

April 13, 2020

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. At the request of the nursing commission, and as time and budget allow, WCN will compile and synthesize available reports on 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 June 30, 2021;

B. A priority project at the request of the Commission, WCN will create and disseminate written reports by June 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. Supply data 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, with data available from the annual NCQAC report, (faculty, enrollments, graduates);
 2. Overall numbers of licensed nurses, as provided by NCQAC;
 3. Nursing supply in the context of sufficiency of nursing faculty based on nursing supply, state funding, and available slots.
- v. Using available demand data on the nursing workforce, 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 shall also address any recommendations for survey enhancements for future surveys on nurse licensure data.

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

d. The report shall be posted to the WCN website and disseminated to NCQAC and any other significant stakeholders.

C. At the request of the nursing commission, and as time and budget allow WCN will create a location on WCN website to store and maintain reports and information connected to this contract by June 30, 2021.

D. At the request of the nursing commission, and as time and budget allow WCN shall provide a written summary of supply and demand data to NCQAC and DOH and post the same on the WCN website by March 30, 2021.

a. WCN shall collect data from sources including, but not limited to:

- i. University of Washington Center for Health Workforce Studies;
- ii. Washington State Workforce Board;
- iii. National Forum of Nursing Workforce Centers;
- iv. National Council of State Boards of Nursing; and
- v. US Health Resources & Services Administration.

b. The summary shall include

- i. How available data informs policy;
- ii. Recommendations to improve data collection and reporting to inform policy;
- iii. Feedback in response to available supply and demand data from nursing, health care, and other key stakeholder organizations.

E. WCN shall issue a report on the state of LPN's in Washington by March 31, 2021.

- a. WCN shall collect and analyze data from the 2019 LPN licensure survey collected by the NCSBN and analyzed by the UW Center for Health Workforce Studies.
- b. WCN shall:
 - i. Analyze and report on available data on the race, ethnicity, and gender of the LPN workforce compared to RN's and ARNP's and the general population of Washington.
 - ii. Report on the factors that impact the LPN workforce in Washington.

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

A. At the request of the nursing commission, and as time and budget allow, 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. At the request of the nursing commission, as time and budget allow, 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. Recommend a process to report year over year changes and trends affecting the prospective student pool, current student pool, and programs; and
 - x. Whether, and to what extent, state funding of faculty has affected educational opportunities for prospective students.
- b. The report shall be posted to the WCN website and disseminated to NCQAC and any other significant stakeholders by June 30, 2021.
- C. At the request of the nursing commission, and as time and budget allow , 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, healthcare providers, insurers, clinicians, researchers, groups such as NCQAC, CNEWS, NWONL, WSNA, SEIU and other healthcare systems;

- b. WCN will issue invitations and agendas for the meeting. Those invitations and agendas should be issued no later than November 30, 2020; and
 - c. The meeting shall take place by February 28, 2021.
- D. At the request of the nursing commission, and as time and budget allow, WCN will develop a plan with nursing and other key stakeholders to identify areas of focus and study regarding future data collection and analysis related to monitoring and validating trends in the applicant pool for nursing programs by December 31, 2020.
- a. WCN shall identify key stakeholders and convene a meeting. At that meeting the parties shall:
 - i. Review previous applicant studies by WCN and make recommendations to improve data collection and reporting;
 - ii. Identify available relevant data in the NCQAC nursing school report; and
 - iii. Make recommendations to improve data collection and report in the NCQAC nursing school report.
 - b. WCN will provide a copy of the plan to NCQAC by June 30, 2021.

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

A. At the request of the nursing commission, and as time and budget allow, WCN will report on state efforts that align with the goals set forth in the *Future of Nursing* report, published by the Institute of Medicine in 2011.

a. WCN, through partnerships with key stakeholders shall advance the Future of Nursing key goals of:

- i. Nurses should practice to the full extent of their education and training;
- ii. A blueprint should be developed for improving nurse education;
- iii. Opportunities must exist for nurses to assume leadership positions;
- iv. Data collection must improve for policymaking and workforce planning

b. The four goals set forth in the Future of Nursing report may be addressed through existing deliverables or separately.

c. A written report should be disseminated to NCQAC and relevant stakeholders by December 31, 2020.

d. The report shall set forth:

- i. Relevant stakeholders;
- ii. Current status of the goals in the state of Washington;
- iii. Initiatives undertaken to accomplish goals;
- iv. Necessary steps to accomplish goals;
- v. Timelines; and

vi. Projected outcomes.

- B. At the request of the nursing commission, and as time and budget allow WCN shall make recommendations to conduct a review of the plan to evaluate whether additions, subtractions, or modifications of the goals are appropriate. Publish a social determinants of health toolkit for health care organizations to address social determinants by September 30, 2020
- C. 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.
- D. Continue to convene the WCN Diversity Advisory Committee. Collect input by participants of the So You Want to Be a Professor workshops 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.
- E. 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 and report on activities.
- F. Publish a social determinants of health toolkit for health care organizations to address social determinants by September 30, 2020
- 4. Evaluate effectiveness of nursing education and articulation among nursing programs. RCW 18.79.202(2)(d).**

A. At the request of the nursing commission, and as time and budget allow, WCN shall issue a report evaluating the effectiveness of nursing education articulation among and between nursing programs within the state of Washington. This work is to be done in coordination with existing academic progression activities by members of the nursing commission and WCN

a. The report shall:

- i. Detail available articulation pathways;
- ii. Address the adequacy of current pathways;
- iii. Explain how current pathways are supported;
- iv. Detail demographic data including, but are not limited to:
 - a. Age;
 - b. Gender;
 - c. Race/ethnicity;
 - d. Education/degree;
 - e. Employment setting/type; and
 - f. Geographic location of employment (county).
- v. Identify and analyze current complications and barriers to increasing access to nursing education pathways to enhance career mobility,
- vi. Detail the steps that need to be taken to minimize or remove these complications and barriers.

B. At the request of the nursing commission, and as time and budget allow WCN shall disseminate the report to the WCN website, NCQAC, and other stakeholders by June 30, 2021.

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

- i. Review available data on Clinical Nurse Specialists
- ii. Through a variety of media, increase public awareness of clinical nurse specialists
- iii. Implement additional surveys of the CNS population if needed and if budget allows
- iv. Report on the factors that impact the CNS workforce

Commented [SA1]: The ARNP supply data report indicates a significant number of CNS work in the area of behavioral health and substance abuse. Given the ongoing opioid substance use issues and mental health issues arising from COVID-19, this should be an area of interest.

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

A. At the request of the nursing commission, and as time and budget allow, 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 September 30, 2020.

B. 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.

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

C. At the request of the nursing commission, and as time and budget allow, WCN shall assure relevant data is available to key stakeholders.

a. WCN shall collect and preserve data relevant to key stakeholders on the WCN website;

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 September 30, 2020, December 31, 2020, March 30, 2021 and June 30, 2021, respectively.

6. 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. At the request of the nursing commission, and as time and budget allow, WCN should identify & disseminate best practices within nursing and the healthcare environment from current evidence-based research that promote patient safety, quality patient care, and a safe and healthy workplace environment for nurses.

- a. WCN shall identify current research or literature establishing best practices;
- b. These best practices as well as the strategies to communicate and implement the practices should be compiled no later than December 31, 2020 and
- c. WCN shall determine the appropriate method to disseminate the information.

B. At the request of the nursing commission, and as time and budget allow, WCN shall identify strategies to define and implement best practices in the area of patient safety, quality patient care and a safe and healthy workplace environment for nurses.

- a. The strategies should include a broad spectrum of nurses including leaders and key stakeholders.
- b. WCN may use the website and other means of communication to disseminate findings.

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

A. At the request of the nursing commission, and as time and budget allow, WCN shall create and issue a work plan to increase awareness of opportunities and careers in nursing.

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a. The work plan shall:

i. Identify best practices or strategies 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. create enthusiasm to pursue nursing for those with interest.

ii. Identify best practices or strategies 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. create enthusiasm to pursue nursing for those with interest.

iii. Identify data on organizations involved, how students are targeted, and the number of students and parents reached, among others.

iv. 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.).

v. Identify any changes necessary to the current multimedia presentation used by WCN; and

vi. Provide recommendations on potential future partnerships, venues, events, or methods to increase public awareness of opportunities and careers in LPN, RN, and ARNP professions.

b. The work plan should be disseminated to NCQAC, no later than March 31, 2021.

c. WCN shall conduct a review of the plan to evaluate whether additions, subtractions, or modifications of the goals are appropriate.

B. At the request of the nursing commission, and as time and budget allow, WCN shall create and issue a report analyzing initiatives, timelines, 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, 2021;

b. The report shall analyze progress and achievement against plan goals and summarize the impact of the progress and achievements made; and

c. The report shall also project future progress and necessary steps to complete goals.

- 8.** The Nursing Commission and WCN will examine the current system of contract development and monitoring for the nursing resource center and make recommendations for improvement.
- A. The recommendations should be completed no later than December 31, 2020.