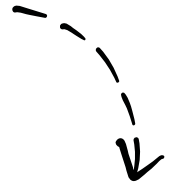




## Time for Action: Securing a Strong Nursing Workforce for North Carolina: Key Points

### STRENGTHENING PATHWAYS TO NURSING CAREERS

- More nurses are needed to support the health of North Carolinians.
- People from all communities who are interested in becoming nurses need easier access to the education to do so.
- The nurse faculty shortage must be addressed and nursing students supported to improve graduation rates.



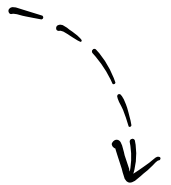
### SUSTAINING THE NURSING WORKFORCE

- Improving nurse retention requires changes to workplace culture, policies, and practices.
- Efforts should focus on eliminating bullying, racism, abuse, and violence in the workplace.
- Structural issues such as documentation burden and inadequate support staff need to be addressed.
- Inclusion of nurses in all levels of health care leadership and decision-making will support retention and positively impact patient outcomes.



### VALUING THE WORK OF NURSES

- Intentional efforts should quantify the financial value of nursing care and patient outcomes.
- Health care leaders should identify aspects of payment models for care that support the nursing workforce.
- Public services provided by nurses (e.g., school health, public health, long-term care) should be adequately funded.



### TAKING ACTION

- Some employers of nurses are already doing great work to support retention and there are opportunities to share lessons learned from this work.
- Employers of nurses are key to many of the efforts recommended in this report and many will need help to take action.
- Employers of nurses and policymakers will face challenging tradeoffs when deciding how to meet future nursing workforce needs.
- Continued focus and collaboration is needed to implement the recommendations of this report and ensure a strong and adequate nursing workforce for North Carolina.
  - The new North Carolina Center on the Workforce for Health can be a key leader in this effort.