



# WGN

WASHINGTON CENTER FOR NURSING



# 2024 ANNUAL IMPACT REPORT

## OUR VISION

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



From the WCN Executive Director  
Sofia Aragon, JD, BSN, RN, FAAN

WCN collaborates with nurse educators, leaders, health facilities, the WA Board of Nursing, the WA State Hospital Association, state agencies, and other organizations to strengthen WA's nursing workforce.

In the third year of our 3-to-5-year strategic plan, WCN continued to make strides under our four strategic directions:

1. Strengthening the Capacity to Advance the Data
2. Strengthening Coalitions and Strengthening New Voices
3. Building on Our Unique Roles to Support Population Health
4. Elevating the Central Importance of Nursing Retention

As the state nursing resource center under RCW 18.79.202, the initiatives in this report work to:

- Maintain information on the current projected supply and demand of nurses through the collection and analysis of data regarding the nursing workforce.
- Facilitate partnerships between the nursing community, other health care providers, licensing authorities and entities beyond nursing.
- Evaluate the effectiveness of nursing education and articulation among programs to increase access to nursing education and enhance career mobility, especially for populations that are underrepresented in the nursing profession.
- Educate the public including students in K-12 about opportunities and careers in nursing.
- Provide consultation, technical assistance, data, and information related to Washington state and national nursing resources.

As a nonprofit organization, our vision and mission is to transform communities in Washington State through increased access to quality nursing care through supporting a healthy Washington by engaging nurses' expertise, influence, and perspective and by building a diverse, highly qualified nurse workforce to meet future demands. WCN is grateful to the staff, board of directors and the many individuals and organizations around the state who engage in our work and contribute to the success of the WCN.

## 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.

# Financials

REVENUE	2024
Grants/Other	\$63,702
DOH Grant(s)	\$1,243,229
Contributions	\$3,200
Other	\$1,092
Total	\$1,311,223

EXPENSES	2024
Programs	\$1,070,241
Administrative	\$86,983 (8%)
Total	\$1,157,224
Margin	\$153,998

**Note:** DOH revenue includes the license surcharge + DOH Clinical Practice Grant. The positive margin means the revenue was slightly more than the expenses paid out, any margin running balance rolls over to the next year's expenses.

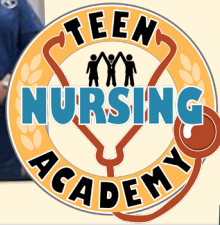
## 2024 Year at a Glance

**315+**

Washington clinical partners engaged in the WCN Clinical Placement Initiative



**NEW PROGRAM!**



WCN Teen Nursing Academy reached **2,050** middle school students helping **49** nursing students earn **760** clinical hours

**36** nurses attended the 2nd annual Nurses of Color Coalition Symposium hosted by WCN and **6** multicultural nursing associations



SUPPORT



SUCCESS



WCN recruited **150+** nurses and workforce partners to serve on **6** state-wide burnout and retention workgroups

WCN publishes **2** **NEW** in depth nursing workforce reports and **5** data snapshots



# Evaluating & Strengthening Nursing Education



## Clinical Placement Initiative **NEW!**

The 2023 Washington State Legislative session funded an Initiative to support nursing education by addressing the critical need for clinical placement opportunities in Washington. This initiative is set to unfold over a two-year timeline, ending in the summer of 2025.

### 2024 OUTCOMES

- 315+ individuals registered to participate in the CPI
- 18 regional meetings + 1 statewide session facilitated
- The digital communication platform, Hivebrite, launched for collaboration and placement visibility
- Clinical placement data analyzed for gaps and opportunities
- The Steering Committee met four times to synthesize regional input into unified state level plans

## Support for Nurse Educators

As part of our work under RCW 18.79.210, WCN continued providing valuable support to the Council on Nursing Education in Washington State (CNEWS) by:

- Organizing the CNEWS spring and fall in-person conferences
- Facilitating their online monthly meetings
- Partnering with CNEWS to develop the Health Equity: Best Practices & Strategies in Education workshop, a free virtual event held in April and open to all nursing faculty in WA. The workshop met the WABON health equity CE requirements for faculty

**NEW!**

### ONGOING EDUCATION AND SKILL BUILDING INITIATIVES

- The Diverse Nurse Faculty Mentorship Program ran for its third year, supporting a cohort of 7 new diverse nurse faculty mentees
- The successful So You Want to be a Professor workshop ran for its seventh year, supporting 28 participants on the path to becoming nurse faculty
- Hosted SYWTBAP Tips for Interview Success Seminar
- Hosted SYWTBAP Tips for Interview Presentation Success Seminar
- Offered **NEW** Insight into Salaries, Roles and the Joys of Being a Nurse Educator Seminar



## REPRESENTING

**47 WA schools**  
**55+ members &**  
**11 new deans in**  
**2024**

# Advancing the Data & the Importance of Retention



**NEW!**

## Burnout Survey Report &

Data for the [2024 burnout report](#) was collected in collaboration with the Nurses4All project of the University of Pennsylvania Center for Health Outcomes and Policy Research, the National Council of State Boards of Nursing, and the Washington State Board of Nursing.

### OUTCOME

To respond to the report's findings, WCN formed six work groups to develop an action plan following the National Plan for Health Workforce Well-being (National Academy of Medicine, 2022). The work groups are:

- Compliance and Regulation
- Measurement
- Technology Tools
- Recruit Diverse and Inclusive Workforce
- Positive Work and Learning Environment Group
- Mental Health and Well-Being Combined Group

More details on the outcomes of this work will be out in 2025.



**Prioritizing Nursing Well Being to Strengthen the Workforce  
2024 Washington Nursing Burnout Survey and Next Steps**

## Nursing Workforce Data

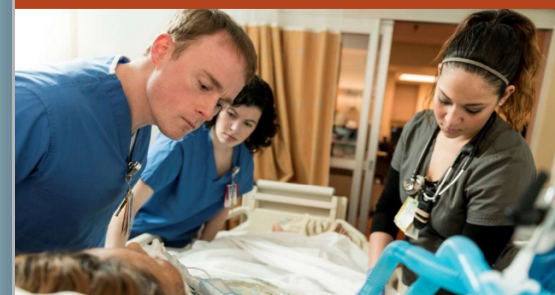
The [WCN Nursing Education Clinical Placements: A Review of Washington Consortium Data 2022-2023 report](#) was designed to analyze existing consortium data to determine:

1. The number of nursing student placements by consortium across WA
2. Provide insight into clinical site locations and types of healthcare facilities for nursing student placements
3. Provide a summary of WA's nursing clinical consortium data
4. Identify the adequacy of placements and gaps

### THIRD YEAR OF NURSING WORKFORCE DATA SNAPSHOTS

- ✓ 2024 WA Nursing Diversity Snapshot
- ✓ 2024 WA Nurse Faculty Snapshot
- ✓ 2024 WA ARNP Data Snapshot
- ✓ 2024 WA RN Data Snapshot
- ✓ 2024 WA LPN Data Snapshot

**Nursing Education Clinical Placements:  
A Review of Washington Consortium Data 2022-2023**



# Strengthening Coalitions & Centering New Voices



## Nurses of Color Coalition

On May 18, 2024, the WCN Nurses of Color Coalition hosted their second annual symposium. This year's themes included addressing microaggressions, fostering a sense of belonging for nurses from underrepresented identities, combating feelings of isolation by validating shared experiences, and increasing networking opportunities.

**The Nurses of Color Coalition also created a consensus building plan to guide future work. The identified strategic priorities are:**

1. Ensuring accountability and equitable representation in nursing education and leadership.
2. Implementing initiatives to boost retention rates among multicultural nurses.
3. Amplifying the collective political influence of nurses of color to advocate for their needs.
4. Developing and deploying programs that elevate more nurses of color into leadership positions.
5. Activating allies to provide meaningful support and advocacy for multicultural nurses.
6. Expanding pathways and opportunities for undocumented and internationally-educated nurses.
7. Celebrating, educating, and elevating the unique cultural perspectives and advocacy requirements of this diverse nursing population.

### Participating Multicultural Nurse Organizations

- Ebony nurses Association
- Mary Mahoney Professional Nurses Organization
- National Association of Hispanic Nurses-WA
- Pacific Northwest Chinese Nurses organization
- Philippine Nurses Association of Oregon & Washington
- Philippine Nurses Association of Western Washington



## WCN-NURSES OF COLOR COALITION SYMPOSIUM

JOIN US  
MAY 18TH,  
2024  
11AM-3PM

Burien Community Center  
14700 6th Ave. SW, Burien WA 98166

[Click to Register](#)

### NETWORKING LUNCHEON

Getting to know other Nurses in Various Fields & Organizations  
Finding community with other BIPOC nurses while networking over lunch.

### PRESENTERS

 <b>Rebeca Allen, MN, RN</b> Nursing Faculty, Green River College	 <b>Antwinett O. Lee, EdD, MSN-CNS, BSN, RN</b> Nursing Professional Development Specialist, UW School of Nursing	 <b>Kawai Kaneali'i, MSN, RN</b> Community Health & Wellness Advocate, Valley Medical Center
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## WCN Health Equity Trainings

- King County Nurses Summit
- School Nurses of Washington (SNOW) Conference
- Seattle University School of Nursing students
- Seattle College nursing students

# K-12 Outreach & Promoting Population Health



## Teen Nursing Academy Pilot **NEW!**

In 2024, WCN partnered with the Green River College Nursing Program, Muckleshoot Tribal School and Highline College Nursing Program Student volunteers to deliver year one of the Teen Nursing Academy pilot program. In its first year, the program made an impact.

### 2024 OUTCOMES

- Participating middle schools: **10**
- Participating middle school students: **2050**
- Participating nursing students: **49**
- Community or pediatric clinical hours earned: **760**

### How likely are you to consider nursing as a career?

According to program survey results, students' interest in nursing doubled after participating in the program.

# 2x

## Bilingual Nurse Videos **NEW!**

To celebrate the contributions of bilingual nurses in WA, and to promote nursing as a career to diverse populations, WCN created videos sharing the journey into nursing for some of Washington's bilingual nurses.

### BILINGUAL NURSES STRONGER CARE

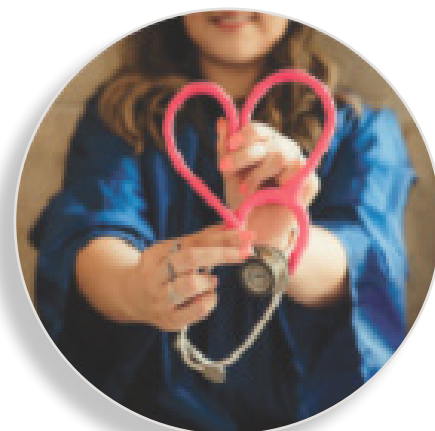
- [Liang Li, RN, APRN \(English & Mandarin\) \(length-06:08\)](#)
- [Rey Paranada, RN \(English & Tagalog\) \(length-04:48\)](#)



## SANE & Caring for Communities

2024 marked the 3rd year of the **Sexual Assault Nurse Examiner (SANE) Fellowship** and the 1st year in a new 3-year grant cycle. Funded by HRSA and led by the Colorado Center for Nursing Excellence, the SANE Fellowship looks to increase the number of SANE qualified RNs in WA. Of the ten spots available, nine WA nurses completed the training.

Through a HRSA grant awarded to the University of Washington, the WCN hosted a 3rd year of **Caring for Communities: Careers in Population Health**. A unique workshop where participants learn from community a population health nurse leaders about what it means to have a career in this rewarding field. Twenty-nine nurses participated in the workshop.



# THANK YOU TO OUR 2024 FINANCIAL SUPPORTERS!

Washington nurses and the Washington State Department of Health whose grant supports our work.

## AND THE FOLLOWING CONTRIBUTORS

Amy Curtis  
Antwinett O. Lee

Edna Cortez  
James & Victoria Fletcher  
Keith & Virginia Eilers

Lena Hristova  
Wendy Williams

## 2024 WCN BOARD MEMBERS

- Antwinett O. Lee, EdD, MSNCNS, RN | President | Multicultural Nurses Association Position, Nursing Professional Development Specialist (NPDS) University of Washington Medical Center University of Washington Medical Center
- 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
- Michelle James, MBA, MM, BSN, RN, CCRN, CENP | NWONL Position Executive Director, Providence St. Joseph Health Nursing Institute
- Edna Cortez, RN | WSNA Position Staff Nurse, Seattle Children's Hospital
- Lena Hristova, DNP, ARNP, AGCNS-BC, CNE, NPD-BC, OCN | At Large Position, Associate Professor of Nursing Seattle Pacific University School of Health Sciences
- 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
- David Keepnews, PhD, JD, RN, FAAN | WSNA Position, Executive Director Washington State Nurses Association
- Christina Nyirati, PhD, RN | CNEWS University Position, Director of the Department of Nursing at Heritage University
- Jane Hopkins, RN | SEIU Position, President of SEIU Healthcare 1199NW Nurse Alliance
- Wendy Williams-Gilbert, PhD, RN | At Large Position, Director of Academic Strategy and Program Innovation Southern New Hampshire University
- Christina Finch, MHA, BSN, RN, CPN | NWONL Position, Clinical Practice Manager, Seattle Children's
- Tricia Jenkins, RN, BSN, CEN | SEIU Staff Nurse Position, Certified Emergency Room Nurse Swedish Medical Center