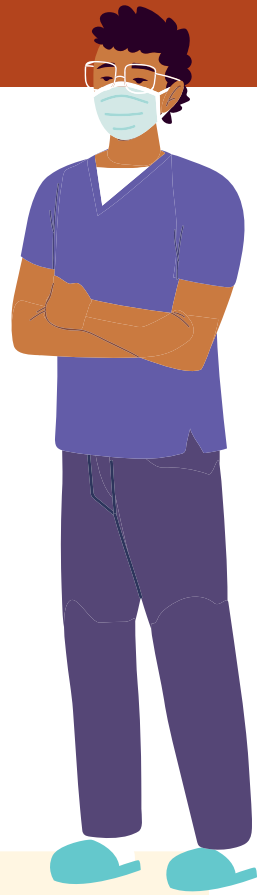


Compliance & Regulation Workgroup



- Create a regulatory & compliance requirement infographic to reduce the time nurses spend on documentation.
- Publish an infographic detailing state and national requirements for mandatory learning & training to streamline modules for hospitals & unburden health workers.

Nationally, **53%**

of RNs reported that reducing the documentation burden would be extremely effective for reducing stress. (AMN Healthcare, 2023)



Less than **4%** of WA nurses reported their facility had implemented strategies to reduce time spent on documentation. (WGN Burnout Report, 2024)

According to a study published in the Journal of Patient Safety, hospitals that invested in comprehensive training saw annual savings of...



“Workload per nurse with increased documentation and responsibilities leaving little time for true patient care . . . This is all detrimental to patient care. Patients don’t understand and demand more and become angry. It’s a broken system just getting worse.” (WGN Burnout Report, 2024)

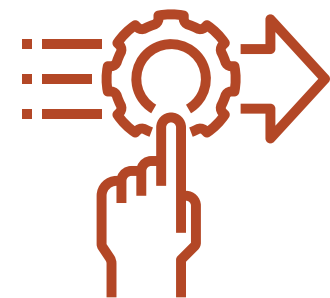
ACTION STEPS



Collect compliance requirements for draft infographics.



Develop a comprehensive dissemination plan.



Finalize, publish, & disseminate infographics.



Measuring & Assessment

- Have organizations track documentation time before and after implementing strategies to measure impact.
- Have organizations track costs related to mandatory trainings and cost savings when reducing requirements.

In 2025, WGN convened workgroups aligned with the National Academy of Medicine’s National Plan for Health Workforce Well-being, a nationally recognized best-practice framework for strengthening the nursing workforce through well-being. The strategies highlighted in these infographics were developed by these workgroups. Not all identified strategies are represented here. To view the 2024 Prioritizing Nursing Well Being to Strengthen the Workforce Burnout Survey report, visit www.wcnursing.org/data-reports-publications/.

Mental Health & Well-being Workgroup



- Make mental health services available & accessible to all healthcare workers.
- Eliminate stigma as a barrier to seeking mental health care.
- Include personal care & wellness as a core component of education programs & curricula.

In 2024, Washington nurses reported feeling:



Mentally Exhausted



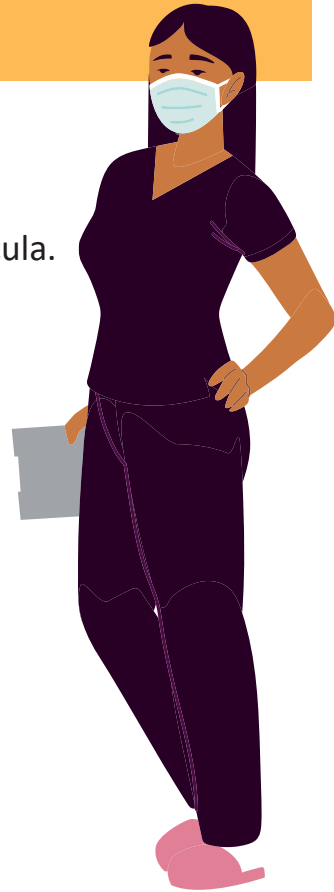
Used Up



Emotionally Unhealthy



Afraid to ask for help



Only **16.7%** reported that mental health services were made available by their facility. (WGN Burnout Report, 2024).

WHAT NURSES HAVE TO SAY:

STRESS
+
TRAUMA
+
LACK OF RESOURCES
=
=



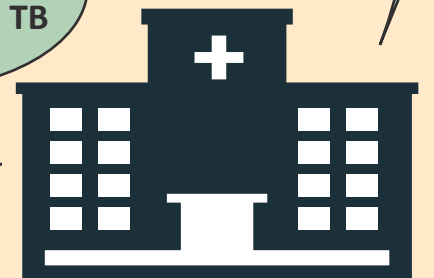
“We need easy ways to support our mental health - make mental health care a benefit.”

“Better services for mental health, the struggle is very real.”

“Treat nurses as if their lives matter too.”

“Consider mental health check-ups as equivalent to TB testing.”

“I have personally witnessed an RN driven to depression and severe anxiety.”



THE BOTTOM LINE: HEALTHY NURSES = SAFE PATIENT CARE

ACTION STEPS



Align the WABON CARES program with the Washington Physicians Health Program (WPHP).



Codify requirements for employers to provide formalized mental health supports including job protections.



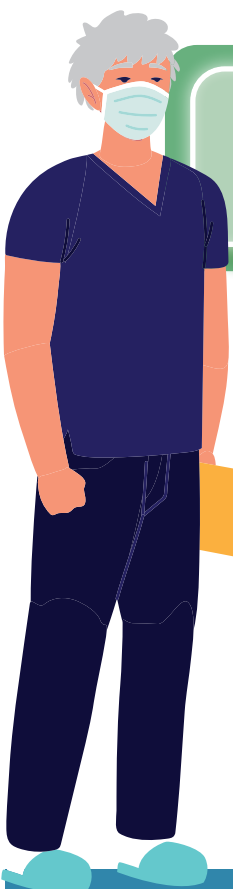
Require nursing education programs to include personal health and wellness education.

Measuring & Assessment

- Assess options for establishing a statewide confidential mental health screening and referral program.
- Establish common quality assurance and performance measures between CARES and WPHP.
- Develop measurement tools to assess the impact of WABON education and outreach efforts on increasing knowledge and reducing stigma.
- Require nursing education programs to submit student mental health and wellness program descriptions along with defined quality measures.



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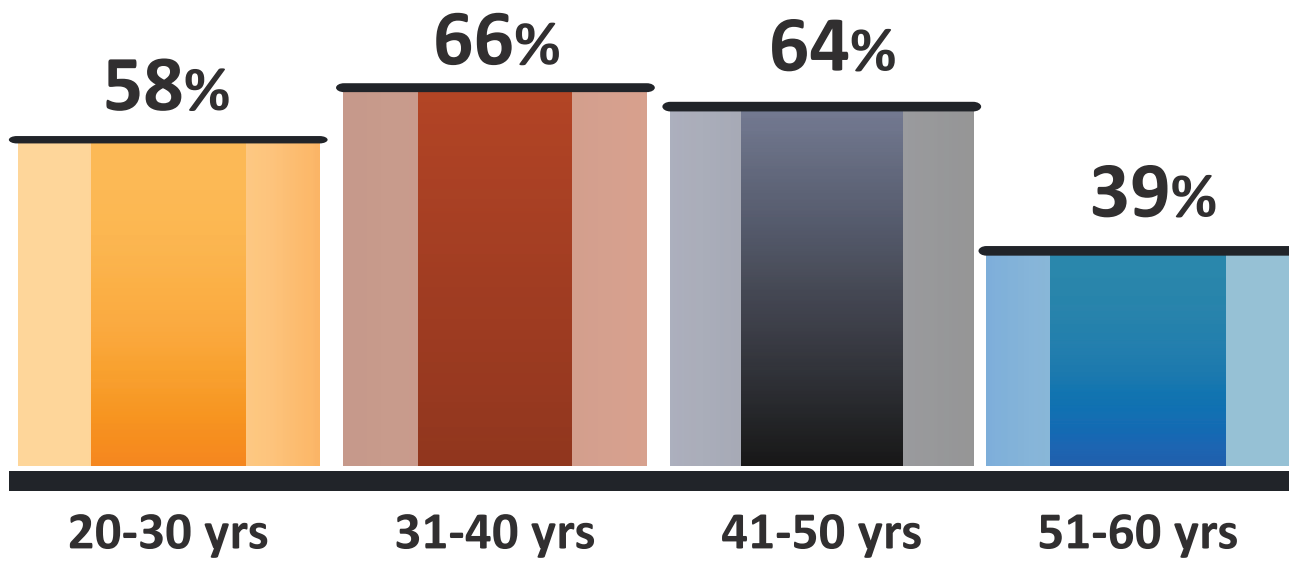


Technology Utilization Workgroup

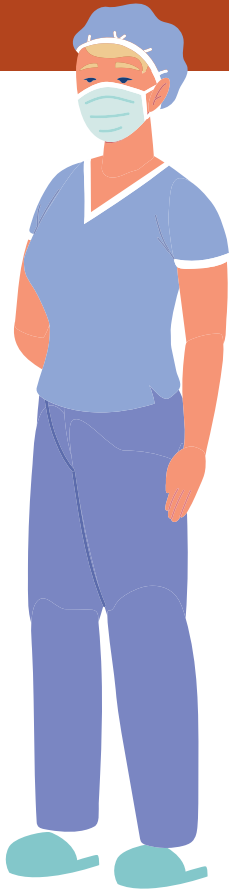


Develop statewide training & guidance for undergraduate & graduate nursing students on the use of AI to streamline documentation, reduce documentation burden, & mitigate burnout.

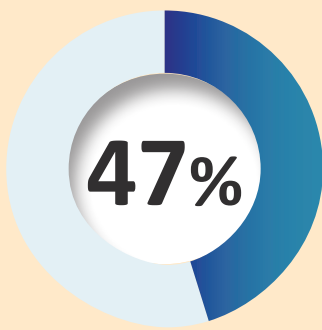
Nurses that indicated they plan to leave their employer in the next year due to burnout.



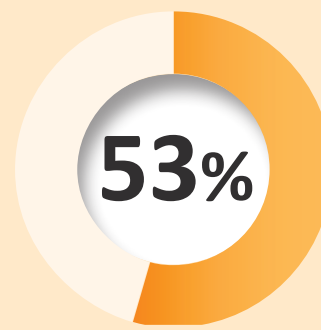
(WCN Burnout Report, 2024)



In a national RN study, nurses indicated that several employer changes would be extremely effective for reducing stress (AMN Healthcare, 2023). These included:



47%
INCREASING
TIME PER
PATIENT



53%
REDUCING THE
DOCUMENTATION
BURDEN



WHAT NURSES SAY ABOUT WHY THEY ARE CONSIDERING LEAVING THEIR JOB

“Workload per nurse with increased documentation and responsibilities leaving little time for true patient care. . .”

(WCN Burnout Report, 2024).

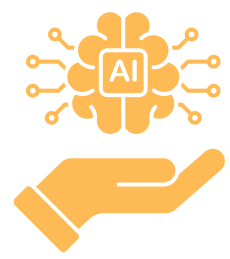
ACTION STEPS



Complete a literature review on the use of AI for patient care documentation including best practices & ethical considerations.



Develop a comprehensive dissemination plan for AI literature review.



Provide a statewide training resource with guidance on the use of AI for patient care documentation to streamline documentation burden on nurses.



Measuring & Assessment



- Final AI literature review is published.
- AI literature review is distributed to audience defined in dissemination plan.
- Statewide training resource is developed and use is tracked.

In 2025, WCN convened workgroups aligned with the [National Academy of Medicine's National Plan for Health Workforce Well-being](#), a nationally recognized best-practice framework for strengthening the nursing workforce through well-being. The strategies highlighted in these infographics were developed by these workgroups. Not all identified strategies are represented here. To view the 2024 Prioritizing Nursing Well Being to Strengthen the Workforce Burnout Survey report, visit www.wcnursing.org/data-reports-publications/.

Positive Work Environments Workgroup



- Develop a webpage toolkit with information about how health care facilities & academic programs can implement the IHI Framework for Improving Joy in Work[®] in their organization with a turn-key program.
- Develop training for staff nurses, faculty, & leaders to help implement the IHI Framework for Improving Joy in Work[®] as a local workplace wellness standard.

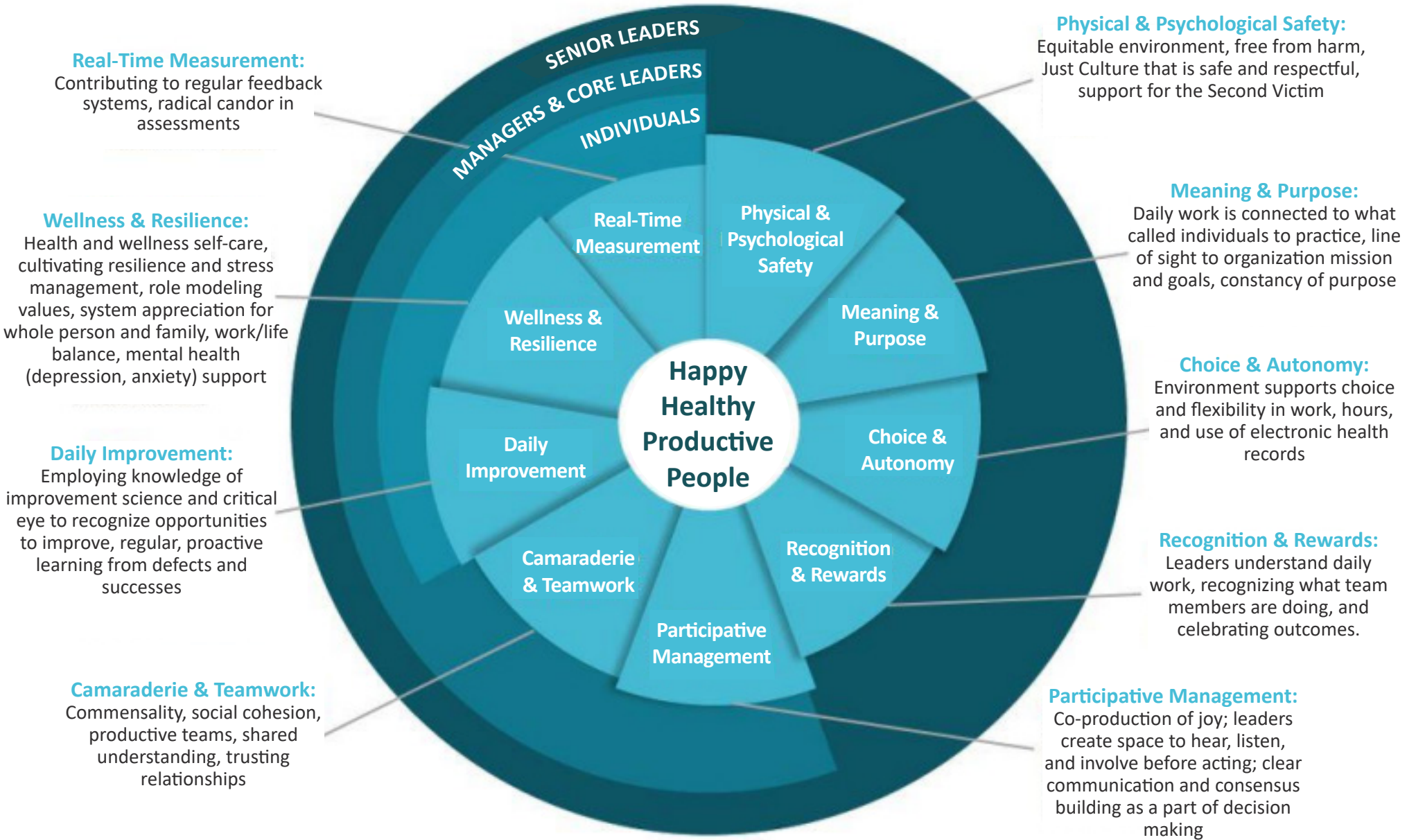


Percent of nurses by age range planning to leave their employer because they do not feel valued.

59%	64%	67%	46%
20-30 yrs	31-40 yrs	41-50 yrs	51-60 yrs

(WGN 2024 Burnout report)

IHI Framework for Improving Joy in Work[®]



This graphic was created by the Institute for Healthcare Improvement (IHI) and was adapted from the original source. Visit [ihio.org](https://www.ihio.org) to learn more.

ACTION STEPS



Outreach to grow committee member participation.



Gather data & build a Joy in Work[®] webpage resource toolkit.



Develop a nurse focused Joy in Work[®] training model & plan a state wide presentation campaign.

Measuring & Assessment



- Increase active workgroup committee participation to 10 members from across the state.
- Workgroup collects data and successfully publishes Joy in Work[®] webpage toolkit.
- Training is developed and shared around the state. Organizations and training participation is tracked.

In 2025, WCN convened workgroups aligned with the [National Academy of Medicine's National Plan for Health Workforce Well-being](https://www.nationalacademies.org/2021/04/national-plan-for-health-workforce-well-being/), a nationally recognized best-practice framework for strengthening the nursing workforce through well-being. The strategies highlighted in these infographics were developed by these workgroups. Not all identified strategies are represented here. To view the 2024 Prioritizing Nursing Well Being to Strengthen the Workforce Burnout Survey report, visit www.wcnursing.org/data-reports-publications/.

Recruit & Retain a Diverse & Inclusive Workforce Workgroup



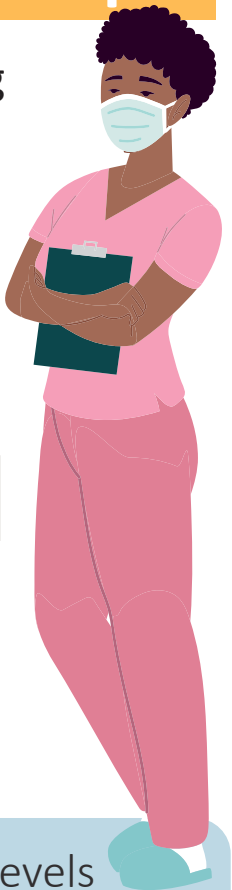
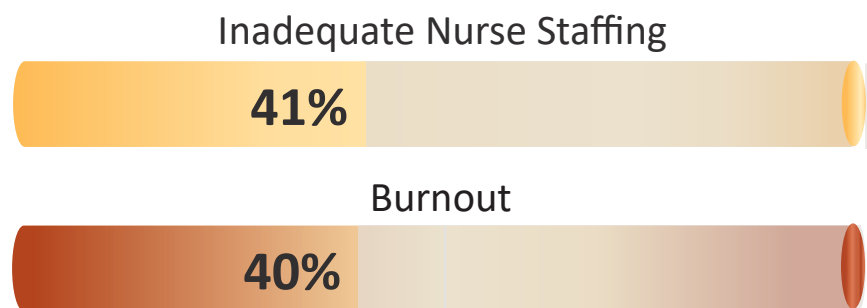
Expand pathways for internationally educated nurses (IENs) by engaging in revising nurse licensure regulations in collaboration with WABON.

IN A 2024 SURVEY OF WA NURSES,

23%

of Nurses of Color indicated they do not intend to stay with their current employer.

WORK ENVIRONMENT REASONS FOR LEAVING INCLUDE



Admitting qualified internationally educated nurses can contribute to higher levels of staffing for patient care, help alleviate staffing shortages, and reduce burnout.

ACCORDING TO THE 2024 WCN BURNOUT REPORT:

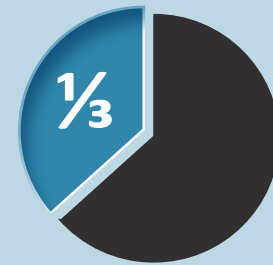
49%

Of nurses report workloads are unsafe for patients.

AND ONLY

47%

Agree that they have enough staff to get the work done.



Of surveyed Nurses of Color indicated that their professional well-being has been negatively impacted by racism.

ACTION STEPS

REVISE LICENSURE REGULATIONS TO DECREASE UNNECESSARY BARRIERS.



New rule passed!

Increase options for qualified internationally educated nurses to demonstrate English language proficiency through new rule allowing them to show 1,000 hours of work in a primarily English speaking country.

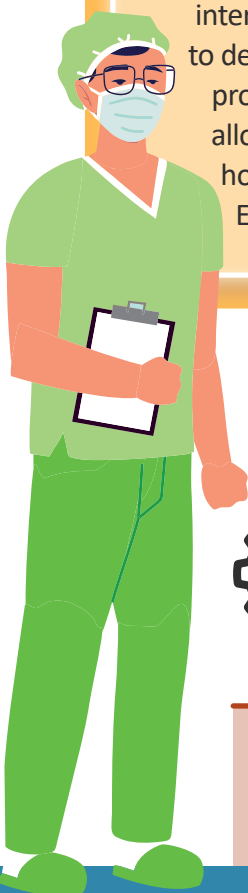


New rule passed!

Qualify internationally educated nurses who can show their completed nursing education in another county is "substantially equivalent" instead of "equivalent," providing WABON reviewers more flexibility in establishing adequate educational credentials for these nurses.



Additional recommendations: Provide a clear definition and examples of "substantially equivalent" in communication materials.



Measuring & Assessment



- Establish baseline data on internationally educated nurses then track how many internationally educated nurses WA admits based on new rule.
- Monitor disciplinary data on internationally educated nurses to identify reasons for discipline, in particular, English language proficiency.

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