

Nursing Collaborative

Advancing Nursing  Addressing Critical Needs

Western Massachusetts Nursing Collaborative (WMNC) Strategic Plan Progress Report

Strategic Plan Goals 2016 -2019

1. *Increase the diversity of the nursing workforce* by increasing employment of nurses of diverse backgrounds and preparing student of diverse backgrounds for the rigors of nursing programs.
2. *Ensure nurses have the competencies and full scope of practice to meet the health needs of the community* by increasing hiring in high demand settings, providing nurses with competencies to lead and improving patient-centered care transitions and integrating high priority competencies into educational programs.
3. *Increase the number of nurses with advanced degrees* by promoting accelerated educational pathways, supporting nurses in NP programs and increasing knowledge of financing options.
4. *Increase the supply and diversity of nursing faculty in Western MA* by motivating nurses to explore faculty roles, utilizing innovative compensation strategies, increasing recruitment and retention.
5. *Increase retention in all healthcare settings* by utilizing evidence-based retention programs and increasing access to professional advancement opportunities.
6. *Sustain the growth and development of the Partnership to implement its goals* by including more cross-continuum partners and associations, leveraging partner co-investment and funding from public and private sector investment in nursing and aligning with national and state-wide nursing organizations.

About the Collaborative

Established in 2006, the Western Massachusetts Nursing Collaborative (WMNC) is a coalition of nurse leaders from academia, healthcare service organizations professional associations and chapter organizations in western Massachusetts focused on the critical role the nursing workforce plays in the delivery of quality of care. The WMNC is working to ensure Western Mass has an adequate supply of high quality, diverse nurses to meet the healthcare needs in our region. The WMNC released its most recent 3-year strategic plan in 2016, below is the strategic plan progress report.

Activities and Accomplishments 2016 -2017

- Expanded the collaborative beyond academic and healthcare service partners to include Western MA Chapter of the National Association of Hispanic Nurses and the Western Massachusetts National Black Nurses Association to advise on all collaborative activities.
- Identified consistent diversity metrics in collaboration with the Department of Higher Education for student population. The Department of Higher Education has begun collecting diversity and demographic data for nursing faculty and students who are enrolled in nursing programs.
- Reeducated the WMNC and Centralized Clinical Placement users on the value, purpose and mechanics of the Centralized Clinical Placement system. Evaluated and are exploring methods for utilizing all clinical placement opportunities for students.



REGIONAL EMPLOYMENT BOARD
OF HAMPDEN COUNTY, INC.

Your Connection to Workforce Development

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Academic Partners

- American International College
- Bay Path University
- Elms College
- Greenfield Community College
- Holyoke Community College
- Springfield Technical Community College
- University of Massachusetts, Amherst
- Westfield State University

Service Partners

- Baystate Health
- Caring Health Center
- Cooley Dickinson Hospital
- Commonwealth Care Alliance
- Genesis Health/Heritage Hall
- Holyoke Medical Center
- Porchlight VNA/Home Care - Chicopee
- Shriners Hospitals for Children - Springfield
- Sisters of Providence Health Systems

Local Chapter Associations

- Western MA Chapter of the National Association of Hispanic Nurses
- Western Massachusetts National Black Nurses Association

Trade Associations

- Massachusetts Senior Care Association

Workforce Development

- Massachusetts Action Coalition
- Regional Employment Board of Hampden County, Inc.

Activities and Accomplishments 2016 -2017

- Implemented a healthcare careers forum with guidance counselors from regional high schools:
 - Strengthened the relationships between secondary and post-secondary schools
 - Created and updated articulation agreements between schools
 - Educated students on the rigors of health programs at the post-secondary level
 - Disseminated information on nursing career opportunities
- Increased publicity about nursing career opportunities in diverse communities at annual RN Educational Advancement Information Sessions
 - Scheduled educational open houses at locations across the region to increase accessibility
 - Disseminated planning tools and funding resources to RNs and students interested in continuing their education
- Partnered with the Massachusetts Association of Public Health Nurses (MAPHN) – Western MA Chapter to launch its first Public Health Nursing Clinical Conference for nursing students
- Reconvened faculty and healthcare service partners to discuss Care Transitions Education Project with the Pioneer Valley Interprofessional Education Collaborative
- Convened a meeting with administrators at Genesis HealthCare Heritage Hall Campus to discuss strategies on:
 - Promoting standardized geriatric competencies in the nursing curriculum
 - Creating more student nurse employment and clinical opportunities focused on geriatric patients
- Promoted the Department of Higher Education Clinical Faculty Registry through the National Association of Hispanic Nurses Western Massachusetts Chapter Gala and in the 2018 Healthcare News Resources Guide
- Promoted the delivery of professional development for adjunct faculty and preceptor
- Disseminated nurse practitioner survey to healthcare service organizations and academia to quantify regional need for NPs
- Developed a regional clinical placement guide for NP students
- Encouraged rolling admissions for some nursing programs