

2020

ANNUAL REPORT



WCN

WASHINGTON CENTER FOR NURSING



WCNursing.org

Washington Center for Nursing
16300 Christensen Rd, Suite 310
Tukwila, WA 98188



WCN's role in responding to the transformative events of 2020

The WCN played a significant role as the state's nursing workforce center. It was the Year of the Nurse and the Midwife, the COVID-19 pandemic disrupted the world as we knew it, and the public cried out against historical and persistent racial injustice evidenced by stark health disparities suffered by communities of color from COVID-19.

In March 2020, shortly after the declaration of the pandemic, WCN worked to connect the dots between nursing workforce distribution and what our state was experiencing with COVID-19. The WCN did this by publishing nursing workforce survey results for LPNs, RNs, and ARNPs collected in 2019 by the National Council of State Boards of Nursing and the Nursing Commission and analyzed the UW Center for Health Workforce Studies. The surveys showed an anemic nursing workforce in the areas of long-term care, public health and community health consistent with dire gaps in pandemic response capacity in those settings.

As the year progressed, we embarked on a study to better understand the impact of COVID-19 on the nursing workforce. The WCN convened a broad-based steering committee of nursing and health care leaders to collect data on how the pandemic affected nurses' plans to stay in the workforce, mental health, racial bias in the provision of health services, and pandemic preparedness, to name a few. This study paves the way to take the actions necessary to strengthen nursing and position healthcare to be ready for the next public health threat.

WCN also spent 2020, along with the UW School of Nursing and the WA Healthcare Authority, highlighting nursing's role in health equity and providing leadership education to nurses in response to the Year of the Nurse and the Midwife. This year-long global campaign aims to raise awareness of nursing's contribution as a career to equity for women worldwide.

Weathering the fiscal challenges of 2020

The DOH suspended licensure fee requirements for nurses for a six-month timeframe in 2020. Because of WCN's practice of maintaining healthy reserves, we were able to maintain operations throughout a 6-month drought of revenues. In addition, we continued to secure private grants to better support nursing workforce development efforts, such as increasing diversity in nursing education.

The WCN works to build a robust nursing workforce that responds to the health challenges our communities face. If you'd like more information on how to get involved, get in touch with us at info@wcnnursing.org.

OUR VISION

Transforming communities in Washington State through increased access to quality nursing care

OUR MISSION

WCN supports a healthy Washington by engaging nurses' expertise, influence, and perspective and by building a diverse, highly qualified nurse workforce to meet future demands



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WCN Executive Director,

A handwritten signature in black ink that reads "Sofia Aragon".

Nursing Workforce Data

Providing nursing workforce data is an integral part of WCN's mission. This data is used to provide an accurate picture of Washington's nursing workforce to inform health workforce policy in the state. In the first quarter of 2020, by contracting with the UW Center for Health Workforce Studies, WCN released reports on Washington State's 2019 RN, ARNP, and LPN workforce.

Data was collected through the National Council of State Boards of Nursing Nursys e-Notify system. These reports include demographic, education, and practice characteristics to inform health workforce planning in the state. Data reports such as these are crucial in identifying workforce trends and gaps and supporting the development of the nursing workforce needed to meet the health needs of Washington's population.



Sofia Aragon also used the reports to compose an article in response to the COVID-19 pandemic titled, [Washington State's nursing workforce in the context of COVID-19: Do we have a nursing workforce to meet the challenge?](#) In the article she states, "COVID-19 response is one example of the need for a nursing workforce that is responsive to health challenges both at times of peace and at times of emergency." Shining a light on nursing workforce gaps in public health, community health, and long-term care is an example of how data informs workforce development needs.

Washington State's 2019 Licensed Practical Nurse Workforce

May 2020
Benjamin A. Stubbs, MPH, Susan M. Stillman, MS
Center for Health Workforce Studies, University of Washington


KEY FINDINGS

Information about the demographic, educational, and practice characteristics of the licensed practical nurse (LPN) workforce is needed to support health workforce planning in the state. In 2018, Washington State Care Quality Assurance Commission acquired that all nurses licensed in the state provide workforce data at initial licensure and renewal through the Nurse e-Notify survey conducted by the National Council of State Boards of Nursing. The survey which was voluntary since 2015, enhances the basic nurse workforce supply information available from sources such as the health workforce licensing fees. Other than a one time survey conducted in 2008, the three demographic variables collected from the survey have not been available to the state. We only possess information available to characterize the LPN workforce. This report, funded by the Washington Health Workforce Study, analyses of data from the 2018 survey to complete the Nurse e-Notify survey as of May, 2019. Highlights of findings include:


- Among the estimated 13,196 LPNs in a Washington license who were employed in nursing, 67% resided in Washington and worked in state, and 32% worked but had resided outside. The remaining 12.8% of LPNs with a Washington license and employed in nursing did not practice in Washington. This means that in May 2019, there are an estimated 8,798 LPNs with an active license practicing in Washington.
- LPNs with an active Washington LPN license were employed in nursing 7.5% were employed and were either active or retired in nursing, and 1.5% were employed in nursing but were not active or retired in nursing.
- The highest number of LPNs, and number per capita, was found in western Washington in the 15 corridor. Many LPNs committed to neighboring counties or work in other parts of the state.
- Washington LPNs, on an average, are more likely to be white than other race. In all regions of the state, LPNs under the age of 50 were more likely to be a white than other races and were more likely to be Hispanic/Latino ethnicity than other LPNs.
- An estimated 85.5% of LPNs employed in nursing and practicing in Washington reported their highest nursing education was a certificate or diploma, and 9.5% had an associate degree. Approximately 7% of LPNs reported they had a baccalaureate in nursing.
- Fewer LPNs practice outside of Washington than urban (100 per 100,000 population) compared with other areas (113 LPNs per 100,000, with urban areas).

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UNIVERSITY OF WASHINGTON
center for health
workforce studies



WGN

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Washington State's 2019 Registered Nurse Workforce

March 2020
Benjamin A. Sabita, MPH, Susan M. Sillescu, MSN
Center for Health Workforce Studies, University of Washington


KEY FINDINGS

Information about the demographic, education, and practice characteristics of the registered nurse (RN) workforce is needed to support health workforce planning in the state. In 2019, Washington's Health Care Quality Improvement Center (HCQIC) conducted a study of the state's registered nurse workforce through the *Nurse's Reality* survey conducted by the National Council of State Boards of Nursing. This report, funded by the Washington Center for Health Care Workforce, presents findings from the University of Washington's analysis of the survey data. These survey data greatly enhance and complement existing data on the state's nursing workforce. The survey data provide information on the registered nurse workforce's personal and professional learning lives and the occupational settings that have focused on preparing the state's RN workforce. The survey data also provide information on the state's RN workforce's practice settings, providing more precise and timely information about the characteristics, distribution, capability and practice settings of Washington's RN workforce. Highlights of findings include:

- The majority of respondents were aged 40 years and older, including those with an active APRN license and those who were employed as a nurse, 41% of whom were not currently in the state-registered workforce or employed in another field. Of the total, 48% were practicing as a nurse in Washington.
- The average age of Washington's RN workforce was 43 years old, with 50% of respondents being younger than age 50 and 21% compared with 2019. In 2019, 12% of the RN workforce was compared with 17% in 2017.
- The most common ethnic diversity of RNs practicing in Washington still does not mirror the state's population demographics, the percentage who identify as 1) a Hispanic/Latino (3%), and 2) American Indian (3%) have grown closer to state population levels compared with 1990 (with 1.00% RNs vs. 2.2% Hispanic/Latino and 0.9% American Indian).
- More than 80% of Washington's RN workforce work in hospitals, 11% in ambulatory care, 14.6% in long-term care, and 13.5% in community health. Long-term care settings had the highest percentage of respondents who were aged 65 and older.
- Satisfaction, 86% of practicing RNs held a baccalaureate degree in nursing (80% or higher in 2019). The survey data includes geographic area and work setting satisfaction, nearly three quarters of the survey data report 80% or higher satisfaction, and approximately 70% of practicing RNs in King county had a BSN or higher satisfaction with 35.0% in the North Central region. RNs in King county in long-term care settings had the lowest satisfaction with 30.7%.
- Lower percentages of RNs, overall, found a lot or some care settings (58% working in ambulatory care, 50% in long-term care, 46% in hospitals, and 40% in community health settings).
- Washington's rural areas had fewer practicing RNs (10,000 population 580) compared with urban areas (88%). The average age of rural RNs was higher and lower percentages had a BSN compared with urban RNs.



University of Washington
Center for Health Workforce Studies



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Washington State's 2019 Advanced Registered Nurse Practitioner Workforce

March 2020
Benjamin A. Sabita, MPH, Susan M. Stillman, MS
Center for Health Workforce Studies, University of Washington


KEY FINDINGS

Information about the demographic, education, and practice characteristics of the advanced registered nurse practitioner (ARNP) workforce is needed to support health workforce planning in the state. ARNPs can be certified as nurse practitioners (NP), certified registered nurse anesthetists (CRNA), or certified nurse midwives (CNM) or critical nurse specialists (CNS). In 2018, Washington Nursing Care Quality Assurance Commission required that all nurses licensed in the state provide workforce data at initial licensure and renewal through a Nurse's Health Survey conducted by the National Council of State Boards of Nursing. This report, funded by the Washington Center for Nursing, presents findings from the University of Washington's Center for Health Workforce Studies' analyses of data from ARNPs who had completed the first part of May 2019. These survey data add to existing nurse workforce supply information from the state's health professional licensing fees and are collected more frequently than the occasional special survey that has been conducted by the Washington State Board of Nursing. Findings from this report, which listed state and local nurse workforce, provide more timely information about the Washington workforce, including demographics and practice settings of Washington's ARNP workforce. Highlights of findings include:

- There were approximately 8,620 ARNPs with a state Washington license on May 31, 2019: 6,885 NP, 1,841 CRNA, 424 CNS, and 322 CNM. Discounting ARNPs who practiced out of state, worked in a field other than nursing, were unemployed or only volunteered as a nurse, 4,807 NP, 674 CRNA, and 124 CNS and 172 CNM practiced in Washington.
- Among ARNP employed as a nurse, 25.5% of NP, 11% of CRNA, 21.6% of CNS, and 28.8% of CNM were licensed in Washington but practiced in another state.
- At a relatively low percentage of all ARNPs, 1.4% of NP, 1.1% of CRNA, 1.6% of CNS, and 4.9% of CNM were employed 4.0% of ARNPs, 4.4% of CNM and 11.7% of CNS.
- ARNPs were not evenly distributed across the state when considering the number of providers in each region per 100,000 population. Higher concentrations of each certification type were found in the regions with the largest metropolitan areas.
- Only 14% of Washington practicing ARNP worked in a state or ZIP Code. CRNAs were more likely to practice in a state ZIP Code than other certification types, likely due to the fact CRNAs typically provide anesthesiology in many rural areas that do not have a physician anesthesiologist.

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Critical Gaps in the Nursing Workforce Initiative

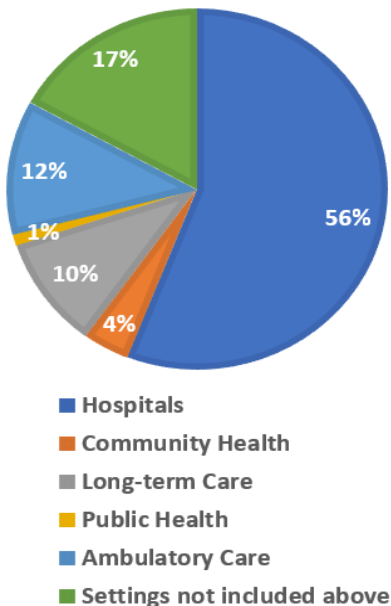
In July 2020, the Nursing Care Quality Assurance Commission hosted a Nursing Workforce Data and Findings Jamboree to identify workforce needs based on the 2020 workforce data reports published by WCN. The meeting objective was broad: to learn from leaders in the field and to engage in preliminary conversations to set a path forward for further discussion into a statewide plan to address critical workforce issues. WCN Executive Director Sofia Aragon and WCN Board member Victoria Fletcher lead the Critical Gap in Racial, Ethnic, and Gender Diversity workgroup. While other Critical Gaps workgroups focus on addressing workforce issues in long-term care, community and public health, in rural communities, nursing education, and advanced practice nurses, diversity is a theme to be woven throughout.

Moving into 2021, WCN will join the Leadership Team and play a convening role in moving this work forward.

The COVID-19 Impact on the Nursing Workforce Study Kicks Off

In November 2020, the WCN held a COVID-19 Impact on the Nursing Workforce Study steering committee kickoff meeting convening 50+ nursing organizations and leaders from across the state. The study aimed to capture data on the experiences of CNAs, LPNs, RNs, and ARNPs with a racial equity lens during the pandemic to inform policy. Organizations participating in the steering committee include state agencies, the Washington State Nurses Association, School Nurses of Washington, the UW Center for Health Workforce Studies, the Pacific-Northwest Chinese Nurses Association, Ebony Nurses of Tacoma, the Nursing Care Quality Assurance Commission, the WA State Hospital Association, schools of nursing, and others.

RN WORK SETTINGS



WCN Statement on Racial Equity

As the events of the summer unfolded, bringing racial inequities in our communities and healthcare to the forefront, WCN developed a Statement on Racial Equity to not only share our organization's commitment to addressing racism but how this commitment will drive our work. In addition, we added an anti-racism resource page to the WCN website. WCN was also engaged in developing statements promoting anti-racism for the National Forum of Nursing Workforce Centers and the National Education Progression in Nursing collaborative.

Self-Care for Nurses: A Nurses Week Video Series

Each year, WCN hosts an in-person celebration and fundraising event during National Nurses Week to advance the work of WCN. As the COVID-19 pandemic forced the cancelation of in-person events, WCN created instead a week-long video series supporting the wellness of nurses working through the pandemic. The video series titled Self-Care for Nurses: A Matter of Life and Death featured a social-distanced interview between WCN Executive Director Sofia Aragon and Nurse advocate and YouTube sensation Nurse Stefan Torres.

A video was released across WCN social media networks each day of Nurses Week and promoted in our newsletter. The video received over 11K+ views from across the country and continues to be available on the WCN website.

New Website Launch

In May of 2020, WCN revamped and relaunched wcnursing.org. The improved website provides better navigation and access to WCN's work, including nursing workforce data, reports, videos, information on starting a career in nursing, nursing leadership opportunities, and more. The new website is a much-improved resource for nursing workforce stakeholders and leaders across Washington.

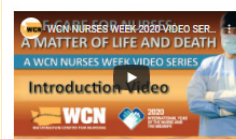
The website also allows WCN to share more effectively relevant information and resources to real-time issues confronting Washington's nurses.

WCN Statement on Racial Equity

To WCN, racial equity means we have an unrelenting commitment to dismantling racism by becoming an anti-racist organization. We do this by collaborating with communities of Black, Indigenous, and People of Color; nursing leaders, nursing students, educators, nursing unions, and consumers. Together we will transform the nursing workforce to one that reflects the communities we serve and create an equitable health system for Washingtonians to thrive.

Self-Care for Nurses: A Matter of Life and Death A WCN Nurses Week 2020 Video Series

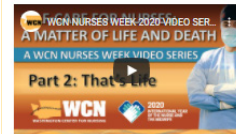
Note: No license surcharge fees were used to produce this video series.



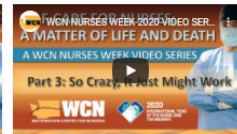
Series Introduction Video



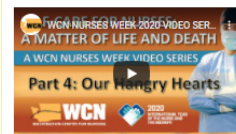
Part 1: I Rest My Pillow-Case
(getting enough sleep is empowering)



Part 2: That's Life
(practicing acceptance)



HealthPart 3: So Crazy, It Just Might Work
(the value of therapy)



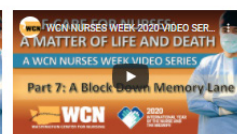
Explore Your Future in Nursing Part 4: Our Hungry
Hearts
(nutrition and exercise)



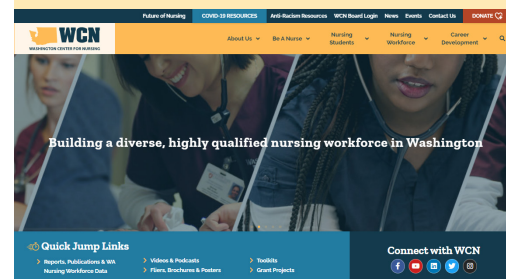
Part 5: Short and Sweet Critique
(team debriefing for traumatic experiences)



Part 6: No More Ends to Burn
(on burnout)



Part 7: A Block Down Memory Lane
(journaling as a tool)



Nursing Leadership Is Our Passion

It's time to **recognize the critical contribution** nurses and midwives make to global health!



2020
INTERNATIONAL YEAR
OF THE NURSE AND
THE MIDWIFE

Celebrating 2020 as The Year of the Nurse and the Midwife

The World Health Organization declared 2020 the International Year of the Nurse and the Midwife in recognition of the bicentennial anniversary of the birth of Florence Nightingale. The goals of these initiatives were to promote nursing and midwifery as a profession and to elevate the awareness of the contributions made by nurses and midwives to the health of our communities.

In honor of 2020 as the Year of the Nurse and the Midwife, the University of WA School of Nursing invited WCN and the Washington Health Care Authority to collaborate on a Washington Nursing Leadership Summit. The summit aimed to engage emerging nurse leaders in nursing leadership, diversity, and equity. Through months of planning, WCN's extensive network of nurse leaders and focus on diversity and equity contributed tremendous value to the event's success.

WCN Executive Director Sofia Aragon was also a guest presenter at the first Nightingale Leadership Series lecture held on June 19. Titled, Stand Up for Equity, Ms. Aragon presented to over 100 participants how, to best serve patients, nursing must be both diverse and equitable. Her lecture also explored strategies for advancing diversity and equity at all levels of the profession.



SCHOOL OF NURSING
UNIVERSITY OF WASHINGTON
Continuing Nursing Education

WASHINGTON NURSES LEADERSHIP SUMMIT

2020



Nursingnow

The Nightingale Leadership Series

"STAND UP FOR EQUITY"
GUEST SPEAKER, SOFIA ARAGON
FRIDAY, JUNE 19
12-1PM



**Nurses and midwives are
the biggest cadre of health
workers in the world**



**invest in them to improve
health care for all.**

#Nurses2020 #Midwives2020
#SupportNursesAndMidwives

To further celebrate 2020 as the Year of the Nurse and the Midwife, WCN published a year-long series of articles celebrating nurses and midwives through our quarterly newsletter, WCN News.

WCN NEWS



WASHINGTON CENTER FOR NURSING

It's About Washington's Health

Qtr 1: A Return to Wisdom (an article on Midwifery)

Qtr 2: Hospice and Palliative Care Nurses: Lessons from End-of-Life Caregivers

Qtr 3: Men in Nursing

Qtr 4: Advanced Registered Nurse Practitioners: Advancing Quality Health Career



So You Want to be a Professor Workshop(s): To Increase the Diversity of the Nursing Education Workforce



On September 1, 2020, with grant support from the Premera Foundation, WCN hosted our half-day Zoom So You Want to Be a Nursing Professor Workshop. This program, which is in its second year, aims to introduce practicing nurses and prelicensure and graduating nursing students to a career in nursing education.

Applicants and participants alike represented a diverse cross-section of race and ethnicities, educational achievements, and practice specialties. A wide range of experience was also present and included nursing students to practicing nurses with over 40-years of experience. In addition, 20% of the attendees identified as living or working in a rural area.

The workshop was created by the WCN Diversity Advisory Committee to address the shortage of nursing faculty in Washington State while also expanding diversity among nursing educators.

Piloted in 2019 in Western Washington, the program will be expanding in 2021 to central and eastern Washington.

THANK YOU TO OUR FINANCIAL AND IN-KIND SUPPORTERS!

Individuals

- Sofia Aragon
- Christopher Bircham
- James & Victoria Fletcher
- Julie Holmes
- Kathleen Johnson
- Jamie Shirley
- Diane Sosne
- Steven Simpkins
- Sally Watkins

Organizations

- Amazon Smile
- Metavante
- SEIU Healthcare 1199NW
- WA State Nurses Association

The Washington State Department of Health, whose grant supports our initiatives and projects.

2020 FINANCIALS

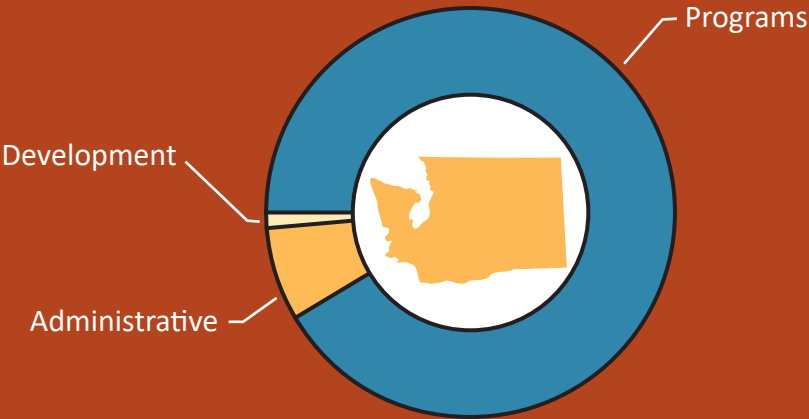
Note: The large margin is due to DOH surcharge suspension in 2020 because of COVID-19, the additional expenditure funding came out of WCN’s reserves until the DOH surcharge payment could be reinstated in 2021.

REVENUE

Grants	\$92,890
DOH Grant.....	\$469,352
Contributions	\$13,212
Other	\$1,116
TOTAL	\$576,570

EXPENSES

Programs	\$669,998
Administrative	\$60,451 (8%)
Development.....	\$1,860
TOTAL	\$732,309
MARGIN	\$-155,739



2020 Washington Center for Nursing Board Members

Michelle James, MBA, MM, BSN, RN, CCRN, CENP | President | NWone Position Executive Director, Providence St. Joseph Health Nursing Institute • **Melissa L. Hutchinson, MN, ARNP-CS, CCNS, CCRN | Vice President | ARNP Position** Clinical Nurse Specialist – MICU/CCU, VA Puget Sound Healthcare System Seattle • **Steven C. Simpkins, PhD, RN | Secretary/Treasurer | CNEWS Community/Technical College Position** Nursing Program Coordinator, Highline College Nursing Program • **Chris Birchem, RN | WSNA Position** Staff Nurse, Overlake Hospital Medical Center, Orthopedic and Spinal Surgery • **Tim J. Bock, DNP, MBA, RN | NWONL Position** Staff Nurse, Harborview Medical Center • **Debbie Brinker, RN, MSN, CNS | Past President | Member at Large** Clinical Assistant Professor and Associate Director, Washington State University College of Nursing, Undergraduate Programs and Academic Partnerships • **Katie Eilers, MPH, MSN, RN | Public Health Position** Director, Washington State Department of Health, Office of Family and Community Health Improvement, Prevention and Community Health • **Victoria Fletcher, RN, MSN, ARNP, FACNM | ARNP Position** Per Diem Clinician, Planned Parenthood of the Great Northwest and the Hawaiian Islands • **Lena Hristova, DNP, ARNP-CS, CCNS, CCRN | Member at Large** • **Antwinett O. Lee, EdD, MSN-CNS, RN | Ethnic Nurses Association Position** Associate Dean, Seattle Pacific University, Undergraduate Nursing School of Health Sciences • **Jamie Shirley, PhD, RN | CNEWS University Position** Director, University of Washington Bothell Nursing Programs, Nursing and Health Studies • **Diane Sosne, RN, MN | SEIU Position** President, SEIU Healthcare 1199NW Nurse Alliance • **Sally Watkins, PhD, MS, RN | WSNA Position** Executive Director, Washington State Nurses Association



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