Nursing Workforce Task Force: Overview

Work Group on Work Environment
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Summary of March Presentation
Successful strategies across work settings

1. Management support for the value of nurses
2. Opportunity for meaningful nurse input into workplace policies and operations
3. Positive team environment that includes management, physicians, nurses, allied health and other unlicensed assistive personnel.
Summary of March Presentation
Successful strategies across work settings

4. Orientation training for nurses new to the job about the unique responsibilities of the particular job setting.

5. Mentorship program that links nurses new to the job with more experienced nurses.

6. Autonomy and greater responsibility for decision making (within the scope of the nurse practice act).
Summary of March Presentation
Differences based on Job Setting

1. Ability of larger, resource rich organizations to address nurse workforce issues (e.g., through magnet program) vs. those with less resources or smaller institutions

2. Regulatory environment that affects the ability to make change (e.g., nursing homes are more highly regulated than hospitals)
Other Issues that Affect the Workplace

• Recruitment and retention incentives/strategies
• Stress
• Workload
• Pay
• Hours/mandatory overtime
• Benefits (e.g., retirement, health, vacation, child care)
• Advancement/career ladder opportunities
• Paperwork, ergonomics and technology
• Diversity in the workplace
Role of the Work Group

1. To identify common successful strategies that are used to recruit and retain nurses regardless of work setting

2. Identify successful strategies that can be used to recruit and retain nurses that are specific to certain job settings

3. Identify the steps that would be needed to more broadly implement these strategies across workplace environments. For example:
   • Who are the major stakeholders
   • What resources are needed
   • What barriers need to be addressed
Outstanding Questions

• Does the state need any additional data to address this problem. If so, how should the data be collected?