



2015 Annual Report

Data

WCN published the [Washington State Advanced Registered Nurse Practitioner Survey Data Report](#), which highlights data about workforce demographics, salaries, and practice patterns. The survey was distributed and analyzed in collaboration with the Washington State Nurses Association and ARNPs United of WA.

We also published the [RN Applicant Pool in Washington State Survey](#), which compared the number of applicants versus the number of applications to pre-licensure programs and confirmed that our state's nursing programs are not expanding to meet demand.

We continued discussions with the Washington State Nursing Care Quality Assurance Commission on how best to support efforts to collect nursing licensure data using the Minimum Nursing Data Set, which standardize the collection of essential nursing data, to better provide information on nursing workforce supply. Washington only collects demand data and nursing education data, but lacks supply data compared to other states.

Sofia Aragon represented WCN on the [Health Workforce Council of the Washington State Workforce Board](#), which works to address current and projected shortages of healthcare personnel in Washington.

WCN took part in developing the WA Health Workforce Industry Sentinel Network by the Center for Health Workforce Studies at the University of Washington and the WA State Health Care Authority. The goal of the Network is to identify emerging health workforce demand trends and rapidly disseminate the information to appropriate education and training partners.

Leadership

The Leadership workgroup of the Washington Nursing Action Coalition refocused efforts to engage in the [Healthier WA initiative](#) to improve population health. The committee ensure nursing involvement in the developing governance structures of [Accountable Communities of Health](#) around the state. As a result, several registered nurses have been appointed onto associated accelerator committees that focus on several implementation areas such as Communities and Equity. There is already significant nursing representation in the Health Innovation Leadership Network, a steering committee overseeing the larger effort. The Leadership Nursing Action Coalition is co-chaired by Dorene Hersh, MSN, RN and Sarah Wickenhagen, DNP, FNP, APRN of the Northwest Organization of Nurse Executives (NWone).

WCN sponsored a second statewide leadership program for nursing faculty to strengthen their role in leading change in their programs, following the National League for Nursing Competencies.

As WCN works to demonstrate examples of nursing leadership in interdisciplinary teams, we collaborated with the WA State Medical Association, Seattle University School of Law, Seattle University School of Nursing, and the WA State Nurses Association to provide continuing legal and nursing education on legal issues regarding changes in Medicare reimbursement under the Affordable Care Act regarding preventable hospital readmissions, and just culture strategies.

Diversity and Inclusion

We sponsored workshops on creating a more inclusive environment to support a more diverse pool of nursing students for nursing faculty and community members. Kenya Beard, EdD, GNP-BC, NP-C, ACNP-BC taught workshops at Heritage University (Toppenish) and Pacific Lutheran University (Tacoma). Dr. Beard reviewed the role of bias as a barrier to providing culturally competent care. Participating nurse educators learned tools that could be immediately implemented in the classroom to address bias and achieve a more inclusive environment. We will continue to work with Dr. Beard to support faculty needing continued support to implement new techniques in the classroom as well as share these skills to other nurse educators and broader audiences.

WCN joined Everett Community College's effort in identifying strategies to create a more robust pipeline of nurses. Our collaborators for this project are EvCC, UW Bothell School of Nursing, Everett Public Schools, the Governor's policy office, SeaMar Community Health Centers, the Western Washington chapter of the National Association of Hispanic Nurses, STEM, Providence Regional Medical Center in Everett, and others.

Academic Progression in Nursing Project

Kicking off the second phase of the Academic Progression in Nursing project in Washington (APIN-WA), we focused on identifying best practices in education to further expand access, capacity and quality of RN to BSN education in the state and collaborated with practice partners statewide to improve workplace support for academic progression. This two-year effort is supported with a \$300,000 grant from Robert Wood Johnson Foundation, and is helping Washington work toward meeting the Future of Nursing Report recommendations of 80% of registered nurses achieving a BSN by 2020. According to a National Council of State Boards of Nursing sample survey, 66% of Washington's nursing workforce is BSN-prepared, compared to 53% in 2011.

Perhaps the most impressive APIN development in 2015 was the implementation of the [Associate in Nursing Direct Transfer Agreement/Major Ready Pathway](#) at six early adopting schools by the end of the year. The DTA/MRP will streamline educational progression for ADN nurses and make it easier to earn the BSN degree in a shorter amount of time.

Promoting a Nursing as a Desirable Career

WCN participated in the Washington School Counselor Association's annual conference, where we networked with counselors from all public K-12 districts. We were subsequently invited to and

attended over 15 networking and career fairs at high schools around the state, where promoted the nursing profession to students, families and school staff.

We produced a full-page "Careers in Nursing" article for The Seattle Times' Newspapers in Education (NIE) series, an educational in-paper program designed to be used in the classroom to interest students in exploring career paths. The feature was distributed in the Times' print and digital issues to 31,112 teachers and students in K-12 education throughout Washington State who participate in the NIE program, along with lesson plans and interactive worksheets to supplement the content. The article also reached 808,200 Seattle Times subscribers.

Finances

Revenue

Grants	\$120,668
DOH Grant	\$551,107
Contributions	\$12,718
Program Fees	\$0
Other	\$977
Total	\$685,470

Expenses

Programs	\$554,710
Administrative	\$46,900
Development	\$3,002
Total	\$604,612
Margin	\$80,858