2023 NCSBN Symposium: Solutions Addressing Nursing Workforce Crisis | Report

Executive Summary

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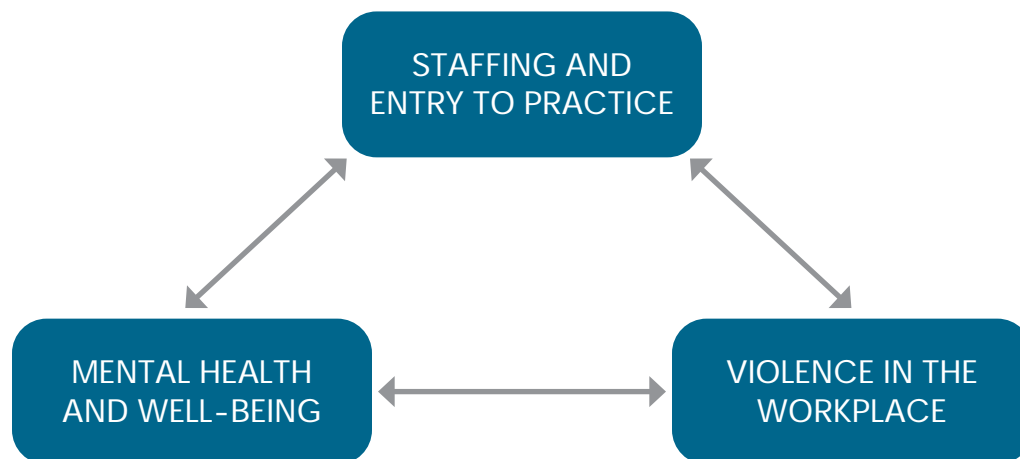
violence in the workplace, NCSBN invited the following individuals:

primary areas: staffing and entry to practice, violence in the workplace and mental health and well-being.

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                    │    STAFFING AND     │
                    │  ENTRY TO PRACTICE  │
                    └─────────────────────┘
                      ↗               ↘
        ┌─────────────────────┐   ┌─────────────────────┐
        │   MENTAL HEALTH     │ ↔ │  VIOLENCE IN THE    │
        │   AND WELL-BEING    │   │     WORKPLACE       │
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These areas are not isolated; they are inextricably linked as part of a dynamic relationship. A negative

Moving Towards a Safer and Healthier Nursing Profession

Mental health and well-being

being proactive and allotting resources accordingly. Prevention is key to fighting this pervasive feeling and

- Create local and state-level programs.

About MPHP

- **Prepare practice-ready nurses.**
  programs need to make sure their course curriculum is evolving as well; to do this successfully, course materials need to ref ect the issues in health care that nurses practicing in clinical settings

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- **Maintain the safety net.**

  learn and grow their conf dence, but the loss of this when entering practice can be extremely jarring.

- **Maintain safe staff ng levels.** One way to offer continuous support is to address the unsafe staff ng

  for staff ng. People far removed from the clinical atmosphere are not able to understand the needs experienced in health care systems. Set ratios are just the beginning; support means providing nurse leaders with the f exibility to staff as needed. Allowing nurses to have a voice in staff ng allows for staff ng to ebb and f ow as needs develop. This dynamic staff ng model ensures that nurses who

- **Staff virtual nurses.**
  This allows experienced nurses to have the f exibility to work from home, while also enabling them to

  specif cally for mentorship removes the fear that you are taking a nurse away from their patients, and

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- Work together to create policies and legislation.