

Topic: Asset Mapping

Steering Committee Pre-Meeting Survey

In preparation for this meeting, steering committee members were asked to complete a survey about what activities are currently being done by their organization in the area of nursing education, workforce development, and/or retention. The responses were used as the start of a table listing shared or similar actions done by various entities across the nursing or nursing education fields in order to better understand some of the current areas of collaboration that could be housed within the new Nursing Workforce Center in Alaska.

Steering Committee Meeting

During the meeting Jana and Patricia facilitated discussion on the strategies identified in the survey and participants continued adding items to the list.

The asset list identifies current strategies that contribute to workforce development, facilities or organizations actively engaged with that strategy, information about funding for the program or activity, and leadership for some of these programs or actions.

Priority areas identified for a Nursing Workforce Center included:

Education pipeline

- Early exposure to nursing careers (job shadow, job fairs, K-12 education)
- Clinical placement and preceptor collaboration
- Nursing Education support (expanding the number of students accepted in nursing programs)
- Student mentorship / support

Mentorship and support programs:

- Mentorship programs
- Nurse wellness
- International re-entry programs
- Residency programs
- Workplace violence prevention

Workforce development:

- Recruitment
- "Growing our own"
- Continuing education / Professional Development
- Nurse Licensure Compact for Alaska

Centralized data and information:

- Independently conducted research collection and analysis
- Statewide nursing communication resources

- Float Pool

Access & equity

- Support nurses in rural and underserved communities
- Culture and specific patient care needs resources

Other:

- Clinical practice model
- Professional governance models
- Legislative advocacy on nursing issues
- State Nurses Association affiliated with the American Nurses Association (don't have this in AK)

Marjie emphasized the importance of including work being done across the state by organizations not represented on the steering committee. The committee members discussed how the information gathered from the asset mapping activity would help determine the type of facility needed to house the center. They also highlighted the need for sustainable funding for the programs that are already in existence and the potential role of a nursing workforce center in advocating for continued support.

Concluding Discussion and Goals for Next Meeting

It became clear that many members of the steering committee were unaware of workforce development activities and initiatives happening at other sites and by organizations with which they were not already connected. This highlights the need for a centralized hub that can communicate and share work that is being done by others, collect and analyze data, and support efficient and effective collaboration among various stakeholders. The importance of sustainable funding models began to be discussed, with suggestions to explore options such as membership fees from hospitals or additional nurse licensing fees. The group agreed to focus on developing a structure that would allow the center to be embedded within an existing organization, with plans to further discuss funding and organizational structures in the next meeting on July 23rd. The meeting ended with a comment about funding, suggesting that the group look at other nursing centers and how they are funded and ask the question, can that happen in Alaska? Key takeaway: Whatever the funding method is, it needs to be sustainable over the long term.

The next meeting will be held on July 23, 2025.