by personal anecdotes and evidence-based insights. He aims to foster deep connections and equip participants with practical tools for personal and professional growth--empowering and reigniting their passion for nursing.



Learn more about Tad's music & nursing journey on social media



Additional presenters include WA nurse leaders

Dr. Antwinett O. Lee, EdD, MSN-CNS, RN; Christine Espina, DNP, MN, RN; Kawai Kaneali'i DNP, MSN-Ed, RN; Rebeca Allen, MN, RN; and Robin Narruhn, PhD, MN, BSN,

Learners will gain a deeper understanding of the impact of health equity in nursing, develop practical skills to address disparities at individual and systemic levels, and increase their confidence in applying cultural humility and bias reduction strategies in patient care.

Click here for more details and to register today!

Registration is open through May 8th. Space is limited, so register early to reserve your spot.

This activity has been submitted to Oregon Nurses Association for approval to award contact hours. Oregon Nurses Association is accredited as an approver of nursing continuing professional development by the American Nurses Credentialing Center's Commission on Accreditation.



Change Makers in Washington Nursing

An interview with David Reyes, DNP, MPH, RN, PHNA-BC

For this issue of our new Change Makers in Washington Nursing series, WCN interviewed David Reyes, DNP, MPH, RN, PHNA-BC, and Dean of the UW-Tacoma School of Nursing and Healthcare Leadership and Interim Dean at UW-Tacoma School of Urban Studies.

WCN: Can you share a little about yourself?

Reyes: My dad was in the Air Force. Because of that, I was born in the Netherlands. From the Netherlands, we moved back to the U.S. to live in California, and then we went back to Europe and lived in Germany for almost four years so I lived abroad for much of my formative childhood. Then we moved back to the U.S., to Washington State, because my father was posted to the former McCord Air Force Base before it was Joint Base Lewis-McChord. From about age 8 to my junior year of high school, I lived in what is now Lakewood. For my junior and senior years, I moved to Seattle to attend High School Seminary. I thought I had a religious vocation at the time. So, my last couple of years growing up were spent in Seattle.

I attended Seattle University but didn't go right into nursing. I started as a history major and have a minor in history now. History and culture have always been my foundational interests in life. But healthcare, I came into that later. At the time, you didn't see many male nurses. I always say I am an accidental nurse because it wasn't until I got a work-study job at the Fred Hutchinson Cancer Research Center during the third year of my history degree that I was exposed to healthcare in a way that piqued my interest.

It was the late 70s, and I was working in a lab connected to the bone marrow transplant unit doing genetic confirmation tests. I worked with research scientists there to confirm whether people had a certain kind of leukemia. I also had the opportunity to go on the grand rounds, where I heard about each patient and how they were responding to

treatments. Working with science and people sounded very interesting to me.

I also knew I couldn't spend my life in a lab looking through a microscope. I loved the research but was drawn to what the care team was doing and hearing the nurses talk about what was going on with patients. And because I was at Seattle U, where they have a College of Nursing, I had friends in the nursing program. I talked to them more about what they did and determined that was what I wanted to do, too.

I made an appointment with the dean of the School of Nursing, Dr. Pat Ferris, and told her I wanted to be a nurse. She asked me why. Part of the reason was my personal experience growing up. My father had heart disease and was in and out of hospitals a fair amount. I was also the oldest of seven children and often took on the caregiving role to help with my siblings, which I found I liked. That paired with my work study experience, and it all felt like it fit together. She signed my transfer paper right there. And that is how, three years into my history degree, I changed course to become a nurse.

The following year (my fourth year of college), I started nursing school as a sophomore at Seattle University. In my junior year, I started working at Swedish Hospital as a junior nursing student. After finishing my senior year and getting my license, I stayed at Swedish, going from no experience to really understanding what working in healthcare was about. Those days were formative for me.

WCN: Can you tell us about your nursing journey so far?



David Reyes, DNP, MPH, RN, PHNA-BC

Reyes: While at Swedish, I worked in a med surg unit for around four years. With my grounding in med surge, I moved into the operating room, where I spent the next 12 years as an operating room nurse specializing in orthopedic surgery.

During this time, I took on my first educator role as a clinical educator for orthopedics in the surgical service department at Swedish. That is where my love of education started to develop. A couple of years later, I became a department educator, where I ended up teaching both within the department and in the perioperative nursing education consortium teaching new OR nurses.

Around 1993, managed care came to the forefront, and along with that, healthcare reform. Many of us in health education and quality improvement were laid off because we weren't direct patient providers.

The situation gave me time to reflect on what I wanted to do next in my career and reawakened my love for community and public health. I had already been doing per diem in-home care work. And I loved it! So, I applied to graduate school and started the UW Master of Nursing program, focusing on public health and nursing leadership. I also decided to get a Master of Public Health, where I focused on social behavioral sciences.

Continued on next page

While finishing my degrees, I started working for the Seattle King County Health Department at the Kent Public Health Center as a clinical supervisor. While there, I worked with public health nurses and used my training to supervise health clinics, teen clinics, primary care clinics, pediatric clinics, and more. I spent 17 years with Seattle King County Health and served in many leadership roles as I moved to other health clinics.

In 2009, I decided to return to school to get my DNP focusing on population health and health systems, which I finished in 2013. Again, I found myself exploring what to do next. After talking with colleagues at UW-Tacoma about teaching opportunities, I applied for an open position and was hired as an assistant professor in 2014. From there, I became an associate professor and, in 2022, was asked to take the interim dean role, which I did. The following year, I applied for the permanent role, and after the search process, I was appointed dean.

WCN: Through your leadership, how do you work to impact nursing and the advancement of health equity in Washington?

Reyes: I've tried to recognize my position as a nurse and nurse leader by being a role model. As a young nurse, I didn't see nurse leaders who looked like me or supported what I wanted to do. It's important to me to show all nurses their capacity to be leaders, whether they look like me or not. Leadership and engagement don't need a title. Leadership is a part of the nursing skill set. When I talk to nursing students now, I let them know they can be leaders, too. I ask them to look at the spaces where they are in their communities, institutions, hospitals, or where they work and let them know that as nurses in those spaces, they are already leaders.

The other part of leadership for me is the importance of understanding how the decisions we make affect other people. Before turning towards spaces of equity and inclusion, we must first look internally and ask what beliefs or assumptions we hold that we need to work on or change. We must ask ourselves how our assumptions impact other people. And I have done that throughout my career. I have focused a lot on undoing and addressing institutional racism and looking at the effects of decisions at a systems level. As leaders, we need to be engaged in constant reflection.

In addition, in my past research, I was very committed to community-based participatory research. I was driven by what's important to the community versus imposing what's important to me. I asked how I could support them while at the same time enabling and growing leaders in their community. I firmly believe in engaging community members in research work, like training them to facilitate focus groups or interviews. That also includes having them look at the information

that comes in, and help interpret it. That is where the strength and importance of equity and inclusion lies—in having respect for those communities.

Research shows that when you have diverse voices and opinions, you become more creative in problem-solving and finding mutually satisfying solutions.

WCN: What are some of the overall challenges you face in your work? And how do you work to overcome those challenges?

Reyes: One overall challenge is how slow things can move. I have worked in public health and academia, and being a leader calls for patience. You need to know when to advocate and challenge the system to look at things differently. When things are moving slowly, I ask myself, is this something that needs to move quicker or not? What is the priority for this? I ask other people, too. I approach my work from a quality improvement perspective since that has been a part of my professional development. That includes looking at things from a systems improvement perspective. Understanding that systems can be slow, it is important to push the system to change for the right reasons. Big systems have layers, and it makes things challenging. As a leader, I need to ask where I have the locus of control and influence and leverage that with other parts of the system and people to make progress.

Finally, don't let perfect be the enemy of good. If the progress you make is moving things in the right direction, ask yourself if that is good enough. And most of the time, the answer is, for now, yes.

WCN: What progress towards supporting a diverse and highly skilled nursing workforce in Washington do you find encouraging? And where do you see we still have work to do?

Reyes: People need to see themselves in spaces where they are being cared for. If you go to the hospital and see someone who looks like you, you are more likely to think they can empathize with you from the perspective of one of the many different identities that shape us.

At UW, we have a diverse student body. These students continue to come to the UW to learn, what it means to do this kind of work thoughtfully using a social justice and equity lens. I find this hopeful.

But there is always progress to make. We need more people of color and other diverse backgrounds in education, particularly in education leadership. We must look at how we can diversify leadership in a way that shows younger nurses that they can do this, too. I do this through mentorship. I continue to participate in the WCN Diverse Nurse Faculty Mentorship program. And I still mentor my first mentee from 2021, and that person has now moved into a leadership role.

The next generation of nurse leaders is out there. We must commit to mentoring and providing them with the support they need because they are encountering challenges within their institutions and our profession. Nursing still has a lot within our discipline to address. Racism, genderism, and other types of inequity are still too prevalent. Nursing as a profession still has its own history to face. And we need to reconcile it if we are going to make progress. If you are a novice nurse, your voice is imperative. And if you are a senior nurse, we must listen to those voices.

And, for anyone who might be reading this, we all know the phrase imposter syndrome. But we must keep talking about what that means and recognize that we are each on a professional development journey.

When we come into any new role, whether in leadership, being a new faculty, or a new job, it can be normal to second guess yourself. That can be a hard thing to overcome. But if you recognize where your growth point is and ask for help, you are on the right track.

To get to know more WA nurse leaders, visit the WCN Nurses in the Spotlight page!

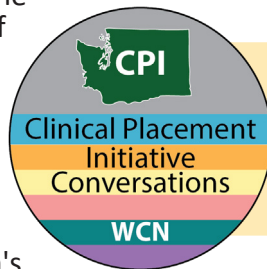
NURSES IN THE SPOTLIGHT

WCN Washington Clinical Placement Initiative May 2025 Quarterly Meeting

The overall focus question for the CPI initiative is, "How can we work together to facilitate communication between nursing education programs and healthcare facilities to increase clinical education and practice experiences for nursing students?"

The WCN Clinical Placement Initiative (CPI) heads towards the finish line with our May regional meetings. These are the **final set** of meetings of the project and your final opportunity to contribute your insights to the work that will inform state-level policy recommendations. Your voice is important. Please join us!

If you are a clinical placement stakeholder in Washington and have yet to register on Hivebrite, the initiative's online community, **it is not too late to join and contribute to the work**. Follow the link below to learn more, activate your Hivebrite profile, and sign up for your region's quarterly meeting.



Click the link below to join the conversation & access clinical placement postings on Hivebrite today!

Click the link to join the Initiative and register for the next quarterly meeting <https://clinicalplacement.wcnursing.org/events>

Regional Meeting Schedule for May 2025: Identifying Policy Recommendations

Meeting Focus: In this final regional meeting, we will take a closer look at what actions need to be taken at a regional level to strengthen clinical placements in your area and build a timeline with specific next steps. We strongly encourage you to bring others to help sustain the momentum and assist with the work to be done.

Eastern	Central	Southwest
Tue, May 6, 2025 9-11 a.m.	Tue, May 6, 2025 1-3 p.m.	Wed, May 7, 2025 9-11 a.m.
North Sound	South Sound	King
Thu, May 8, 2025 9-11 a.m.	Wed, May 7, 2025 1-3 p.m.	Thu, May 8, 2025 1-3 p.m.

Washington Nursing LPN: 2024 Data Snapshot

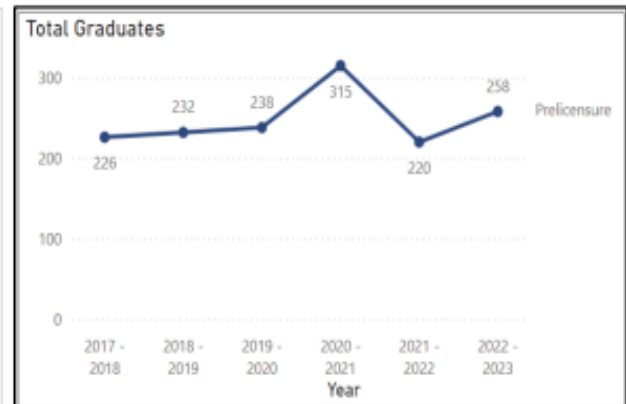
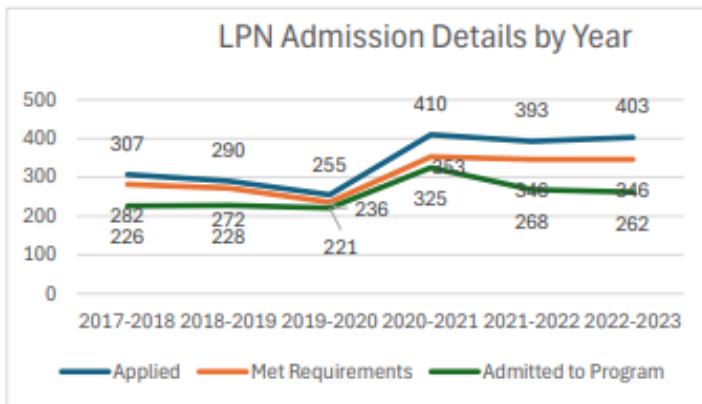


The WCN 2024 LPN Data Snapshot gives a quick look at data as it applies to Licensed Practical Nurses in WA. To view additional Washington Nursing Workforce Data Snapshots, click the link below.

[Washington Nursing Workforce Data & Reports](#)

(In addition to the data below, in a WCN nursing demand and projections report due for release this summer, the 2025 Health Resources and Services Administration Workforce Simulation Model shows Washington expecting a shortfall of 15,980 LPNs by 2030.)

Washington LPN Education by the Numbers 2022-2023 ^(1,2,5,6)	
Number of PN Education Programs	8
Number of Applicants that met Requirements	346
Number of Students Admitted	262
Percentage of Students who Identify as racial/ethnic Minority	64% of students 38% of WA state population in 2023
Graduates	258
NCLEX Pass Rates	89.23% (National=81.2%)



* Please note that applicants often apply to multiple nursing programs seeking admission. Source: Washington Board of Nursing Education Dashboard ⁽²⁾. Retrieved November 2024.

Washington LPN Supply by the Numbers 2024 ⁽³⁾	
Number of LPNs with Active WA License	10,137
Number of LPNs with Active WA License that Reside in WA	8,937
Male	14.04%
Average Age	50.4 years (National=53 years)
Highest Education Level	86.26% Vocational/Practical Certificate
White/Caucasian	66.06% (WA State Population=65%)
Employed Full Time or Part Time in Nursing in a position that Requires a Nurse License	95.87%
Primary Position Description	76.63% Staff Nurse 9.96% Other Health Related 7.97% Nurse Manager
Primary Employment Setting	21.38% Nursing Home/Extended Care 15.62% Ambulatory Care Setting 11.57% Assisted Living Facility 9.47% Hospital 8.45% Home Health
Primary Employment Specialty	26.89% Geriatric/Gerontology 7.52% Psychiatric/Mental Health 7.11% Adult Health
Average Hours worked in a Typical Week as a Nurse	39.3

Washington LPN Demand by the Numbers 2023⁴

Number of LPN Jobs in 2023	6,260
Projected Number of LPN Jobs in 2027	8,463
Projected Number of LPN Jobs in 2032	8,733
Average Salary in 2023	\$78,463

References

- (1) Washington State Department of Health (Oct 2024). [Approved Nursing Programs in the State of Washington](#).
- (2) Washington State Board of Nursing (2024). [Education Data Dashboard](#).
- (3) Washington State Board of Nursing (2024). [Licensing Dashboard](#) (updated 11/6/2024), [Workforce Dashboard](#) (updated 11/6/2024)
- (4) Washington Employment Security Department [2024 Occupational Employment and Wage Estimates](#), [2022-2032 Long-Term Occupational Projections \(alternative state specific\)](#)
- (5) Washington State Board of Nursing Annual Education Survey (2022-2023 academic year).
- (6) [NCSBN 2024 NCLEX Pass Rates \(2024\)](#).

WCN Bilingual Nurse Videos Help Promote Nursing as a Career

According to the 2023 United States Census Bureau, 20.5% [1 in 5] of Washingtonians speak a language other than English at home. At WCN, we celebrate the rich diversity of Washington's communities.

In healthcare, a diverse nursing workforce strengthens care for all. To celebrate the contributions of bilingual nurses in Washington, WCN created Bilingual Nurses, Stronger Care videos to share the journey into nursing for some of Washington's bilingual nurses.

These videos explore the challenges these nurses overcame to pursue a career in nursing, along with their passion for caring and community that helped them to succeed!



HELP US REACH A 100 VIEWS PER VIDEO!!

If you or your organization works with K-12 students... you can help by sharing these videos with students. The more Washington students we reach with these encouraging videos, the more impact they will have!

WCN created these videos to promote nursing as a career to diverse populations and culturally competent care. If you are a student considering a career in nursing, know that nursing needs you. And though there are challenges in pursuing a career in nursing, there are people and resources to help you achieve your goal!

To learn more about nursing as a career, start your journey by visiting,

www.WCNursing/be-a-nurse/

Follow WCN on YouTube for more informative videos!

<https://www.youtube.com/channel/UCk3gToTp1-vqt72Xd9w7xIA>



Survey closes
April 18, 2025



If you know any F1 nursing students, please let them know about this important survey by sharing the survey link with them. Thank you!!

>>>> SURVEY FOR ALL F1 NURSING STUDENTS <<<<

The Pacific-Northwest Chinese Association (PCNA) is currently working with Dr. Alison Bradywood from the Washington Board of Nursing (WABON) to support nursing students on F1 visas who are seeking employment opportunities (e.g., CPT, OPT, or H1b visa). As part of this initiative, they have developed a survey to gather insights on their experiences and challenges.

SURVEY LINK

<https://docs.google.com/forms/d/e/1FAIpQLSe4ci6C3Uzw6cnWDjyMn9FyNjb8mh7WK9FIWLTVM9wTKjsw/viewform?usp=header>

Caring for Communities: Nursing Careers in Population Health

For students and practicing nurses

COMING in MAY 2025!!

Community and population health nursing is a career with impact!
Join this FREE online workshop to learn about the rewarding opportunities available and the roles community and population health nurse leaders have in building health equity!

For questions or to be notified when registration opens, email info@wcnursing.org

WCN NURSES OF COLOR COALITION

Join our two monthly virtual sharing meetings for nurses of color and allies

The WCN-Nurses of Color Coalition is a brave space to build community, foster belonging, and step towards creating an inclusive workplace in the nursing profession. The WCN supports the coalition by convening the group virtually monthly.

Come connect, collaborate, and contribute!

For more information and to connect with the WCN Nurses of Color Coalition, contact WCN DEI Associate Fawzi Belal at FawziB@wcnursing.org

So You Want to be a Professor Video Series

Presented by the



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WASHINGTON STATE NEEDS MORE NURSE EDUCATORS!

Can you envision yourself teaching nursing students at a community college, university, or as a clinical instructor?

Jumpstart your journey with this unique video series!

Based on WCN's successful So You Want to be a Professor workshop, this video series brings together experienced nursing faculty to discuss how to build a career path toward nursing education including,

- The unique aspects of nursing education as a career
- Degree requirements
- The variety of teaching environments
- And much more!

This FREE video series breaks down 2-hours of informative content into ten easy-to-watch 6-18 min videos you watch at your convenience.

Click **HERE** to learn more and register for the FREE video series link now!

MASTER OF NURSING

Advance social justice, address health disparities and improve nurse practices in your community.
Learn more at www.uwb.edu/nhs/graduate/mn.

Program Details: [Admissions - School of Nursing & Health Studies \(uwb.edu\)](http://Admissions - School of Nursing & Health Studies (uwb.edu))

Application Deadline for Autumn 2025 Cohort

Application opened Oct 1, 2024 | General Deadline: May 1, 2025

Program Highlights:

- 2-year, full-time program (with option to go part-time, extending to 4 years)
- Flexible and hybrid schedule
- Hands-on fieldwork with leading hospitals, nursing schools, and community health agencies
- Full-time enrollment for a 2-year degree is less than \$20,000
- #1 ranked nursing program

TAKE THE NEXT STEPS:

Visit our website, RSVP for a virtual information session, schedule an appointment and apply!



UPCOMING INFO SESSIONS:

- Tue, 4/22/2025 @ 5:30 PM: [Online Information Session](#)
- Wed, 5/21/2025 at 5:30 PM: [Information Session](#)

PROGRAM CONTACT:

Monica Pham | mlp232@uw.edu

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 their career. Fortunately, effective treatment and ongoing support can save a nurse's career and even their life.



The Washington Board of Nursing recognizes the importance of providing early recognition and treatment options for nurses who may be struggling with alcohol or drug use. The Board of Nursing 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 WABON'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 (option #1) to learn more and discuss voluntary participation.

CHECK US OUT ONLINE!

WCNURSING.ORG

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



WCN

WASHINGTON CENTER FOR NURSING



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