



Potential New Deliverables July 1 2020- June 30, 2021

WCN DOH Contract

March 9, 2020~~February 10, 2020~~

1. Maintaining Information on the current and projected supply and demand of nurses through the collection and analysis of data regarding the nursing workforce.

By June 30, 2021, p~~Provide a report, including and~~ multi-media efforts on the State of the LPN by June 30, 2021

- Based on findings from the 2019 LPN licensure survey collected by the NCSBN and analyzed by the UW Center for Health Workforce Studies
- Publish profiles of LPNs in long term care, community based, and other settings
- Publish interviews of LPN employers on the contribution of this nursing workforce
- Publish interviews of nurse leaders on the role of the LPN in delivering care
- Implement additional surveys of the LPN population if needed and if budget allows
- Report on available data on the race, ethnicity, and gender of the LPN workforce compared to RNs and ARNPs and the general population of WA.
- Report on the factors that impact the LPN workforce in WA State
- Make recommendations to NCQAC LPN rules in progress

September 30, 2020, with nursing and other key stakeholders, r~~Review data collected as part of~~ licensure in 2019 by the NCQAC and analyzed provided by the UW Center for Health Workforce Studies. to r~~Recommend survey enhancements for future efforts by September 30, 2020. This may include:~~

- Modifying or including questions
- Improving the collection of data on race and ethnicity.
- Improvements in survey design
- Strategies to improve response rates
- Planning and capacity needed to accomplish recommendations

By March 30, 2021, available supply and demand data will be posted on the WCN website. This includes sources such as WCN, the UW Center for Health Workforce Studies, the WA State Workforce Board, the National Forum of Nursing Workforce Centers, the National Council of State Boards of Nursing, the US Health Resources & Services Administration, and other credible sources. WCN will provide a written summary to NCQAC and DOH on the following:

- how available data informs policy
- recommendations to improve data collection and reporting to inform policy
- stakeholder feedback in response to available supply and demand data from nursing, health care, and other key stakeholder organizations

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2) Monitor and validate trends in the applicant pool for programs in nursing. The central nursing resource center must work with nursing leaders to identify approaches to address issues arising related to the trends identified, and collect information on other states' approaches to addressing these issues;

By December 31, 2020, the WCN will develop a plan with nursing and other key stakeholders to identify areas of focus or study regarding data collection and analysis related to monitoring and validating trends in the applicant pool for nursing programs, including

- identifying nursing degree areas of priority among LPN, RN, and ARNP education
- reviewing previous applicant studies by WCN and making recommendations to improve data collection and reporting
- identifying available relevant data in the NCQAC nursing school report
- making recommendations to improve data collection and reporting in the NCQAC nursing school report
- Report on the scope and a plan for an applicant study for the contract period of July 2021 through June 30, 2022, including a statement of how the identified applicant study approach addresses nursing shortage issues in WA. Estimated costs of implementing the plan is to be included.

3. Facilitate partnerships with the nursing community and other health care providers, licensing authority, business and industry, consumers, educators, and legislators to achieve policy consensus, promote diversity within the profession, and enhance nursing career mobility and nursing leadership development.

Publish a social determinants of health toolkit for health care organizations [and the role of nurses in leadership](#) to address social determinants by [September 30, December 31, 2020](#)

Provide data and other relevant workforce information to the Healthcare Industry Leadership Table on affordable housing and workforce recruitment and retention workgroup. The goal is to provide information and data on the connection between nursing workforce recruitment and retention and social determinant factors such as affordable housing. Provide materials produced in collaboration by WCN by December 31, 2020

Convene key nursing and other relevant stakeholders to create strategies to coordinate the accomplishment of the goals established in Future of Nursing 2030 report, anticipated to be released by December 31, 2020. A plan with recommendations and strategies is to be submitted by March 30, 2021.

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Continue to convene the WCN Diversity Advisory Committee. Collect input by participants of the So You Want to Be a Professor workshops by surveying, interviewing, focus groups, or other means to inform the development of a peer support and mentoring program for underrepresented student nurses and practicing nurses considering nursing education as a career. Submit a memorandum of findings by December 31, 2020.

In recognition of 2020 as the Year of the Nurse and Midwife, collaborate with nursing and other stakeholders to raise public awareness on the impact of nursing in equitable care by December 31, 2020 through activities such as:

- Communications and media
- Events
- Leadership development
- Strategic partnerships

4. Evaluate effectiveness of nursing education and articulation

By September 30, 2020, convene key the ARNP Advisory Committee to

- Review available data on Clinical Nurse Specialists
- Through a variety of media, increase public awareness highlight the role of clinical nurse specialists
- Implement additional surveys of the CNS population if needed and if budget allows
- Report on the factors that impact the CNS workforce
- Provide results of the above activities by September 30, 2020

By March 31, 2021, provide a summary of WCN's efforts to support academic progression at the state and national level.

By March 31, 2021, develop a workplan to evaluate the effectiveness of nursing education with nursing and other key stakeholders by

- Review progress in the implementation of goals reflected in the Action Now! and Master Plan for Nursing Education
- Reviewing available data provided by the annual NCQAC nursing school report
- Reviewing available supply data, including demographic data about students and faculty in LPN, RN, and ARNP degree types
- Reviewing available data on the demand of various nursing roles
- Identifying issues regarding online nursing education programs
- Review activities to advancing academic progression for LPNs, RNs, and ARNPs and how these efforts inform state policy

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- Report on the scope and plan to evaluate effectiveness of nursing education and articulation for the contract period of July 2021 through June 30, 2022. Estimated costs of implementing the plan is to be included.

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5. Provide consultation, technical assistance, data, and information related to WA state and national nursing resources

Collaborate with the Council on Nursing Education in Washington State to convene Deans and Directors of nursing programs in the state of WA by December 31, 2020 and June 30, 2021.

- Provide staffing for bi-annual CNEWS conference
- Provide copies of materials for presentations and trainings
- Provide an updated copy of the CNEWS membership roster

Provide consultation, technical assistance, data, and information related to WA state and national nursing resources by June 30, 2021. Examples include:

- National Education Progression in Nursing
- The National Forum of Nursing Workforce Centers
- Health Workforce Taskforce of the WA State Workforce Board
- Council on Nursing Education in WA State

Report on WCN's activities in the National Forum of Nursing Workforce Centers, including strategies to strengthen information, data, and analysis on the nursing workforce by June 30, 2021.

Provide an annual report to the Department of Health and the Nursing Commission summarizing the work of the Center in 2020 and outcomes by March 31, 2021.

6. Promote strategies to enhance patient safety and quality patient care including encouraging a safe and healthy workplace environment for nurses.

Provide resources for nurses on strategies for self-care and prevention of fatigue for the purpose of recruitment and retention by June 30, 2021.

7. Educate the public, including students in K-12

~~7.1~~—Provide a summary of Enhance WCN website enhancements to include information specifically for parents and students in K-12 to promote LPN nursing as a career by June 31, 2021

~~7.2~~—Provide a summary of general WCN website improvements by June 31, 2021.

7.3—Produce a video on a prevalent nursing workforce issue by June 30, 2021.

By June 30, 2021, provide a summary of collaboration with schools in k-12, the Health Industry Leadership Table, and other organizations regarding increasing the visibility of opportunities and careers in LPN, RN, and ARNP roles. This includes

- Best practices and opportunities to engage primary and secondary school aged children
- Identifying best practices in the use of different forms of media
- Available data on organizations involved, how students are targeted, number of students and parents reached
- Provide recommendations on potential future partnerships, venues, events, or methods to increase public awareness of opportunities and careers in LPN, RN, and ARNP roles

By June 30, 2021, produce an updated *Be a Nurse* video to be made publicly available on the WCN website.

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