

1. Maintain information on the current and projected supply and demand of nurses through the collection and analysis of data. RCW 18.79.202(2)(a)

- A. WCN will collect and analyze data regarding the current and future status and trends of the Washington State nursing workforce.
 - a. WCN will identify relevant existing data sources and collect information;
 - b. WCN will provide a list of sources reviewed and considered by September 30, 2020;
 - c. Data collection will be complete no later than October 30, 2020. WCN will provide a final list of sources reviewed and considered no later than October 30, 2020.
- B. WCN will create and disseminate written reports by March 30, 2021.
 - a. WCN will create a report from collected data. The report should include analysis on and recommendations for necessary changes/improvements to:
 - i. Existing nursing supply;
 - ii. Sufficiency of existing nursing supply to meet demand;
 - iii. Demographics, key trends in demographics, including in relation to diversity. Demographics should include, but are not limited to the following:
 - 1. Age;
 - 2. Gender;
 - 3. Race/ethnicity;

4. Education/degree;
 5. Employment setting/type; and
 6. Geographic location of employment (county).
- iv. The report should also address whether, and to what extent, state funding of faculty has affected the nursing supply in the following ways:
1. Nursing education programs (faculty, enrollments, graduates);
 2. Overall numbers of licensed nurses;
 3. Nursing supply in the context of sufficiency of nursing faculty based on nursing supply, state funding, and available slots.
- v. The report should contain an analytic comparison of supply and demand with the idea of quantifying the gap and identifying how the identified trends, moving forward, will or will not address the gap and demand based on employer needs.
- b. The report shall also contain a summary interpreting the implications and overall meaning of the data and what the analysis leads us to understand about the state of affairs, what actions may be needed, what are the implications of no action/change, etc.
- c. The report issued by WCN shall follow the template format provided and attached as Deliverable Exhibit ____.
- d. The report shall be posted to the WCN website and disseminated to NCQAC, CNEWS, NWONL, WSNA, SEIU and any other significant stakeholders.

- C. WCN will create a location on WCN website to store and maintain reports and information connected to this contract.
 - a. The reports and information will be assessable to the public.
 - b. This location should be operational by September 30, 2020.

2. Identify mechanisms to determine the size of the Washington applicant pool for nursing programs. RCW 18.79.202(2)(b)

- A. WCN will collect and analyze data describing current nursing program yearly admissions and applicants qualified, but not admitted, to create recommendations related to supply and demand for nursing education.
- a. WCN will identify relevant sources of data and collect information;
 - b. WCN will provide a list of sources reviewed and considered by September 30, 2020;
 - c. Data collection will be complete no later than October 30, 2020. WCN will provide a final list of sources reviewed and considered no later than October 30, 2020;
- B. WCN will create and disseminate a written report from the collected data.
- a. The report should include analysis on and recommendations for necessary changes/improvements to:
 - i. Sufficiency and diversity of prospective student/applicant pool;
 - ii. Sufficiency and diversity of applicant pool;
 - iii. Number of applicants in the state;
 - 1. No Nursing background/licensure;
 - 2. Nursing Assistants ▶ LPN;
 - 3. LPN ▶ RN;
 - 4. RN ▶ BSN;

- iv. Diversity of admission classes (including or excluding out of state applicants);
 - v. Sufficiency of educational opportunities for prospective student/applicant pool;
 - vi. Assess numbers of nursing student slots available in the state;
 - vii. Number of qualified and unqualified applicants from each nursing program in the state;
 - viii. Zip codes of applicant pool;
 - ix. Year over year changes and trends affecting the prospective student pool, current student pool, and programs;
 - x. Whether, and to what extent, state funding of faculty has affected educational opportunities for prospective students.
 - 1. Definition of educational opportunities.
 - 2. How do we want to measure educational opportunities? Number of spots? Number of available spots in 2020 vs. 2019 vs. 2018? Increase in locations with spots? Etc.
- b. The report issued by WCN shall follow the template format provided and attached as Deliverable Exhibit ____;
 - c. The report shall be posted to the WCN website and disseminated to NCQAC, CNEWS, NWONL, WSNA, SEIU and any other significant stakeholders by March 30, 2021.
- C. WCN shall convene a meeting of nursing leaders to review issues and trends identified in applicant pool data collection analysis.

- a. The groups who might be invited include, but are not limited to, NCQAC, CNEWS, NWONL, WSNA, and SEIU;
 - b. WCN will issue invitations and agendas for the meeting. Those invitations and agendas should be issued no later than November 30, 2020 and each November thereafter;
 - c. The meeting shall take place by February 28, 2021 and by each February 28 thereafter.
- D. WCN shall also make recommendations for approaches to resolve problematic issues and trends identified.
- a. WCN shall disseminate a report addressing progress and achievement against the goals by February 28, 2022 and by each February 28 thereafter.

3. Facilitate partnerships between nursing community and other health care providers. RCW 18.79.202(2)(c).

- A. WCN shall create and issue a work plan with initiatives, time lines, goals and projected outcomes of how it is utilizing partnerships to: achieve policy consensus; promote diversity within the profession; and enhance nursing career mobility and nursing leadership development.
- a. **Do we want identification of partners engaging with and partnerships are attempting to build as with the other deliverables? Again, this would support good planning and pacing of the work on WCN part and also to contribute comments/ideas.**
 - b. The work plan should be created and disseminated no later than July 30, 2020 and by each July 30 thereafter.
 - c. The work plan should be disseminated to the WCN website and to NCQAC, CNEWS, NWONL, WSNA, SEIU, and any other significant stakeholders.
 - d. A written report should be disseminated to the stakeholders by January 30 and July 30 of each year. The report shall analyze progress and achievement against plan goals. The report shall also project future progress and necessary steps to complete goals.
 - a. WCN shall conduct a yearly review of the plan to evaluate whether additions, subtractions, or modifications of the goals are appropriate. The yearly review shall be completed by June 30 of each year.

- b. The report issued by WCN shall follow the template format provided and attached as Deliverable Exhibit ____.

4. Evaluate effectiveness of nursing education and articulation among nursing programs. RCW 18.79.202(2)(d).

A. WCN shall issue a report evaluating the effectiveness of nursing education among and between nursing programs within the state of Washington. The report shall:

- a. Detail opportunities and student numbers among program types;
 - i. **“Opportunities” is defined as enrollment capacity for each program/track type as well as scholarship and funding.**
 - ii. **Effectiveness is defined as increased access to nursing education and enhanced career mobility. Effectiveness is also defined by NCLEX passage rates and transition from AND to BSN.**
- b. Detail demographic data
 - i. Demographics should include, but are not limited to the following:
 1. Age;
 2. Gender;
 3. Race/ethnicity;
 4. Education/degree;
 5. Employment setting/type; and
 6. Geographic location of employment (county).

- c. Identify and analyze current complications and barriers to increasing access to nursing education and enhancing career mobility,
 - i. Career mobility is directly related to educational and job advancement, career development and personal satisfaction. It ensures that employees, over a period of time, move to job roles suitable to their skills, goals and aspirations.
 - d. Detail the steps that need to be taken to minimize or remove these complications and barriers.
- B. WCN shall disseminate the report to the WCN website, NCQAC, CNEWS, NWONL, WSNA, SEIU, and other stakeholders by August 30, 2020 and by each August 30 thereafter.
- C. The report issued by WCN shall follow the template format provided and attached as Deliverable Exhibit ____.

5. Provide consultation, technical assistance, data, and information related to WA state and national nursing resources. RCW 18.79.202(2)(e).

- A. WCN shall articulate the types of expertise available through WCN for consultation, technical assistance, data and information.
 - a. This information shall be completed and disseminated to key stakeholders and on the WCN website by August 30, 2020.
- B. WCN shall assure relevant data is available to key stakeholders.
 - a. WCN shall collect and preserve data relevant to key stakeholders;
 - b. WCN shall issue a quarterly report detailing consulting, technical assistance, and data provided to various persons, groups, or entities.
 - c. Said reports shall be due no later than March 30, June 30, September 30, and December 31 of each year, respectively.

Promote strategies to enhance patient safety and quality patient care including encouraging a safe and healthy workplace environment for nurses. RCW 18.79.202(2)(f).

- A. WCN should identify & disseminate best practices within nursing and the healthcare environment that promote patient safety, quality patient care, and a safe and healthy workplace environment for nurses.
 - a. These best practices as well as the strategies to implement the practices should be compiled no later than July 30, 2020 and by each July 30 thereafter;
 - b. WCN shall determine the appropriate method to disseminate the information. The methods could include, but are not limited to:
 - i. Holding a forum;
 - ii. Meeting with employers;
 - iii. Highlighting best practices within the state; or
 - iv. Creation of a blog of best practices etc.
- B. WCN shall create and disseminate a written report by January 30 and by July 30 of each year.
 - a. The report shall analyze progress and achievement of strategies and summarize the impact of the progress and achievements made;
 - b. The report shall also project future progress and necessary steps to complete goals;
 - c. The report should be disseminated to the WCN website and to significant stakeholders. Those stakeholders may include, but

are not limited to NCQAC, CNEWS, NWONL, WSNA, and SEIU;

d. The report issued by WCN shall follow the template format provided and attached as Deliverable Exhibit ____.

C. WCN shall conduct a yearly review of the best practices to evaluate whether additions, subtractions, or modifications of the goals are appropriate. The yearly review shall be completed by June 30 of each year.

6. Educate the public including students K-12 about opportunities and careers in nursing. RCW 18.79.202(2)(g).

A. WCN shall create and issue a work plan about opportunities and careers in nursing.

a. The work plan shall:

i. Identify best practices to engage primary and secondary school aged children and convey information about careers in nursing in ways that:

1. increase understanding about the nursing profession and its opportunities; and
2. spark and support enthusiasm to pursue nursing for those with interest;

ii. Identify best practices to engage and convey information about careers in nursing to the general public in ways that:

- a. increase understanding about the nursing profession and its opportunities; and
- b. spark and support enthusiasm to pursue nursing for those with interest;

iii. Identify financially feasible ways to engage youth and the general public and convey educational messages about the nursing profession and its opportunities, including strategic partnerships with relevant networks (i.e. industry, K-12 schools, colleges and universities, potential funders, etc.).

- iv. Identify any changes necessary to the current multimedia presentation used by WCN;
 - v. The work plan should establish initiatives, time lines, goals, and projected outcomes on education of the public, including students K-12.
 - b. The work plan should be disseminated to the WCN website and to NCQAC, CNEWS, NWONL, WSNA, SEIU, and any other significant stakeholders no later than July 30, 2020 and by each July thereafter;
- B. WCN shall create and issue a report analyzing initiatives, time lines, goals, impact on and projected outcomes on education of the public, including students K-12, about opportunities and careers in nursing.
 - a. A written report should be disseminated to the stakeholders by January 30 and July 30 of each year;
 - b. The report shall analyze progress and achievement against plan goals and summarize the impact of the progress and achievements made;
 - c. The report shall also project future progress and necessary steps to complete goals;
 - d. The report should be disseminated to the WCN website and to NCQAC, CNEWS, NWONL, WSNA, SEIU, and any other significant stakeholders;
 - e. The report issued by WCN shall follow the template format provided and attached as Deliverable Exhibit ____.
- C. WCN shall conduct a yearly review of the plan to evaluate whether additions, subtractions, or modifications of the goals are appropriate. The yearly review shall be completed by June 30 of each year.

