



## NW Rural Health Conference Spokane, WA March 28, 2018

**Lessons learned from national and state efforts on recruiting and retaining a diverse nursing workforce**

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# Objectives

- Key statewide data, including nursing workforce data on diversity
- Major national and state initiatives on diversity and inclusion in nursing to achieve health equity.

# Who We Are

- The nonprofit nursing workforce, data and resource center for nursing in Washington State.
- Part of recommendations made by the WA Nursing Leadership Council in 2003 to address the nursing shortage.
- Funded primarily by surcharge on LPN and RN (including ARNP) licenses by the state legislature under RCW 18.79.200.
- Board is comprised of and led by nurses.



**Funded** by the WA State Dept. of Health through a \$5 surcharge on RN and LPN licenses. Principle activities include:

- **Demonstrate coordination** with relevant nursing constituents
- **Maintain information on the current and projected supply and demand of nurses** through the collection and analysis of data regarding the nursing workforce including, but not limited to... **race and ethnicity**
- Monitor and validate trends in the applicant pool for nursing programs
- **Facilitate partnerships** between the nursing community and other health care providers, licensing authority, business and industry, consumers, legislators, and educators to achieve policy consensus, **promote diversity within the profession**, and enhance nursing career mobility and nursing leadership development
- Evaluate effectiveness of nursing education and articulation between programs to **increase access to nursing education** and enhance career mobility, **especially for populations underrepresented in the nursing profession**
- Provide consultation, technical assistance, data and information related to state and national nursing resources
- Promote strategies to enhance patient safety and quality patient care including encouraging a safe and healthy workplace environment for nurses; and
- **Educate the public** including students in K-12 about opportunities and careers in nursing.



# IOM Recommendations

## Enabling nurses to practice to the full level of their training

- Remove scope-of-practice barriers.
- Implement nurse residency programs.

## Improving nursing education

- Increase proportion of nurses with a BSN degree to 80% by 2020.
- Double the number of nurses with a doctorate by 2020.
- Ensure that nurses engage in lifelong learning.

## Preparing and enabling nurses to lead change

- Expand opportunities for nurses to lead and diffuse collaborative improvement efforts.
- Prepare and enable nurses to lead change to advance health.

## Improving workforce data collection and analysis

- Build an improved infrastructure to collect and analyze health care workforce data.

Fostering Inter-professional Collaboration

Diversity



**WCN**  
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# Surplus or Shortage?

Available data on nurses is minimal and inconsistent, contributing to confusing predictions about supply and demand of the nursing workforce (examples: Clark College, Spokane Area Healthcare Workforce Roadmap, 2015 National Nursing Workforce Survey, Georgetown University Center on Education and the Workforce published [Nursing: Supply and Demand through 2020](#))

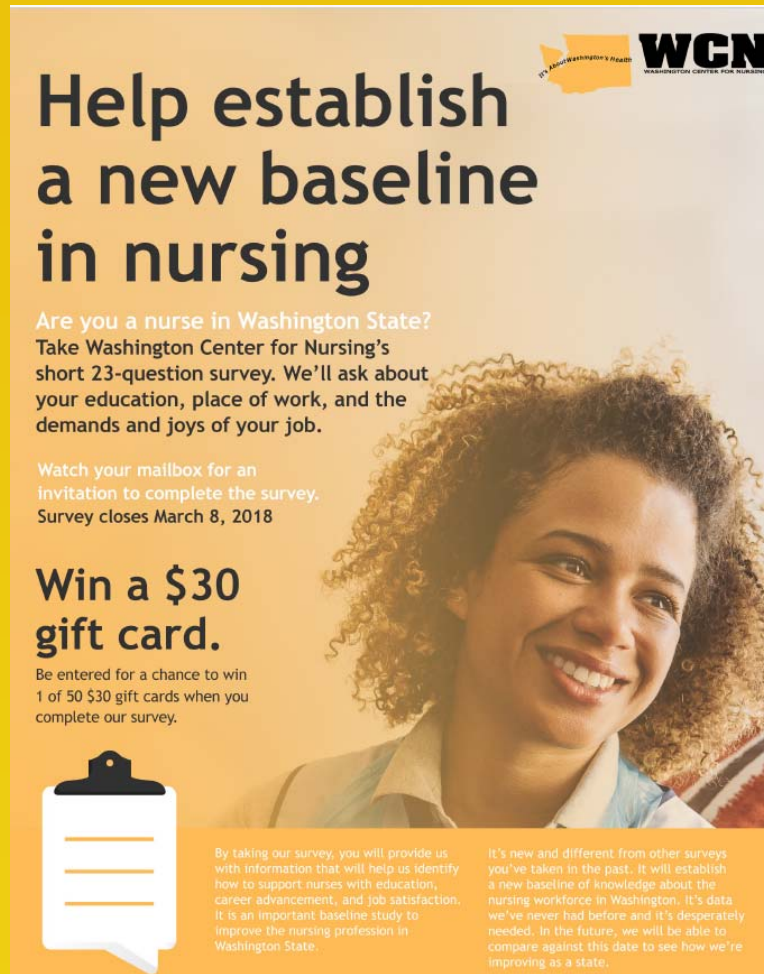
- Peter Buerhaus, PhD, RN, FAAN, Professor at Montana State University, notes the Pacific Region, which includes Washington, Alaska, California, Hawaii, and Oregon, has a .7% growth in RNs per capita. This is the lowest out of nine regions in the U.S. in terms of the number of nurses per person. Furthermore, the Pacific Region is estimated to have 20% growth in the RN workforce between 2015 and 2030, putting this region the 4th lowest in the country when it comes to RN growth.
- while there is disagreement about whether there will be a nursing shortage or even a surplus, most analysts expect a shortage.



# Defining "Shortage"



# Thank you for taking the WCN Survey!



**Help establish a new baseline in nursing**


**Are you a nurse in Washington State?**  
Take Washington Center for Nursing's short 23-question survey. We'll ask about your education, place of work, and the demands and joys of your job.

Watch your mailbox for an invitation to complete the survey.  
Survey closes March 8, 2018

**Win a \$30 gift card.**  
Be entered for a chance to win 1 of 50 \$30 gift cards when you complete our survey.

By taking our survey, you will provide us with information that will help us identify how to support nurses with education, career advancement, and job satisfaction. It is an important baseline study to improve the nursing profession in Washington State.

It's new and different from other surveys you've taken in the past. It will establish a new baseline of knowledge about the nursing workforce in Washington. It's data we've never had before and it's desperately needed. In the future, we will be able to compare against this date to see how we're improving as a state.

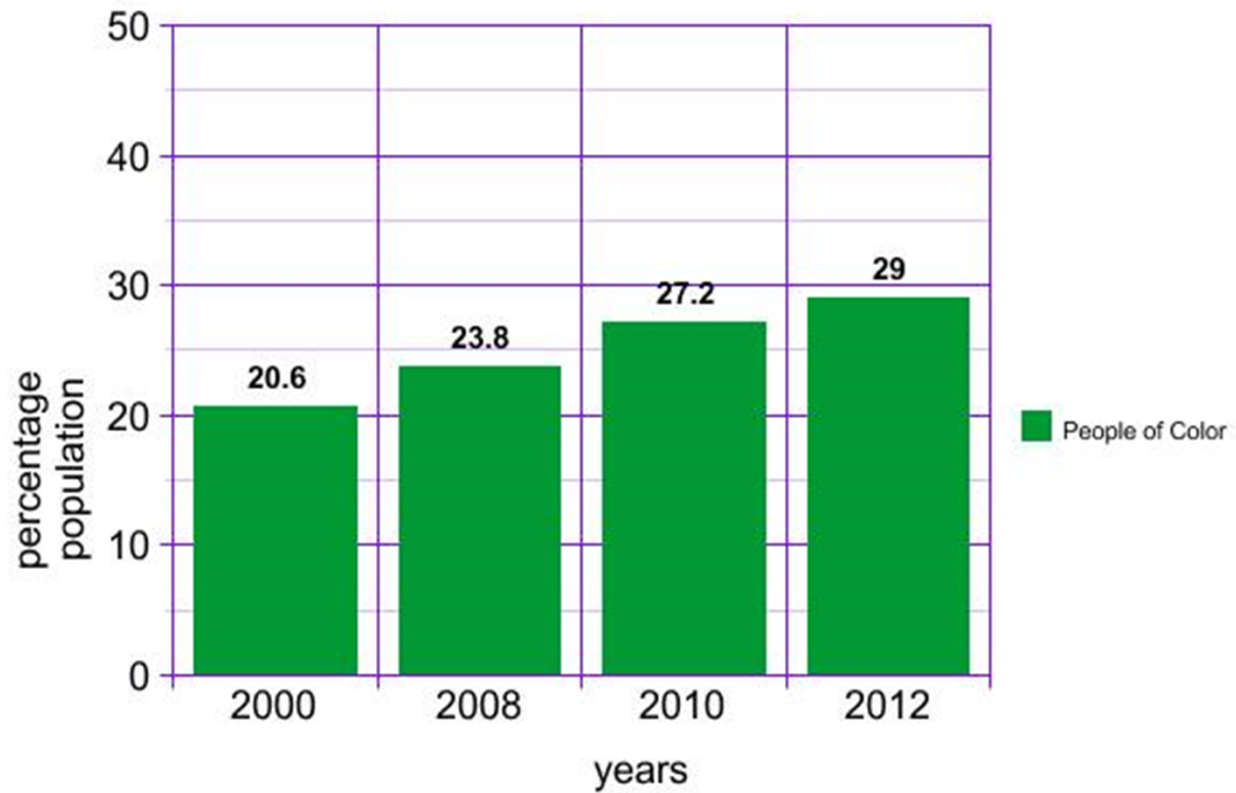




# Why a diverse nursing workforce?

- Minorities, now 37% of the US population are projected to comprise 57% of population in 2060 (U.S. Census Bureau, 2012)
- Nursing fails to keep pace with changing demographics of the U.S. population, continuing to be predominantly white (81%) and female (91%)
- Differences persist in health care quality among racial & ethnic minority groups
- Healthcare professionals from underrepresented minority and disadvantaged groups are significantly more likely than their white colleagues to remain in or return to practice in underserved communities
- Minority nurses in influential leadership roles are more likely to...directly influence resource(s)...in recruitment, retention of a diverse workforce, and shape...national policies aimed at eliminating health disparities

### People of Color, Washington State



Governor's Interagency Council on Health Disparities;  
Washington State Budget & Policy Center

# Nursing student diversity

Percentage of students that identified with ethnic/racial minority groups:

- RN to BSN: 32%
- ADN: 27%
- BSN: 25%
- Graduate nursing programs: 20%

*(Nursing Care Quality Assurance Commission  
2014-2015 report)*



The Washington Post  
*Democracy Dies in Darkness*

## Census: Minority babies are now majority in United States



*(2017-2018, Office of Superintendent  
of Public Instruction)*

# Which experiences helped you pursue nursing as a career? (select all that apply)

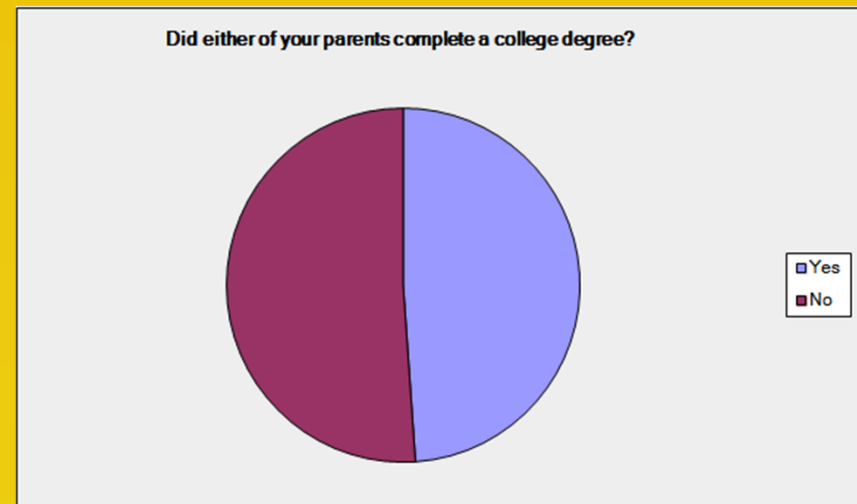
Answer Choice	URG	WNH	ALL
My family encouraged me to go into nursing	52%	42%	45%
I met or know a nurse who made me believe this career was possible	52%	62%	59%
I have a family member who is a nurse	32%	40%	37%
I met nurses at events in my community or in my previous schools	20%	13%	15%
I watched stories of nurses that looked like me that made me believe I could be a nurse	19%	14%	16%
I talked to nursing students who influenced me	17%	22%	20%
I attended a health career program which influenced me	12%	8%	10%
I read info or brochures about nursing that included nurses that look like me	4%	4%	5%
I attended a “nursing camp”	1%	2%	1%

Student Diversity Survey 2016



# First Generation College

Answer Options	Response Count	Percentage
Yes	138	48.9%
No	144	51.1%
answered question	282	
skipped question	13	



# What do nursing students say about diversity?



# Diversity Initiative Yakima: Partnerships are key

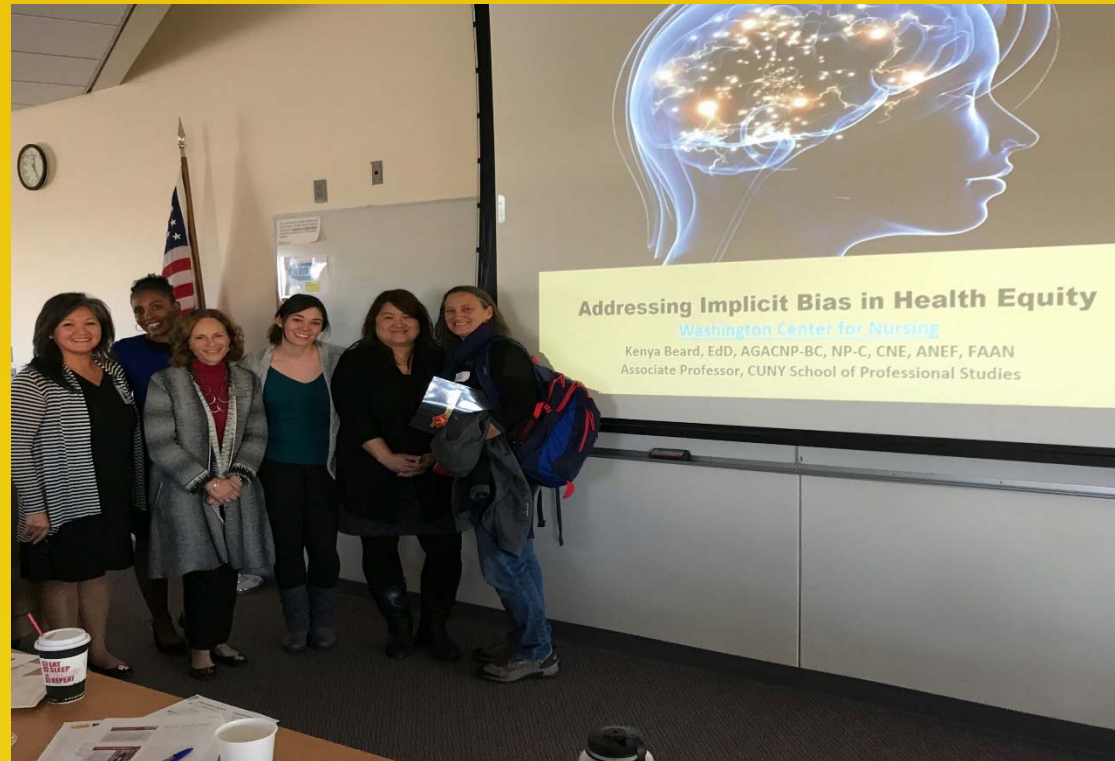




# Diversity Initiative Yakima



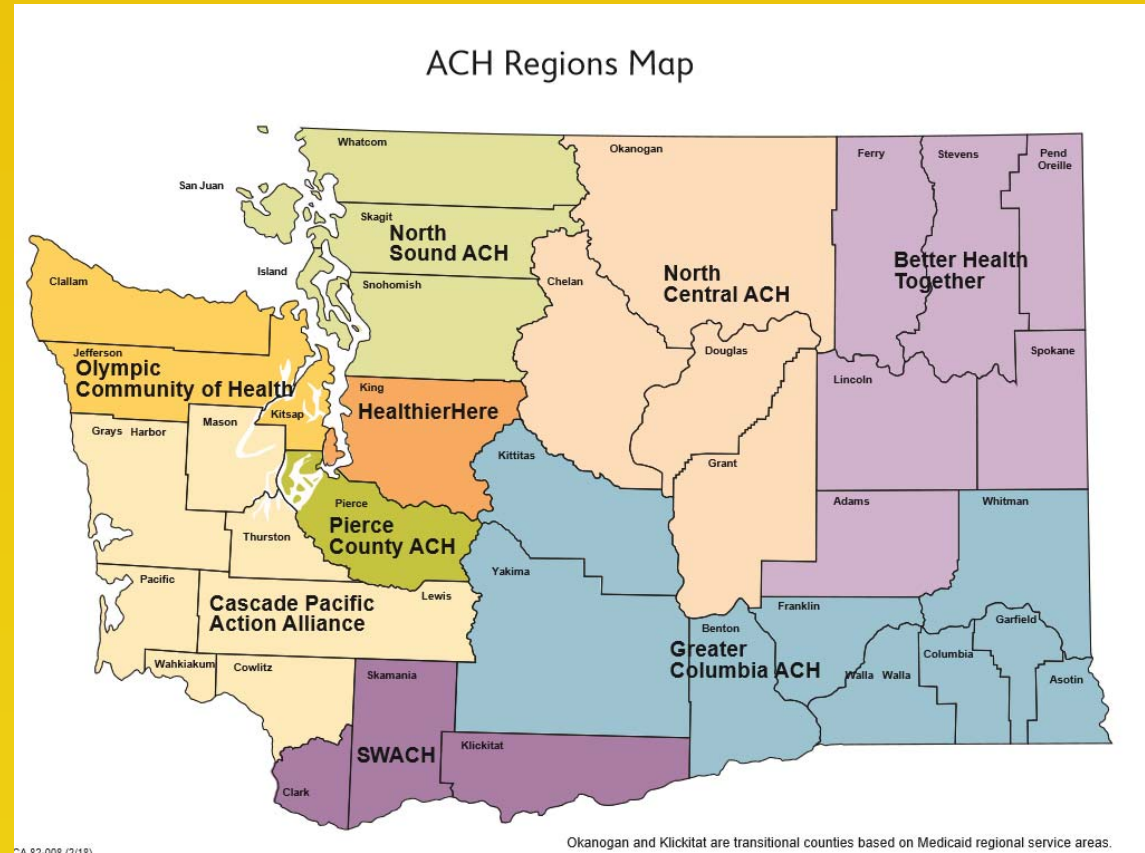
# Awareness of Implicit Bias as a barrier to health equity



# Healthier Washington Initiative Accountable Community of Health (ACH)

ACHs bring together leaders from multiple health sectors around the state with a common interest in improving health and health equity

[www.hca.wa.gov](http://www.hca.wa.gov)



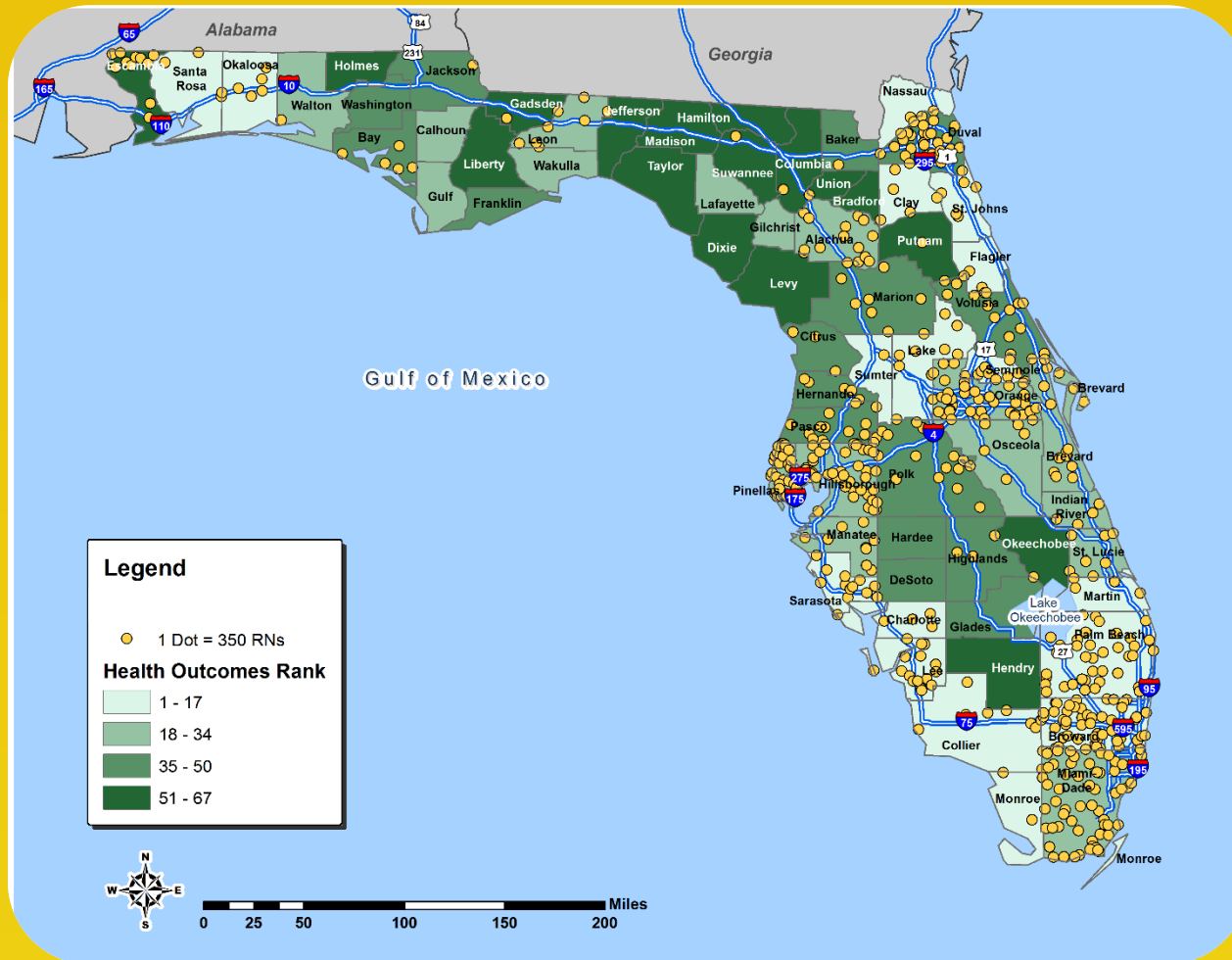
# Action Now! Initiative to transform nursing education



# Action Now Workgroups

- Assure nurses the opportunity to advance their education
- Sustainable financing for nursing programs
- Quality practice experiences for all students
- Create a stronger and more diverse nursing faculty and leadership pool

# RN SUPPLY AND HEALTH OUTCOMES



- Map correlates RN supply with Health Outcomes
- The areas with the worst health outcomes have fewer RNs

# Resources for K-12 students

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**Explore a Career in Nursing**

**Have you ever thought about becoming a nurse?**

A nurse might have cared for you when you got sick or injured at school when you went to an appointment in a clinic or hospital. Nursing is the healthcare profession in our state as well as in the nation. The women and men who are registered nurses work in many different settings and serve communities.

Public health nursing

Emergency room nursing

Resource for K-12 Counselors  
Nursing profession resource guide

Hospital	Clinics	Offices
Community Health Centers	Research labs	Home health
Long-term-care/assisted living facilities	Colleges and universities	Offices
The military	Jails and prisons	Business

Click here to read about various roles in nursing.

**Nurses have to be:**

- Quick learners
- Problem solvers
- Organized
- Able to work well independently as well as a member of a team;
- Good at math and science;
- Good communicators;
- At ease with technology;
- Able to relate well to the feelings and thoughts of others.

## The Seattle Times

Newspapers in Education and Washington Center for Nursing Present

### CAREERS IN NURSING

**HAVE YOU EVER THOUGHT ABOUT BECOMING A NURSE?**

A nurse might have cared for you when you got sick or injured at school or when you went to an appointment in a clinic or hospital. Nursing is the largest healthcare profession in our state as well as in the nation. The women and men who are registered nurses work in many different settings and serve all communities. There is a high need for nurses who represent all ethnic groups and other underserved populations.

**YOU CAN WORK ANYWHERE AS A REGISTERED NURSE**

Registered nurses practice in a variety of settings and all over the world, including:

- Hospitals
- Clinics
- Schools
- Community health Centers
- Long-term care for the elderly and/or people with disabilities
- Home health
- Colleges and universities
- The military
- Jails and prisons
- Businesses
- The government

**IS NURSING THE RIGHT FIT FOR YOU?**

Nurses do what they do because they want to help people. Because nursing requires great communication skills, nurses must have strong reading and writing abilities to quickly and accurately log vital information and explain it clearly to patients and their families. They often translate "hard-to-understand" medical terminology into simple, everyday terms.

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**LEARNING TO BE A NURSE**

After you graduate from high school, there is more than one path to becoming a nurse. You can go to a community college or a Bachelor of Science in Nursing program. Like other health care careers, the path to becoming a nurse is long and rigorous. You will need to complete a lot of coursework and clinical rotations. You will also need to pass a national exam to become a registered nurse. Once you are a registered nurse, you can work in a variety of settings, from hospitals to home care. You can also choose to specialize in a particular area of nursing, such as pediatrics or oncology. The path to becoming a nurse is long and rigorous, but it is also very rewarding. You will be able to make a difference in the lives of many people.

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## Nursing Profession Resource Guide

for School Counselors

www.WCNursing.org

# Questions?

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