

ORGANIZATIONAL AFFILIATES

# Summary of Addressing Wisconsin's Nursing Workforce Shortage Summit

Friday, June 21, 2024

Locations:

Chippewa Valley Technical College  
Fox Valley Technical College  
Madison Area Technical College  
Northcentral Technical College



## ORGANIZATIONAL AFFILIATES

WNA sponsored two initial meetings for the purposes of bringing Wisconsin's Nursing Associations together to discuss issues and priorities for addressing Wisconsin's nursing shortage.

Meetings occurred on September 10, 2022, which was all day and a follow-up meeting on December 1, 2022. Fourteen of the twenty-four nursing associations participated in the meetings.

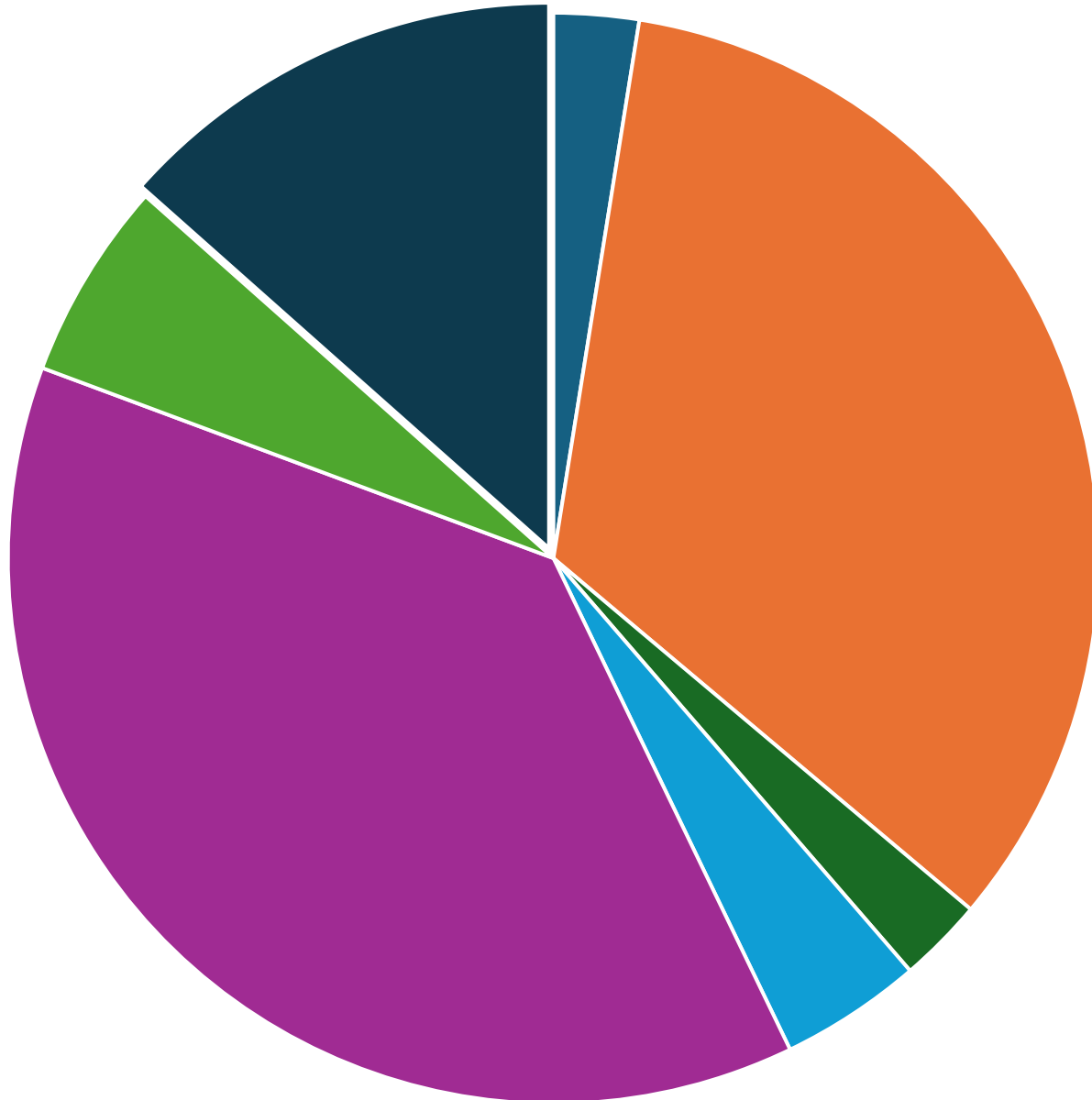
# Identified Five Priorities Needed to Address Wisconsin's Nurse Shortage

- Increase awareness of professional nursing.
- Acknowledge the role of nursing education in supporting nursing workforce and faculty development.
- Recognize the importance of nurse well-being.
- Support public health initiatives across the continuum of nursing practice.
- Encourage innovative nursing care delivery models across the continuum of care.

# Organizational Affiliates Dialogue Forums

- Occurred in Late Fall 2023.
- Purpose:
  - Gain greater clarity of the issue
  - Identify possible solutions
  - Create preliminary recommendations
- January 2024, WNA members participated in their dialogue forum to examine the issues and offered potential solutions.

## Participants by Sector



■ Ambulatory

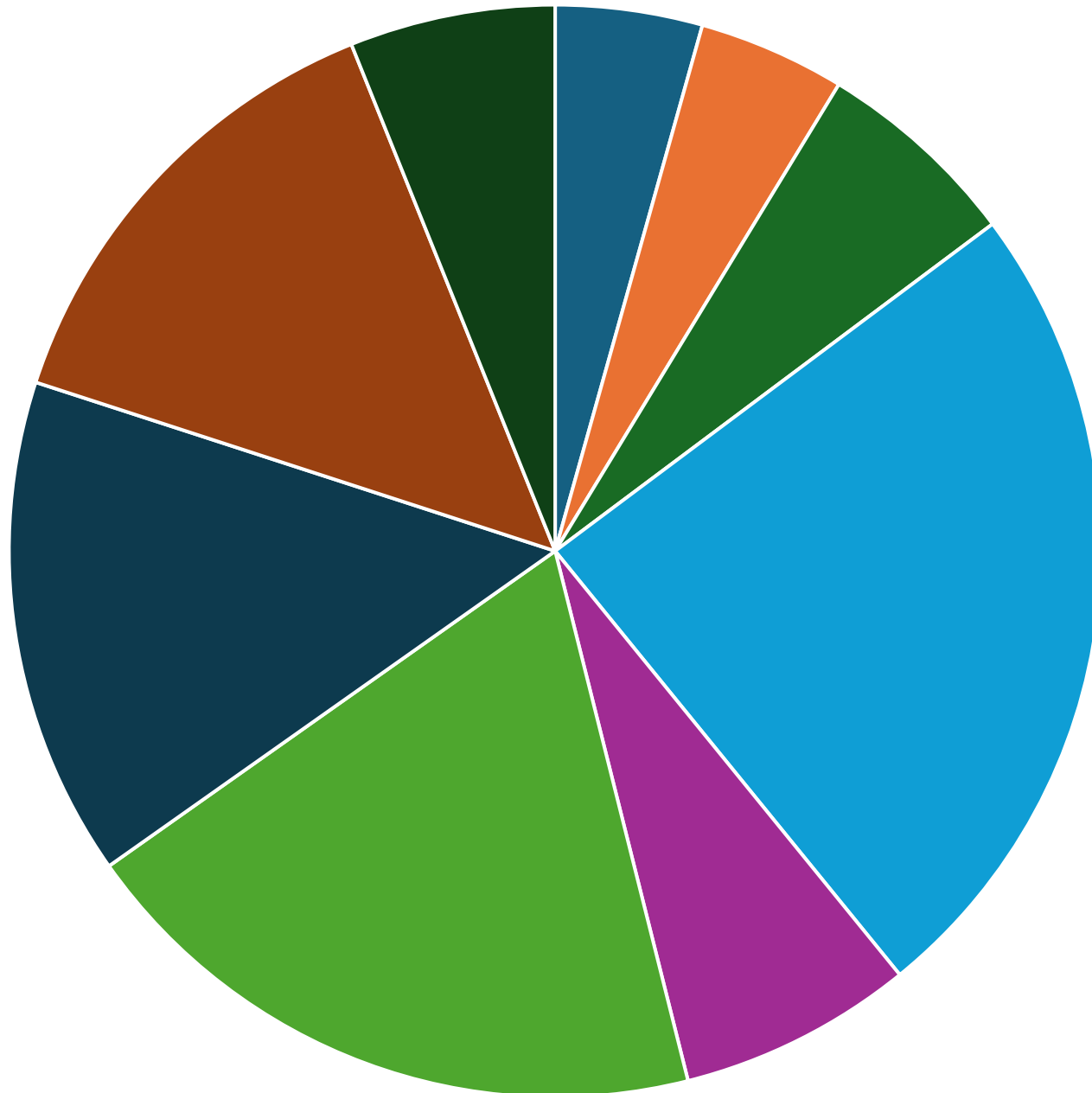
■ Education

■ Extended  
Care

■ Home Health

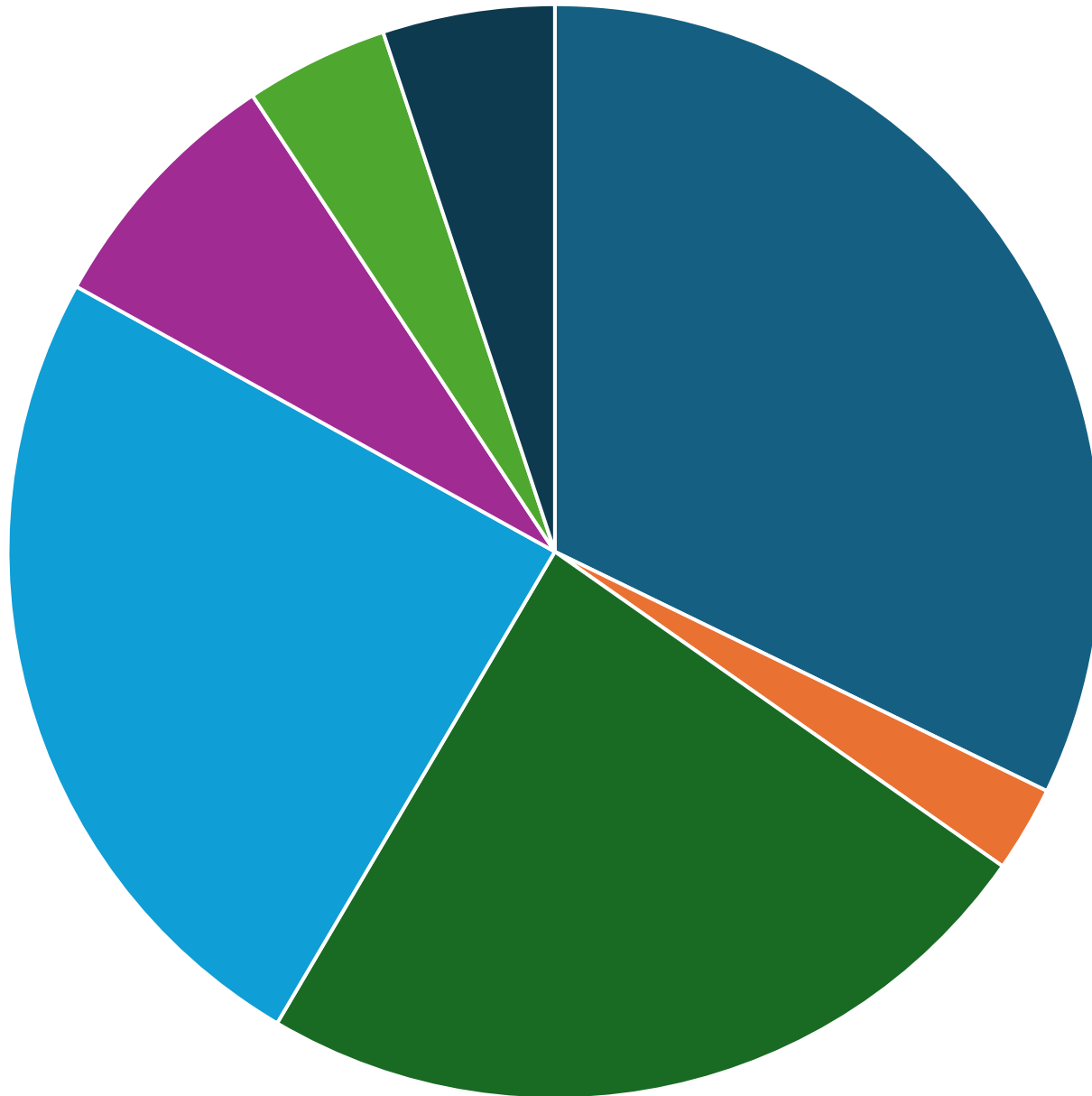
■ Hospital

■ Public Health



## Work Role

- APRN
- Assoc. Dean
- Public/Community Health
- Nurse Educator
- Other
- Nurse Executive
- Nurse Faculty
- Nurse Manager
- Staff Nurse



## Years of Practice

- 10 - 19 yrs
- 2- 4 yrs
- 20 - 30 yrs
- 30 - 39 yrs
- 5 - 9 yrs
- > 40 yrs
- Not a nurse

# Summit Process

- Opening remarks by Lieutenant Governor, Sara Rodriguez  
Background materials were posted prior to Summit
  - 50 minutes to discuss and identify recommendations for each of the 5 priorities
    - 10 minutes of expert information
    - 5 minutes individual self-reflection on three questions
    - 30 minutes table discussions including one recommendation
    - 5 minutes presentation of one recommendation from each site
    - Individual recommendations\*
- \*Individual recommendations and possible sources for evidence-based information/research is being collated.
- Call to Action
    - Brief summary of themes from each priority
    - The need for collective action and voice



# Increase awareness of professional nursing

- Be creative and innovative in development of nursing practice models.
  - Allow for flexibility, on-site day care, retention bonus for experienced nurses (show value).
  - Create and increase awareness campaigns focusing on nursing as a career (middle & high school and diverse populations, changing careers).
  - Explore innovative pathways for achieving the number and types of nurses needed for the future.
  - Support mentorships pre and post enrollment.
  - Support media campaigns that portray positive work of nurses that attract generation M, Z and alpha.

# Acknowledge the role of nursing education in supporting nursing workforce and faculty development.

- **Recruitment:** Job shadow experience with nurse educators, expand the loan forgiveness program to increase supply of nurse educators, address salaries and benefits disparities.
- **Supply:** Assess and remove barriers that impact the ability to teach in a nursing program.
- **Partnerships:** Innovative relationships that support the school and the practice site including access to clinical sites. Explore the value of joint appointments.
- **Support new nursing instructors:** Effective on-boarding, assignment load, and mentorships.

# Recognize the importance of nurse well-being

- **Systems and standards:**

- Workplace support in addressing issues impacting well-being.
- Address workplace violence through effective workplace violence and prevention program for all license health care facilities. (Education, prevention physical plant design, signage, timely debriefing, data collection and analysis, expectations of behavior in the Patient Bill of Rights.)
- Provide childcare for healthy and sick children.

- **Mental health & self-management**

- “Calm rooms” and skillful peers that can support.
- Deliberate employer intention that support nurse well-being.
- Acknowledge the importance of normalizing the abnormal.

- **Nursing curricula**

- Focus on student mental health and well-being.
- Recognizing moral distress and recovery.

# Support public health initiatives across the continuum of nursing practice.

- **Education and curricula:**

- All nursing students should have exposure to public health practices and its relationship to institutional care.

- **Relationships**

- Understand roles, expectations and benefit of forming relationships with the institution and public health.
- Inclusion of public health nurses in transitional care of the at-risk patient returning back to the community.
- Fund innovative models that connect nurses practicing in the institutional and public health setting.

# Encourage innovative nursing care delivery models across the continuum of care.

- Support practice innovation that is team-based, patient-centered, and allows nurses to practice at the top of their license.
- Technology:
  - Allow nurses to be engaged in the development and use technology.
  - Explore the benefits of artificial intelligence and maintaining nursing ethics.
- Support tax-credits for preceptors of nursing students. Pre-licensure and graduate level.
- Allow novice nurses to learn at a pace that benefit safe practice outcomes.
- Support the value of nursing leadership.

# Next steps

- Reconvene the summit participants and the organizational affiliate representatives to review the summary of the summit.
- Create the next action plan that address:
  - Legislation and regulation
  - Nursing education
  - Nursing practice
  - Nurse well-being
  - Awareness of nurses visibility, value and their vital role



# Visible, Valued, and Vital!

