

### State Organizations

[Alabama Board of Nursing Workforce Center](#)  
[Alaska Nursing Workforce Center](#)  
[Arizona Nursing Workforce Center](#)  
[Arkansas Center for Nursing HealthImpact \(CA\)](#)  
[Colorado Center for Nursing Excellence](#)  
[Connecticut Center for Nursing Workforce](#)  
[Delaware Nurses Workforce Institute](#)  
[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 Jersey Collaborating Center for Nursing](#)  
[Nevada Action Coalition](#)  
[New Hampshire Nurses Association](#)  
[New Mexico Center for Nursing Excellence](#)  
[Center for Nursing at the Foundation of New York State Nurses](#)  
[North Carolina Center on the Workforce for Health](#)  
[North Dakota Center for Nursing](#)  
[Ohio League for Nursing](#)  
[Oklahoma Center 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](#)  
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**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 lead a network of experts dedicated to ensuring a robust nursing workforce. Through state level organizations or associations, the National Forum convenes nursing workforce efforts with the goal to optimize high-quality healthcare and to ensure that this high-quality healthcare is available to all people in every state. Currently, the Forum has 48 state representative subscribers. Some of these states have just started building their centers and some are unfunded. Twelve states have started the process and/or established centers in the last 5 years.

One of the first joint efforts amongst the states meeting as the National Forum was the creation of or the agreement on the three Minimum Data Sets (MDS). The three MDS are: nursing education, nursing workforce supply and nursing demand. Technical assistance on conducting workforce research is provided by the National Forum. The National Forum convenes dialogue and facilitates partnerships across member states related to workforce strategy, interventions, and actions. The National Forum hosts annual Nursing Workforce conferences, convening state nursing workforce representatives and national leaders in nursing workforce research, healthcare 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>

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, which research and advise on policies related to the national healthcare workforce, policies developed these national data may not always make sense for individual regions, states, or local jurisdictions. National Forum empowers state nursing workforce centers fill this need.

“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

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

## 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.

Nursing workforce centers are hubs that support nursing workforce research, nursing education, practice, leadership, and workforce development at the state and local levels using data-driven approaches. 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 healthcare professionals and more.<sup>2-5</sup>

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, healthcare 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 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 healthcare 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 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.