

### 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](#)