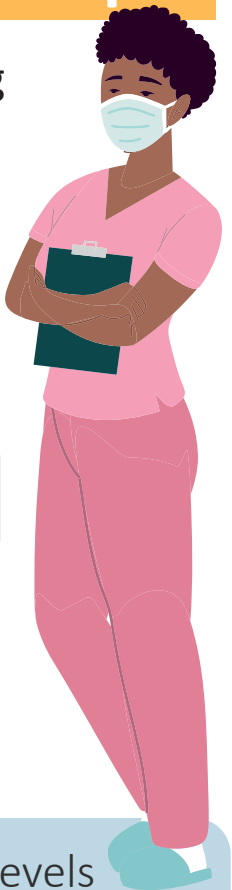
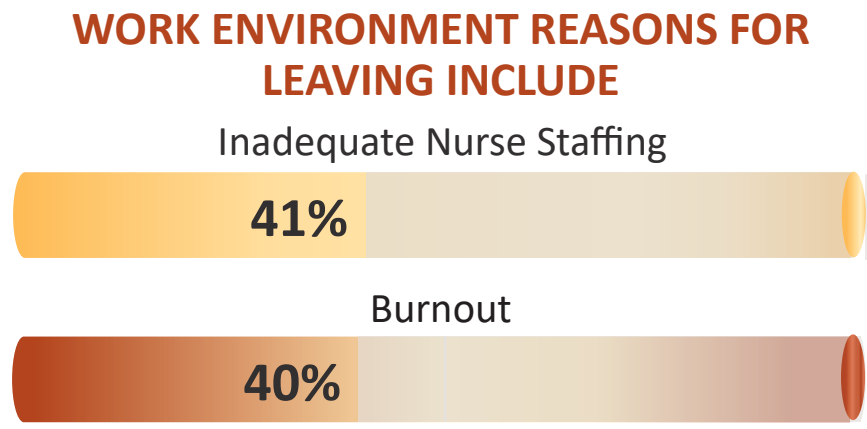


Recruit & Retain a Diverse & Inclusive Workforce Workgroup



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

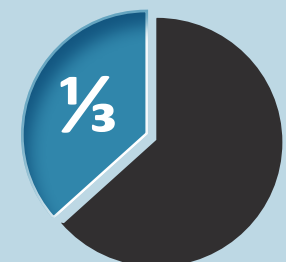
IN A 2024 SURVEY OF WA NURSES, **23%** of Nurses of Color indicated they do not intend to stay with their current employer.



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.



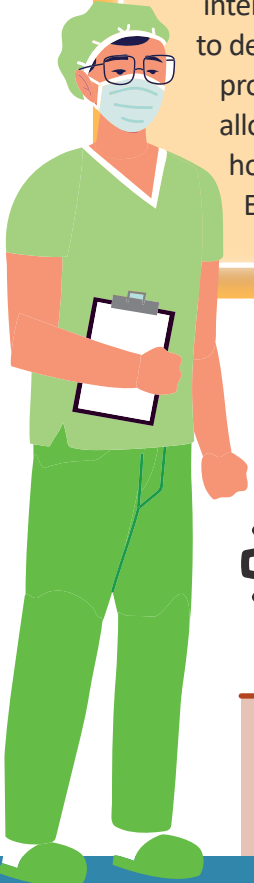
New rule passed!
Increase options for qualified internationally educated nurses to demonstrate English language proficiency through new rule allowing them to show 1,000 hours of work in a primarily English speaking country.



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.

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/.