

## Nevada Nurse Workforce Center Sustainability Request

L Pacheco

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@ 4 attachments (400 KB)

PPC NAC- NV Nurse Workforce Center Request fv 08152024.docx; National Forum State Nursing Workforce Cnts-Fact-Sheet-Jul2024.pdf; LOS\_NAC 2024 (1).pdf; Pt Protection Comm Narrative Aug 2023 - Pacheco.docx;

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Dear Commissioners,

I am reaching out on behalf of the Nevada Action Coalition regarding the Nevada Nurse Workforce Center. Please find attached our paper regarding the need for *sustainable funding* for the Nevada Nurse Workforce Center developed by the Nevada Action Coalition for the Future of Nursing. I am also attaching the National Forum of State Nursing Workforce Centers Fact Sheet for additional information about State Nurse Workforce Centers and a letter of support from the UNLV School of Nursing.

We are requesting language set in legislation that reads similar to this: *"In response to the exacerbation of the licensed Registered Nurse shortage, the Nevada Nurse Worliforce Center shall be sustainably supported, funded and located in the geographical area with the greatest number of licensed nurses per capita. The Nevada Nurse Worliforce Center will receive the Nurse Minimum Dataset Survey reports and contribute recommendations and interventions supporting services that promote and enhance the current needs of the State of Nevada and ultimately build the future of nursing in Nevada. "*

I am also including what I intend to say during public comment at your next meeting. Once again thank you for your assistance and the opportunity to make this appeal. We are extremely grateful.

Lisa

**Lisa Marie Pacheco, DPP, MSN, RN, NEA-BC**  
**Doctor of Public Policy**

**President,**  
**Nevada Hispanic Nurses Association: NV Chapter of NAHN**  
**Board Member,**  
**National Association of Hispanic Nurses 2020-2021**  
**Co-Chair,**  
**National Association of Hispanic Nurses Policy Committee 2021-2022**  
**Treasurer,**  
**Nevada Action Coalition for the Future of Nursing**  
**Healthcare Representative**

**S. NV Public Health Association Board**

## Sustaining Nevada's Nursing Workforce Center

**Situation:** State Nursing Workforce Centers use an evidence-based strategy for nursing workforce planning. They utilize data-driven insights and expert consultation at community, regional, and state levels to foster meaningful discussions about the real challenges facing the nursing workforce and practical solutions to address them.

### State Nursing Workforce Centers:

- **Utilize nursing workforce data** to inform policy development for workforce planning strategies including disaster preparedness
- **Foster and Develop relationships** with key stakeholders including educational institutions, Nursing boards, labor unions, employers, the National Forum of State Nursing Workforce Centers and state agencies to collaboratively develop, propose, and implement policies.
- **Address the issues that** grow and maintain an outstanding and responsive nursing workforce that can meet the healthcare needs of our communities.
- **Ability to Advocate for public policies** that promote quality healthcare by supporting nurses to practice to the full extent of their education and licensure, and for society to embrace the benefits of a fully empowered nursing profession.

**Background:** In 2014 the Nevada Action Coalition (NAC) was awarded the prestigious Robert Wood Johnson Foundation “*Future of Nursing State Implementation*” grant. This grant prepared the nursing profession to address Nevada’s healthcare challenges. The NAC has continued to offer programmatic efforts utilizing the National Academy of Medicine’s Future of Nursing 2020-2030 recommendation with the soft money earned through grants and galas: continuing to build the pipeline and building the future of nursing in Nevada.

**Assessment:** There are ~60K registered nurses in Nevada, our state continues to experience a nursing shortage impacting access to healthcare, and the quality of care all of which contribute to higher societal costs. According to a 2022 report by the Nevada Health Workforce Research Center, our state will still need over four thousand additional registered nurses to reach the average benchmark nationally. State leaders must be supported to policies that increase the number of registered nurses, enhance workforce diversity, address health professional shortage areas, and expand and enhance nursing education programs utilizing evidence based data to guide decisions. Sustaining the Nevada Nurse Workforce Center’s functionality is paramount for reaching these policy goals.

**Recommendation:** Sustaining the Nevada’s Nursing Workforce Center is necessary to meet the state’s critical needs toward developing a sustainable, qualified nursing workforce.

**Why a Bill Draft Request?** Codifying the sustainability of the Nevada Nursing Workforce Center in state statute would ensure adequate funding, formal recognition, and a stable framework for their operations, leading to more consistent and effective workforce planning and policy development to:

- **Collaborate and Communicate:** The centers develop collaborations among stakeholders (77%) and improved communication through websites, newsletters, and social media
- **Deliver Education and Faculty Initiatives:** A majority of the centers (68%) work on education programs and address nurse shortages, facility shortages, and feeding the pipeline
- **Workforce Research:** A significant number of centers (74%) are involved in workforce research, data collection, and dissemination.

**Increase Funding and Resources:** In 2023, average core funding increased. Nurse licensure fees provided an average of 32% of total funding.

Examples and links to other states that have codified the establishment and funding for Nursing Workforce Centers include: [Louisiana](#), [Washington](#), [Florida](#), [Hawaii](#), [Minnesota](#), [Illinois](#), [Tennessee](#), [Texas](#), and [New Jersey](#).

**Dr. Lisa Marie Pacheco**  
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Good Morning

My name is Dr. Lisa Marie Pacheco, and I am a member of the Executive Board of the Nevada Action Coalition for the Future of Nursing.

Nursing is in crisis across the nation and Nevada is not immune. The shortage of bedside nurses and staffing shortages, leads to patient safety concerns and must be solved. I could spend my time rattling off statistics, but you know as well as I do that no matter what formula you use, the bottom line is Nevada does not have enough bedside nurses to ensure safe patient care and safe staffing.

The nursing shortage is generations old. As a nurse executive with over 33 years of experience from bedside to boardroom I entered the profession, during a nursing shortage, just as my mother had in 1957.

The complexity of nursing means there is no simple fix to this growing problem. However, one **best practice** that is showing huge progress for nursing are State Nurse Workforce Centers.

For over a decade the Nevada Nurse Workforce Center programs have addressed professional education, coaching, feeding the pipeline to nursing, and addressing retention through resilience and recovery efforts. In the Spring of 2023, the workforce center accepted the invitation to join 40 other states in the National Forum of State Workforce Centers.

In 2023, John Packham's team released "Addressing Nevada's Nursing Workforce Shortage: A Call to Action". With the recommendation to "Fund and support a statewide Nevada Nurse Workforce Center. The Center will serve as a hub to advance nursing education, practice, leadership, workforce development, and policy in Nevada."

The Nevada Nurse Workforce Center programs have been supported with soft money from grants and galas. Now is the time to invest in nursing and offer a sustainable nurse workforce center for Nevada nurses. It is imperative to have a commitment of funding that invests in the Nevada Nurse Workforce Center and the future of our nurses.

We respectfully request your support of the Nevada Nurse Workforce Center with the provision of sustainable funding. Thank you for the opportunity to speak.

### **State Organizations**

[Alabama](#)  
[Board of Nursing Workforce Center](#)  
[Arkansas Center for Nursing](#) [Arizona](#)  
[Nursing Workforce Center](#) [HealthImpact](#)  
[\(CA\)](#)  
[Colorado Center for Nursing Excellence](#)  
[Connecticut Center for Nursing Workforce](#) [Florida](#)  
[Center for Nursing](#)  
[Georgia Nursing Workforce Center](#)  
[Hawaii State Center for Nursing](#) [Idaho](#)  
[Alliance of Leaders in Nursing](#) [Illinois](#)  
[Nursing Workforce Center](#) [Indiana](#)  
[Center for Nursing](#)  
[Iowa Center for Nursing Workforce](#)  
[Kansas Nursing Workforce Center](#)  
[Kentucky Board of Nursing](#) [Louisiana](#)  
[Center for Nursing](#) [Maryland Nursing](#)  
[Workforce Center](#) [Nursing Council on](#)  
[Workforce Sustainability \(MA\)](#)  
[Michigan Center for Nursing](#)  
[Center for Nursing Equity and Excellence \(MN\)](#)  
[Mississippi Center for Quality and Workforce](#)  
[Missouri State Board of Nursing](#)  
[Montana Center to Advance Health through Nursing](#)  
[Nebraska Center for Nursing](#)  
[New Hampshire Nurses Association](#)  
[New Jersey Collaborating Center for](#)  
[Nursing](#)  
[Nevada Action Coalition](#)  
[New Mexico Center for Nursing Excellence Center](#)  
[for Nursing at the Foundation of New York State](#)  
[Nurses](#)  
[NC Center on the Workforce for Health](#) [North](#)  
[Dakota Center for Nursing](#)  
[Ohio League for Nursing](#) [Oregon](#)  
[Center for Nursing](#) [Pennsylvania](#)  
[Action Coalition](#)  
[South Carolina Office of Healthcare Workforce](#)  
[South Dakota Center for Nursing Workforce](#)  
[Tennessee Center for Nursing Advancement](#)  
[Texas Center for Nursing Workforce Studies](#) [Utah](#)  
[Nursing Workforce Information Center](#) [Healthcare](#)  
[Workforce Data Center at the Virginia Department](#)  
[of Health Professions](#) [Vermont AHEC Nursing](#)  
[Workforce Research, Planning, & Development](#)  
[Washington Center for Nursing](#)  
[West Virginia Center for Nursing](#)  
[Wisconsin Center for Nursing](#) [Wyoming](#)  
[Center for Nursing](#)



**NATIONAL  
FORUM**  
OF STATE NURSING  
WORKFORCE  
CENTERS

## **The Impact of Nursing Workforce Centers on State Nursing Workforce Strategy**

### **What is the National Forum of State Nursing Workforce Centers?**

The mission of the National Forum of State Nursing Workforce Centers (National Forum) is to ensure a robust, diverse and well-prepared nursing workforce. Through state level organizations or associations, the National Forum convenes nursing workforce efforts with the goal to optimize high-quality health care and to ensure that this high-quality health care is available to all people in every state. Currently, the Forum has 45 state representative members and over 100 associate subscribers.

One of the first joint efforts was the creation of the three Minimum Data Sets (MDS). The three MDS are: nursing education, supply and demand. Technical assistance on conducting workforce research is provided by the National Forum and state members. The National Forum convenes dialogue and facilitates partnerships across member states related to workforce strategy, interventions, and actions. The National Forum also hosts an annual Nursing Workforce conference which convenes state nursing workforce representatives and national leaders in nursing workforce research, health care economy, and more. The National Forum provides technical assistance to states looking to create, or who have new nursing workforce centers to facilitate their success. In addition, the National Forum partners with the National Council of State Boards of Nursing on a biannual national nursing workforce survey.<sup>1</sup>

The National Forum exists to meet the needs of states which sometimes differ significantly than the nation. So, while there are federally-supported institutions, such as the National Advisory Council on Nurse Education and Practice, the National Center for Health Workforce Analysis, and the Health Workforce Research Centers, policies developed using national data may not always make sense for individual regions, states, or local jurisdictions. The National Forum empowers state nursing workforce centers fill this need.

### **What is the Impact of State Nursing Workforce Centers?**

State nursing workforce centers use a state, data-driven approach to nursing workforce planning. Providing data with context and consultation at the community, regional, and state level to have a productive conversation about real problems facing the nursing workforce and practical solutions to solve them.



[www.nursingworkforcecenters.org](http://www.nursingworkforcecenters.org)

Nursing workforce centers are hubs that support nursing workforce research, nursing education, practice, leadership, and workforce development at the state and local levels focused on the utilization of evidence. Services of a nursing workforce center typically include: conducting localized research; publishing reports related to supply, demand, and educational capacity of the nursing workforce; and implementing other activities to improve the nursing workforce in their states. Representatives from each center often provide data consultation with the critical context of a nurse's perspective which is essential for developing long-term solutions individualized for each community of interest. States and communities, particularly those in rural and/or with diverse populations, have individual workforce needs that require specialized data and support. A collection of nursing workforce data by an individual state is crucial to advocates for workforce planning, disaster preparedness, access to care, meeting regional needs of health care professionals and more.<sup>2-5</sup>

"State nursing workforce centers help to clarify the meaning and context of nursing shortages at the local and state level. We need to ask the *right* people, the *right* questions, to define the *right* problems."  
Georgia Nursing Workforce Center

Natural partners of state nursing workforce centers include individual schools of nursing, health care facilities such as acute care hospitals and long-term care facilities, nursing professional associations, labor unions, universities or higher education systems, health care systems, departments of education, departments of labor, workforce development councils, boards of nursing, and more.

## Nursing Workforce Centers Are Critical to State Specific Nursing Workforce Strategy and Actions

Challenges facing the nursing workforce exist in specific contexts. Challenges such as nursing shortages may originate in nursing education/faculty as a production problem<sup>6</sup>, in the workforce as a recruitment/retention problem<sup>7,8</sup>, or a distribution (such as rural vs. urban, hospital vs. community care) problem<sup>9,10</sup>.

State-based nursing workforce centers target various initiatives across the health care continuum in addition to producing reports on the supply, demand, and educational capacity of the profession. While each center deploys strategies specific to its state's needs, examples of strategies are:

### Targeted Nursing Workforce Research and Use of Nursing Workforce Minimum Data Sets

- Conduct education capacity research, workforce supply research, and workforce demand research using the National Forum's MDS tool and additional questions tailored to desired state needs.

### Nursing Education

- Assist nursing education to maintain robust programs to meet regional need.
- Raise funding for nursing scholarships and coordinate programs.
- Collect data and testing solutions to address nurse faculty shortages.
- Address inefficiencies in clinical experience scheduling and advocate for new or expanded clinical sites.
- Create programs to increase interest and awareness of nursing to K-12 students.

### Health and Well-being to Recruit and Retain the Nursing Workforce

- Ensure the well-being of the nursing workforce and improve workplace environment.

### Upskilling the Workforce Through Academic and/or Mentoring Programs

- Build programs to diversify the nursing workforce including mentoring programs.
- Create training opportunities for nurses at all levels and in all settings to advance leadership and professional practice.
- Promote continual learning and academic progression for nurses.
- Pre- and Post-licensure statewide collaboratives for nursing residency programs or nursing apprenticeships.

### State and Federal Policy

- Utilize education, supply, and demand data to provide consultation and context to state policy considerations.
- Provide critical employer-education connections through statewide planning and implementation of programs.
- Leverage connections to pass critical legislation such as Nurse Licensure Compacts and respond to the future needs of the nursing workforce.

[List of references available by clicking here](#)

Dear Patient Protection Committee,

The University of Nevada, Las Vegas School of Nursing is in support of the Nevada Action Coalition (NAC) for their ongoing work to establish a Workforce Center in the State of Nevada.

NAC joined the National Forum of State Nursing Workforce Centers in Spring 2023. Nevada is one of 12 states that does not currently have a fully functional nursing workforce center. Nevada is experiencing a need for more nurses and this center would address the nursing shortage and ensure we have an adequate supply of qualified nurses to meet the needs of our state.

The NAC is positioned to do this work as they are a part of the Future of Nursing: Campaign for Action and is working to form a strong, connected grassroots network of stakeholders within the state.

The mission of the proposed Nevada Nursing and Workforce Center is to ultimately improve the health of all Nevadans through nursing.

The school will continue to support and participate in ongoing activities organized by the Nevada Action Coalition.

Sincerely,



Imelda Reyes, DNP, MPH, FNP-BC, FAANP  
Interim Dean and Professor  
School of Nursing