

Solutions Addressing Nursing Workforce Crisis

2023 NCSBN Symposium | Chicago



STAFFING SOLUTIONS:



Encourage and support nursing educators and clinical leaders in **creating programs that enable students to feel prepared to enter the workforce.**

– Beverly (Bev) Malone, PhD, RN, FAAN, President and CEO of the National League for Nursing

Increase virtual nursing workforces to help frontline nurses devote more time to patient care, freeing time for admission and discharge processes to be facilitated by virtual nursing workforces.

– Lavonia Thomas, DNP, RN, NEA-BC, Nursing Informatics Officer at MD Anderson



Leverage community relations to **diversify the pipeline of nurses.** Expand opportunities for clinical experiences beyond traditional settings.

– Beverly (Bev) Malone, PhD, RN, FAAN, President and CEO of the National League for Nursing



Advance the **Nurse Licensure Compact** and the **APRN Compact** to increase access to care and nurse mobility.



WELLNESS SOLUTIONS:



Recognize early signs of burnout, discuss wellness among colleagues to reduce stigma.

– Victoria Priola, PsyD, Psychologist/Practitioner at Powers Wellness & Consulting Group



Create a wellness standard between nurses and their shift leaders.

– Debbie Dawson Hatmaker, PhD, RN, FAAN, Chief Nursing Officer at the American Nurses Association



Establish a 24/7 nurse wellness call-in line with an on-call social worker available at all times.

– Evelyn (Eve) Poczatek, MBA, Director of Strategic Initiatives at RUSH | Rush Wellness



Provide newly hired nurses with robust mentoring and transition to practice programs, where they have access to senior nurse skills training, mentorship and self-care routines, including yoga, mindfulness sessions and general processing.

– Evelyn (Eve) Poczatek, MBA, Director of Strategic Initiatives at RUSH | Rush Wellness



Integrate a robust mental health program into a provider's health care plan, and **route nurses to wellness programs and clinical support.**

– Victoria Priola, PsyD, Psychologist/Practitioner at Powers Wellness & Consulting Group

WORKPLACE SAFETY SOLUTIONS:



Train deescalation techniques informed by law enforcement principles. Foster an environment in which nurses are secure and empowered to **report instances of violence and aggression.**

– Tim Tull, Vice President of System Chief Safety, Security, and Emergency Preparedness at Rochester Regional Health



Support federal and state legislation that funds grant programs, such as the Workplace Violence Grant Program, to provide security funding for health care facilities in need that protects patients and health care workers.

– Kristin Benton, Executive Director of the Texas Board of Nursing



Establish a zero-tolerance for bullying, violence and aggression.

– Kathleen Poindexter, PhD, RN, CNE, ANEF, Interim Associate Dean of Academic Affairs Nursing at Michigan State University, College of Nursing

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