NURSING EDUCATION PROGRAMS
2023-2024 ANNUAL SCHOOL REPORT

STATISTICAL SUMMARY AND TRENDS ANALYSIS

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Contents

Acronyms

AD-RN	**Associate Degree in Nursing – Registered Nurse**
AD-MS	Associate Degree in Nursing to Master of Nursing
ARNP	Advanced Registered Nurse Practitioner
BSN	Bachelor of Science in Nursing – Registered Nurse
LPN	Licensed Practical Nurse
LPN to AD-RN	Licensed Practical Nurse to Associate Degree in Nursing
LPN to BSN	Licensed Practical Nurse to Bachelor of Science in Nursing
GE	Graduate Entry Programs – Registered Nurse
MSN	Master of Science Nursing
NCLEX®	National Council Licensure Examination
RN	Registered Nurse
RNB	Registered Nurse Bachelor (Bachelor's degree programs for licensed RNs)
PMC	Post Master's Certificate Nurse
DNP	Doctorate of Nursing Practice
MN	Master of Nursing
MS	Master of Science
NA	Nursing Assistant
CNS	Clinical Nurse Specialist
FNP	Family Nurse Practitioner
ANP	Adult Nurse Practitioner
MHNP	Mental Health Nurse Practitioner
PNP	Pediatric Nurse Practitioner
GNP	Geriatric Nurse Practitioner
MW	Midwife
ANES	Nurse Anesthetist
ED	Education
Adm	Administration and Leadership
POP	Population Health
WABON	Washington State Board of Nursing

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Introduction

Background

The Washington State Board of Nursing (WABON) requires all nursing education programs to provide information annually [WAC 246-840-520(3)]. This report summarizes 2023-2024 academic year survey data from approved Washington State nursing programs and out-of-state programs approved for clinical placement of students. Selected data trends are highlighted.

This report combines results from five different surveys; 1) the in state prelicensure nursing program survey administered by the National Council of State Boards of Nursing (NCSBN), 2) the in state post-licensure program survey administered by the WABON, 3) the in-state refresher program survey administered by WABON, 4) the out-of-state program survey administered by WABON, and 5) the nursing assistant program survey administered by WABON.

Thirteen universities and twenty-nine community and technical colleges (CTC) with approved nursing schools in Washington State completed the pre-licensure and post-licensure surveys as applicable.

One hundred twelve out-of-state schools approved for clinical placements completed the out-of-state survey during the 2023-2024 academic year. These 112 colleges and universities reported on a total of 250 programs.

Ninety-seven nursing assistant schools in Washington state responded to the 2022-2024 Nursing Assistant Program survey, reporting a total of 117 programs. This survey had an estimated 76% response rate.

Six refresher programs completed the 2023-2024 Refresher Program Survey, reflecting 5 RN refresher programs and 2 LPN refresher programs.

The report will combine, when possible, prelicensure and post-licensure student and faculty program information provided by nursing schools in the state of Washington. The more limited but valuable out-of-state program results are provided after the in-state program information. This is followed by the results from our refresher program survey and our nursing assistant program survey. When appropriate, Washington state responses will be compared to national benchmarks and selected research findings. Finally, there is a summary and analysis of the annual survey findings, with a list of recommended actions based on these results and trend analysis.

Data Dashboards

Beginning in January 2024, WABON launched several interactive data dashboards on the nursing.wa.gov website (currently located under the [Research and Data](#) pages), that includes extensive Licensing Data, Workforce Data, Discipline Data, Preceptor Grant Data, and Education Data. With the introduction of the data dashboards, users can now access nursing data more directly and can find the answers to questions they may have more easily. Data processing and validation methods have also changed with the introduction of the data dashboards. Because of this, some data found within the dashboard may vary slightly from the information reported in previous annual reports.

For additional education data such as clinical hours, NCLEX data, data by program, and more, please visit the Education Data Dashboard.

In-State Programs

Forty-two approved nursing schools in Washington State completed the annual survey representing a total of 85 program types. There are seven licensed practical nurse (LPN) programs, and twenty-six associate degree RN (AD-RN) programs. Nine of the AD-RN programs also offer an LPN to AD-RN pathway. Six universities and four community colleges offer RN to BSN (RNB) programs and five schools offer LPN to BSN programs. Twelve universities offer Bachelor of Science in nursing (BSN) programs. There are two AD-RN to MSN (AD-MS) programs, one program offering master's degree graduate entry to the RN (GE), one master's degree for advanced registered nurse practitioner (ARNP), and six other master's programs. Finally, there are four post-master's certificate (PMC) programs, seven doctoral of nursing practice (DNP) and two Ph.D. programs. The undergraduate and graduate program specifics are outlined below.

Prelicensure Programs

The total number of pre-licensure graduates increased from the 2022-2023 academic year to the 2023-2024 academic year. In 2023-2024, LPN programs had 276 graduates and BSN/GE/Other BSN programs had 1,163 graduates, indicating an increase for both program types. Those completing Graduate Entry (GE) degrees are included in these graduation numbers because they are prelicensure programs. The number of AD-RN program graduates was 1,633, a slight decrease from the year prior. The number of LPN to BSN program graduates are included here since they are pre-RN licensure, increased from the 2022-2023 to the 2023-2024 academic year as well.

Table 1. In State Prelicensure Graduates

	LPN	AD-RN	BSN/GE/other	LPN to BSN
2017-2018	226	1507	978	
2018-2019	232	1507	892	
2019-2020	238	1561	941	
2020-2021	315	1727	1224	
2021-2022	220	1561	1132	
2022-2023	258	1708	1116	28
2023-2024	276	1633	1163	57

Figure 1: Total Prelicensure Program Graduates by Type of Program
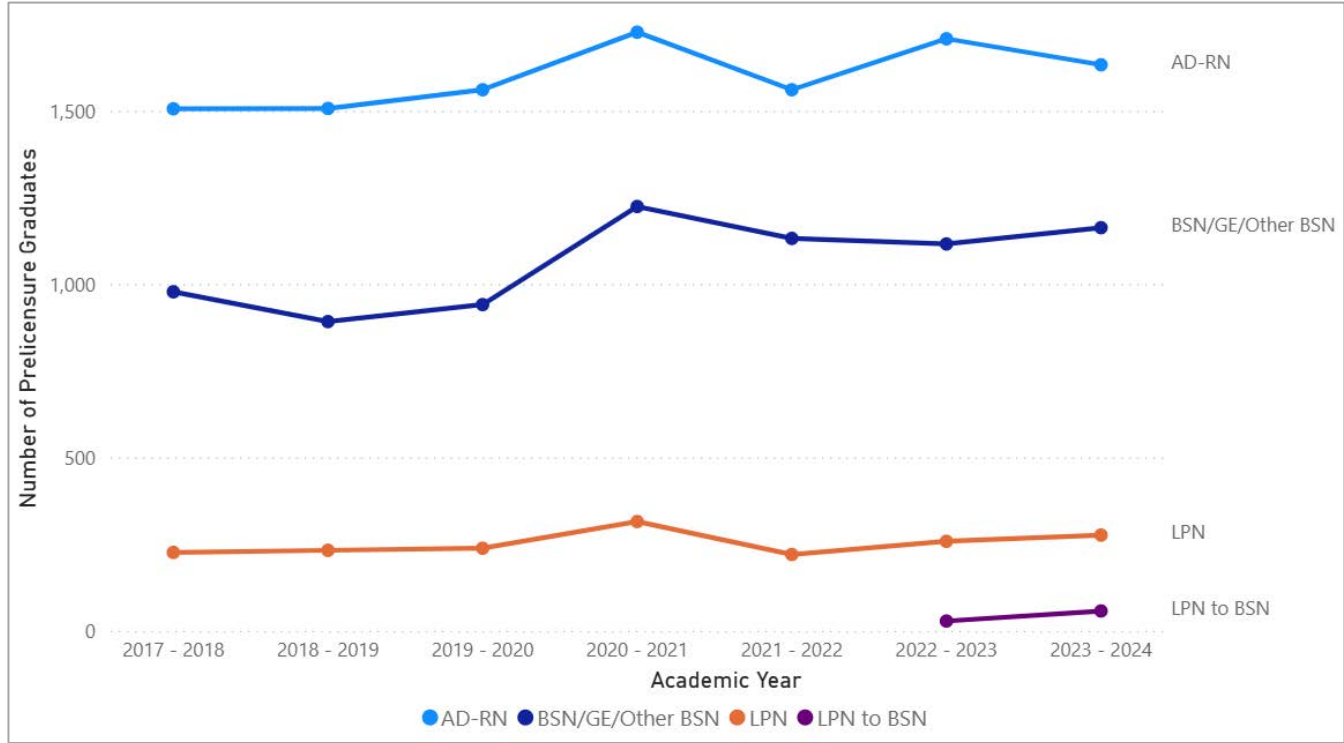
Table 1 and Figure 1 above provide prelicensure program graduations for comparison to the past six years. The amount of BSN/GE/Other prelicensure, LPN, and LPN to BSN graduates have increased slightly since last year, while AD-RN graduates has decreased since last year's rise. The Institute of Medicine Report (IOM) [2010], titled *The Future of Nursing*, identifies nurses should achieve higher levels of education and training through an improved education system that promotes seamless academic progression. Washington State has been a leader in successful strategies for academic progression from AD to BSN and LPN to BSN.

LPN to AD-RN Programs

For the first time with this year's prelicensure survey, we added additional questions for AD-RN programs to provide data on students in the LPN to AD-RN program tracks. In the 2023-2024 academic year, eight community and technical colleges in Washington approved for LPN to AD-RN programs reported a total of 396 LPN to AD-RN students. A total of 189 LPN to AD-RN graduates were reported during the academic year. This information as well as details about student application and admission can be found in table 5 below.

Table 5: Overview of Key LPN to AD-RN Data Points for Academic Year 2023-2024

Overview	2023-2024
Total Enrollment	396
Applied to Program	844
Met Program Requirements	648
Admitted to Program	316
Total Graduates	189

LPN to BSN Programs

Starting in the academic year 2022-2023, WABON has begun collecting data on LPN to BSN programs within the state. We were able to collect data from five LPN to BSN programs this year. In table 6 below, you can see

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some key highlights about these programs in Washington from this academic year, 2023-2024, compared to last academic year, 2022-2023. This program type across the board has shown growth in total enrollment, applications, students admitted, and graduates. These programs work towards WABONs goal of academic progression by offering a pathway for licensed practical nurses to obtain a Bachelor of Science degree in nursing.

Table 6: Overview of Key LPN to BSN Data Points for Academic Years 2022-2023 and 2023-2024

Overview	2022-2023	2023-2024
Total Enrollment	112	118
Total Enrollment Capacity	135	184
Applied to Program	193	201
Met Program Requirements	139	178
Admitted to Program	84	102
Total Graduates	28	57

Postlicensure Programs

Table 3 and Figure 2 below outline the RNB, masters, and doctoral graduates by type of program combining graduates into one RNB category, 2 master's categories, and one doctoral category for illustration. The graduates of RNB programs increased to 897 during the last academic year. The 182 MSN graduates preparing for specialties that do not require an ARNP and 19 AD-RN to MS graduates are combined. 153 master's prepared advanced registered nurse practitioners graduated in 2023-2024 and are combined with the 6 post-master's certificates in nursing (PMC) graduates. Also, programs reported 286 DNP and 23 PhD for a total of 309 graduates with a nursing doctorate in 2023-2024. The total number of graduates from post-licensure programs for six years is outlined below.

Table 3. Post-licensure Total Number of Graduates by Program

Academic Year	RNB	MSN/ADMN Non ARNP	MSN/ARNP/PMC	PhD/DNP
2018-2019	1191	550	163	238
2019-2020	1177	313	101	373
2020-2021	1289	353	132	450
2021-2022	1025	222	137	281
2022-2023	873	206	173	324
2023-2024	897	201	159	309

Figure 2: Total Postlicensure Program Graduates by Type of Program
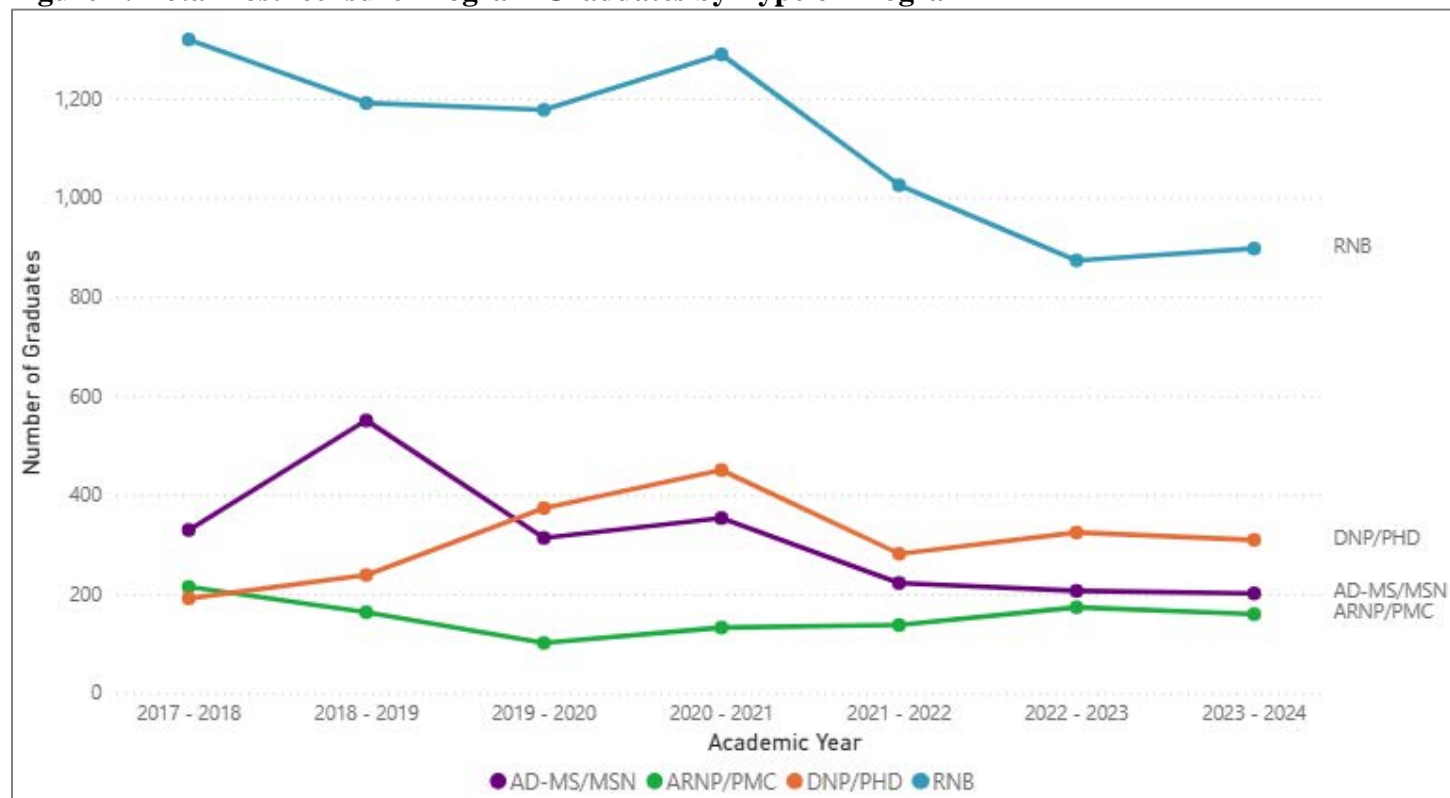
Although there were graduates from graduate entry (GE) programs during 2023-2024, the GE graduates were reported with undergraduate pre-licensure programs, so they are not included in the graduation numbers above.

Individual specialty programs are provided below in Table 4. The graduates prepared in different specialty areas meet the needs across the state in primary care, education, research, and other areas of practice. The number of graduates by program and specialty area are outlined below from three types of programs and 12 different specialty areas.

Table 4. In-State Post licensure Graduates by Program and Selected Specialty Areas 2023-2024

2023-2024	CNS	FNP	ANP	MHNP	PNP	GNP	MW	ANES	ED	Adm	POP	Other
ARNP-MN		98		55								
MSN									66	74	6	36
ARNP-DNP	4	110	14	51	13	34	17	15		12		12
TOTALS	**4**	**208**	**14**	**106**	**13**	**34**	**17**	**15**	**66**	**86**	**6**	**48**

RN to BSN

The enrollment in RN to BSN programs in Washington schools started to rise sharply in 2013-2014 academic year and continued to rise to a high in 2017-2018 with 2,582 students enrolled in RNB programs. This year, there are 897 RNB graduates representing a slight increase of graduates compared to last year's 873 graduates.

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Figure 3: Comparing AD-RN and total BSN graduate trends
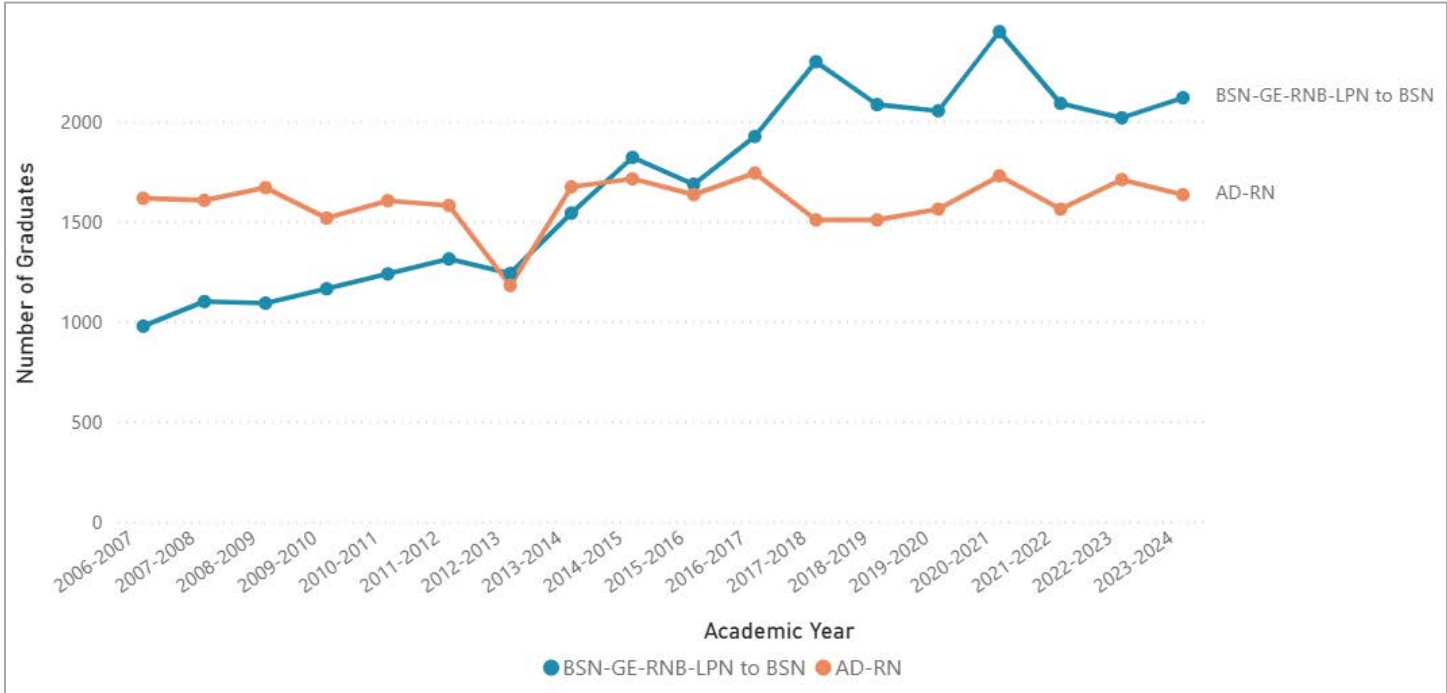
Figure 3 gives a little different picture of the results of successful academic progression strategies on increasing the number of RNs with BSN degrees. The number of RN to BSN graduates are combined with BSN, LPN to BSN, and GE graduates to represent the total BSN prepared RNs in 2023-2024. This can be compared with the AD-RN graduates. Although an imperfect comparison, it can provide some insight into the changing nursing education landscape in the state and show how the number of Bachelors prepared nurses has increased in the last two decades, while the amount of Associates prepared nurses has stayed relatively unchanged.

Refresher Programs

Data on Refresher Programs within Washington state is collected separately from other education programs via the WABON Refresher Program Annual Survey. Refresher Programs serve to help nurses return their license to active status after they have been inactive or let their license lapse for three or more years. Washington State began collecting data on these programs in 2021-2022. Some key data points for these programs can be seen in table 7 below. Currently, we have 6 RN refresher programs in the state and 2 LPN refresher programs, that saw a total of 63 students complete the program last year, a small decrease from the 66 graduates who completed the program the year prior.

Table 7: Overview of Key Refresher Program Data Points

Overview	LPN	RN
Number of Programs	2	5
Total Enrollment	19	69
Total Graduates	10	53

Faculty and Student Race and Ethnicity

Washington State nurse educators are committed to the goal of assuring faculty and students reflected the diversity of the Washington State residents they serve. These efforts have accelerated with commitment to infuse all work with goals of equity and inclusion.

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Figure 4: Percent of Full-Time Faculty and Student Race
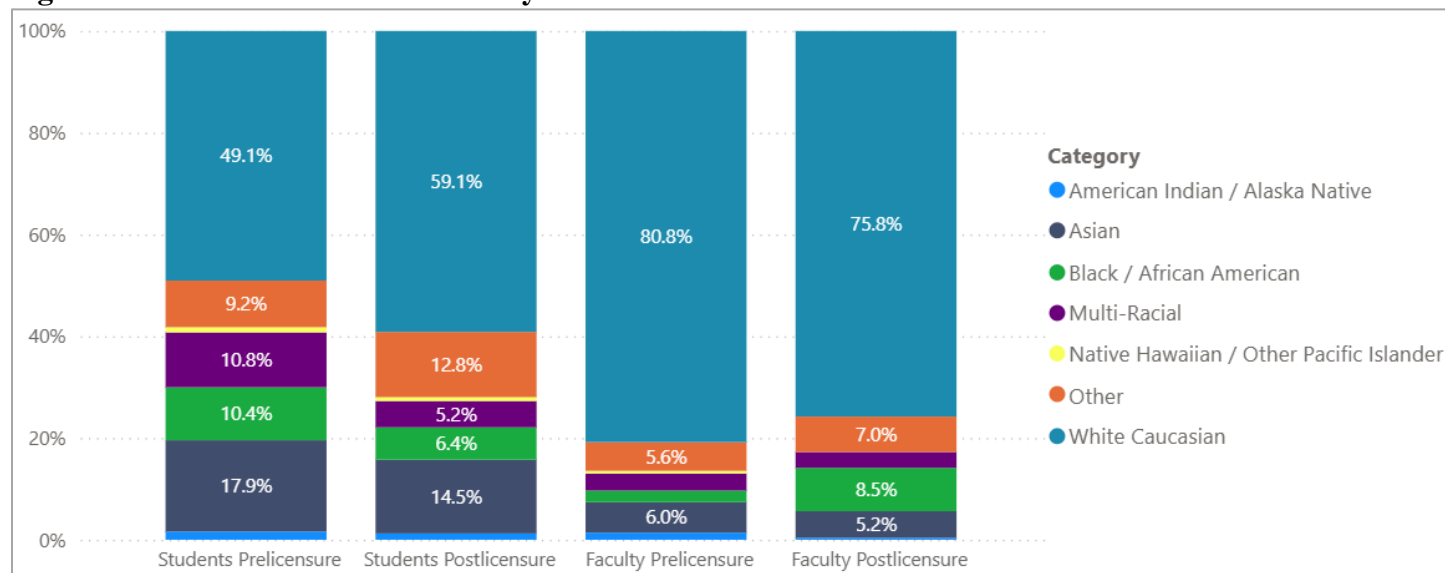
Figure 5: Percent of Full-Time Faculty and Student Ethnicity
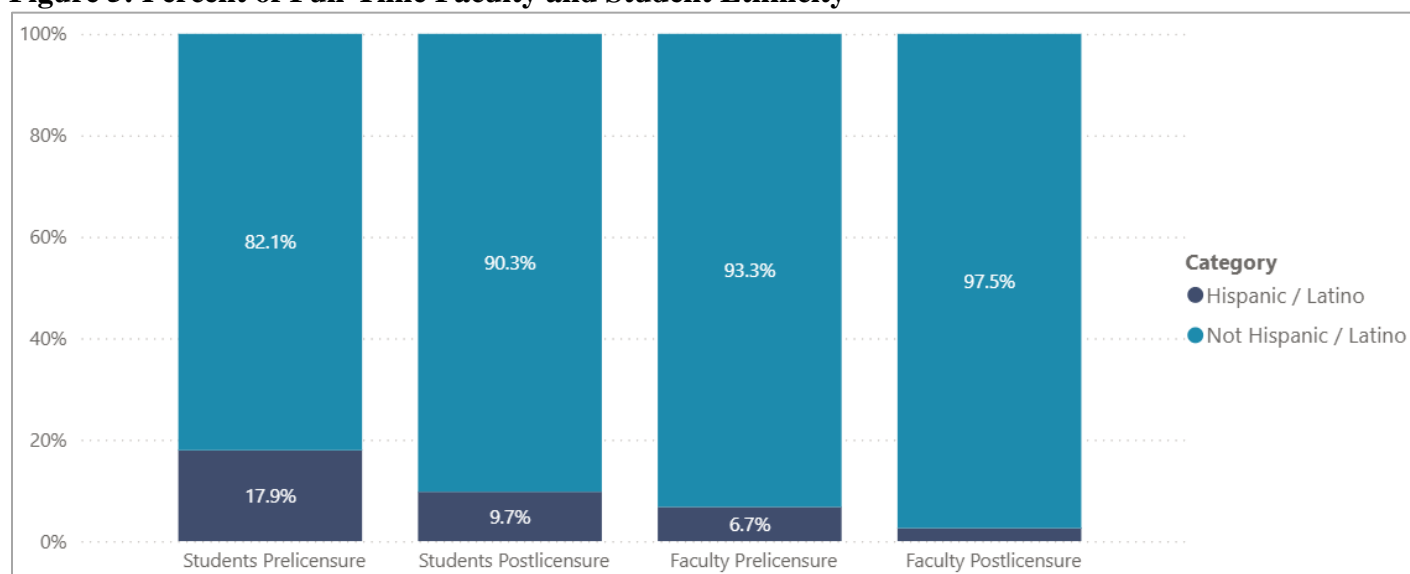
Figure 4 above illustrates the differences between racial population patterns between students and faculty in both prelicensure and post-licensure, and figure 5 illustrates the ethnicity distribution. Table 8 below provides the 2023-2024 percentage comparisons of student and faculty race with Washington State population. 80.8% percent of prelicensure full-time faculty members are White/Caucasian, 6.0% percent Asian, 5.6% multi-racial, 2.3% percent are black/African American, and 6.7% are Hispanic or Latino. 75.8% percent of post-licensure faculty are White/ Caucasian, 5.2% percent Asian, 3.1% multi-racial, and 8.5% percent black/African American, and 2.6% report their ethnicity as Hispanic or Latino. Table 8 below shows that pre-licensure and

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post-licensure students for the academic year 2023-2024 were more diverse than faculty or than the state of Washington population.

Table 8: Percent of Faculty and Student Race and Ethnicity Compared with WA State Population

Race / Ethnicity	WA 2021 Pop Estimates	Student Prelicensure	Student Postlicensure	Faculty Prelicensure	Faculty Postlicensure
Race: American Indian / Alaskan Native	2.0%	1.62%	1.25%	1.41%	0.39%
Race: Asian	10.0%	17.95%	14.49%	5.99%	5.23%
Race: Black / African American	4.5%	10.41%	6.37%	2.29%	8.53%
Race: Multi-Racial	5.2%	10.78%	5.18%	3.35%	3.10%
Race: Native Hawaiian / Other Pacific Islander	0.8%	1.02%	0.75%	0.53%	6.98%
Race: Other / Unknown	n/a	9.16%	12.82%	5.63%	75.78%
Race: White Caucasian	77.5%	49.06%	59.14%	80.81%	0.39%
Ethnicity: Hispanic or Latino	13.7%	17.90%	9.72%	6.72%	2.55%
Ethnicity: Non-Hispanic or Latino	86.3%	82.10%	90.28%	93.28%	97.45%

Faculty Retention

Table 9 outlines important information on faculty retention that is collected via the postlicensure survey. Postlicensure programs in 2023-2024 reported that 5.8% percent of full-time faculty are expected to retire in the next five years, a sizeable decrease from last year's rise. Approximately 5.6 percent of faculty reported to have resigned in the last year, which is similar to the 5.8 percent reported the previous year and the 5 percent the year before.

Table 9: In State Postlicensure Full-Time Faculty Turnover

Academic Year	Percent expected to retire in 5 years	Percent who resigned
2020-2021	12	10
2021-2022	13	5
2022-2023	19.5	5.8
2023-2024	5.8	5.6

Faculty Salary

A barrier to successful recruitment and retention of nursing faculty members is inadequate compensation. By asking nursing programs about the contract lengths and associated salary ranges for full-time and part-time nursing faculty, we are able to examine salary trends and make comparisons between college and program types. As seen below in table 10, nursing programs reported having the highest amount of faculty with full-time 9-month contracts, so our analysis primarily focused on this contract length.

Table 10: Number of Full-Time and Part-Time Faculty by Contract Length in Academic Year 2023-2024

	3 months	6 months	9 months	12 months	Pay per Course	Pay per Hour
Full-Time			690	106		
Part-Time			255	46		
Adjunct	235	52			297	279
Total	**235**	**52**	**945**	**152**	**297**	**279**

In figure 6 below, we can see that, on average over the last six years for all programs, Washington state nursing program faculty salaries have been increasing, reaching new local maximums in the 2023-2024 academic year for 9-month contracts.

Figure 6: Average Salary Range for 9 Month Full-Time Faculty Contracts by Academic Year
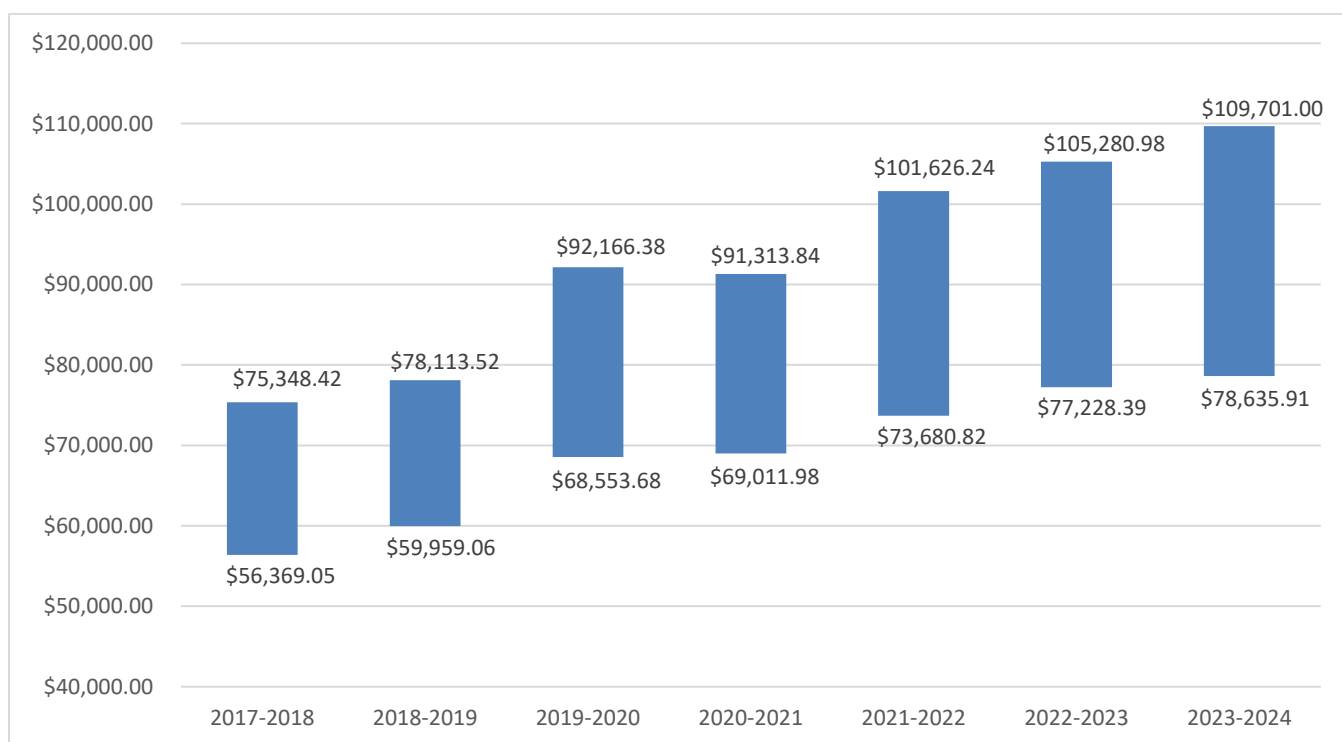
Breaking this down into school type in table 11 below, we can see this trend of rising salaries is most prominent in Community/Technical Colleges and private universities, while public universities tend to have more fluctuation in their average highest and lowest full-time faculty salaries.

Table 11: Average Highest and Lowest 9-month Salaries for Full-Time Faculty Salary by College Type

	Community and Technical Colleges		Public Universities		Private Universities		All Programs	
	Average Lowest	Average Highest	Average Lowest	Average Highest	Average Lowest	Average Highest	Average Lowest	Average Highest
2017 – 2018	$54,484	$65,426	$68,085	$126,018	$58,338	$89,835	$56,369	$75,348
2018 – 2019	$58,249	$69,410	$66,167	$129,772	$63,160	$84,571	$59,959	$78,114
2019 – 2020	$69,121	$89,777	$75,523	$118,365	$65,210	$87,734	$68,554	$92,166
2020 – 2021	$73,052	$88,828	$71,131	$117,897	$59,750	$89,223	$69,012	$91,314
2021 – 2022	$80,528	$98,854	$72,493	$125,535	$57,284	$99,254	$73,681	$101,626
2022 – 2023	$83,126	$102,764	$76,205	$143,588	$62,850	$98,073	$77,228	$105,281
2023 – 2024	$86,266	$107,414	$64,521	$141,137	$63,435	$101,701	$78,636	$109,701

In figure 7 below, we can see a visual comparison of the average faculty salary ranges for full-time faculty with 9 month contracts from community/technical colleges compared to universities (both public and private combined).

Figure 7: Comparing College and University Salary Ranges for 9 Month Full-Time Faculty
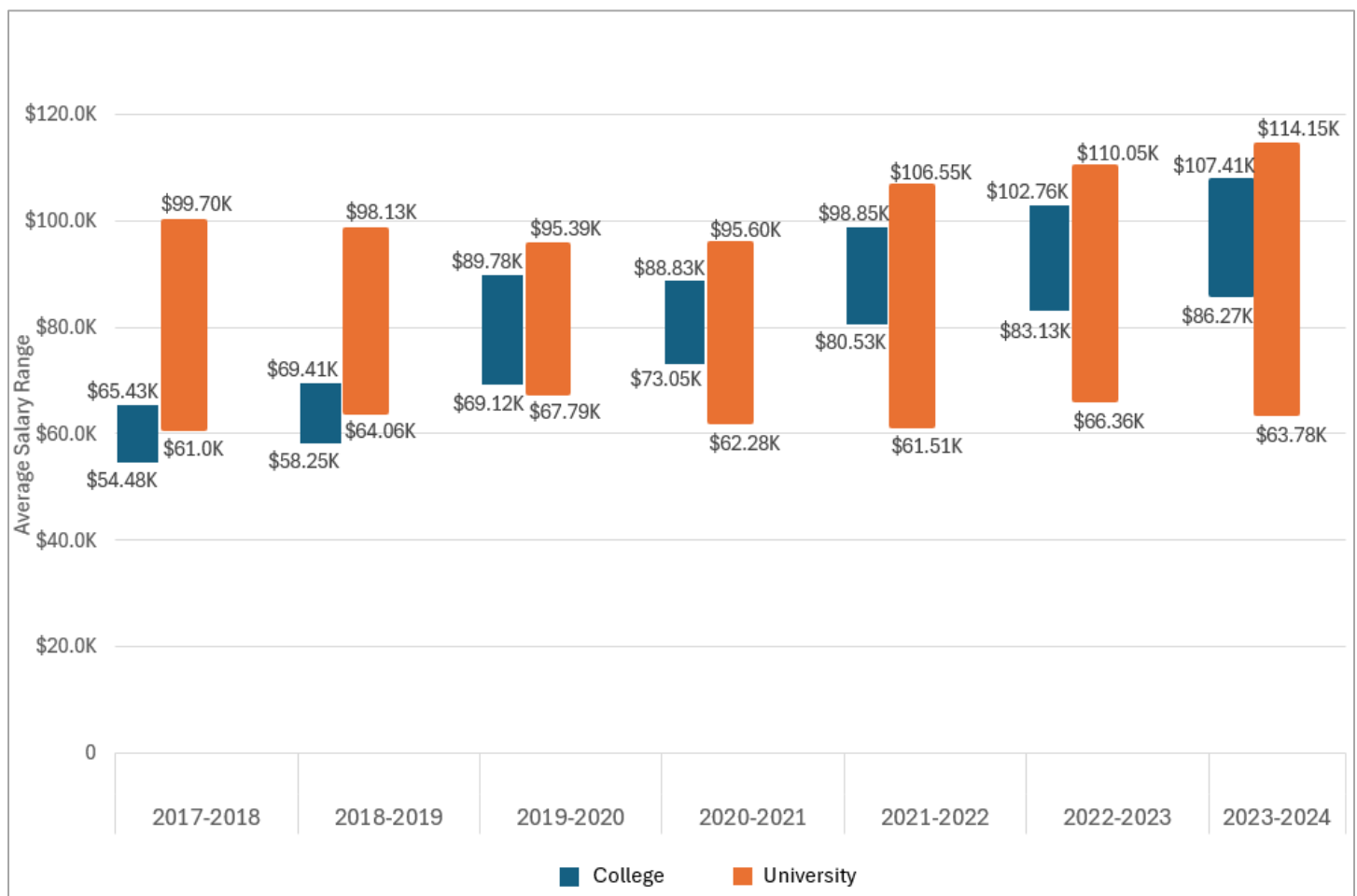
Faculty Education

In the 2023-2024 academic year, community and technical colleges in Washington state reported that 93.4% of their full-time faculty had at least a master's level degree in nursing or a field other than nursing, and universities reported 62.2% of their full-time faculty having at least a doctoral level degree in nursing or a field other than nursing. In table 12 below, we can see this broken down by educational level attained and the college type.

Table 12: Number of Full-Time Faculty by Highest Level of Education in Academic Year 2023-2024

	BSN	MSN	DNP	PhD	Other Masters	Other Doctoral
Community/Technical Colleges	20	220	30	14	11	
University	2	254	175	225	16	54
Total	**22**	**474**	**205**	**239**	**27**	**54**

Simulation Program and Simulation Faculty Certifications

Prelicensure programs including AD-RN, LPN, LPN to BSN, BSN, and GE programs have received several questions on their simulation program and faculty for several years. As seen in table 13 below, over 90% of prelicensure programs indicate they offer simulation for clinical experiences or didactic courses, however this percentage decreased from 97.9% in academic year 2022-2023 to 92.2% in academic year 2023-2024.

Table 13: Number of Prelicensure Programs Offering Simulation

Academic Year	Offering Simulation	Not Offering	Percent Offering
2019 - 2020	39	2	95.1%
2020 - 2021	43	1	97.7%
2021 - 2022	43	1	97.7%
2022 - 2023	47	1	97.9%
2023 - 2024	47	4	92.2%

Prelicensure programs have reported an increasing number of simulation labs either accredited by the Society for Simulation in Healthcare (SSH) or having the Healthcare Simulation Standards Endorsement from the International Nursing Association for Clinical Simulation and Learning. As seen in table 14 below, the number of programs with these accreditations has risen from 1 program in 2022-2023 to 5 programs this past academic year, representing 10% of all programs with an accredited lab.

Table 14: Number of Prelicensure Programs with Accredited Labs

Academic Year	Lab Accredited	Not Accredited	Percent Accredited
2019 - 2020	3	36	7.7%
2020 - 2021	1	41	2.4%
2021 - 2022	1	42	2.3%
2022 - 2023	5	41	10.9%
2023 - 2024	5	43	10.4%

This year, we collected additional information on simulation programs and simulation faculty certifications for prelicensure programs and RNB programs as well. These questions were added to the survey to help us get a better understanding of simulation programs in nursing education and how they are implemented across the state. Two data points collected included the total number of faculty within the program that facilitate

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simulation-based learning experiences, and of those faculty, how many are certified by the Society for Simulation in Healthcare (SSH) as a Certified Healthcare Simulation Education (CHSE) or CHSE-Advanced. A total of 343 faculty were reported to be facilitating simulation-based learning experiences, and of those faculty 55 were certified, 16% of all simulation faculty.

Programs were also asked whether they had a designated simulation program manager, and if so, whether the simulation program manager is certified by the SSH as a CHSE or CHSE-Advanced. Responding programs reported that 66% of programs do have a designated simulation program manager, and of those managers, 53% are certified as a CHSE or CHSE-Advanced, as seen in figure 8 below.

Figure 8: Percentage of Programs with a Designated Program Manager and Percentage Certified
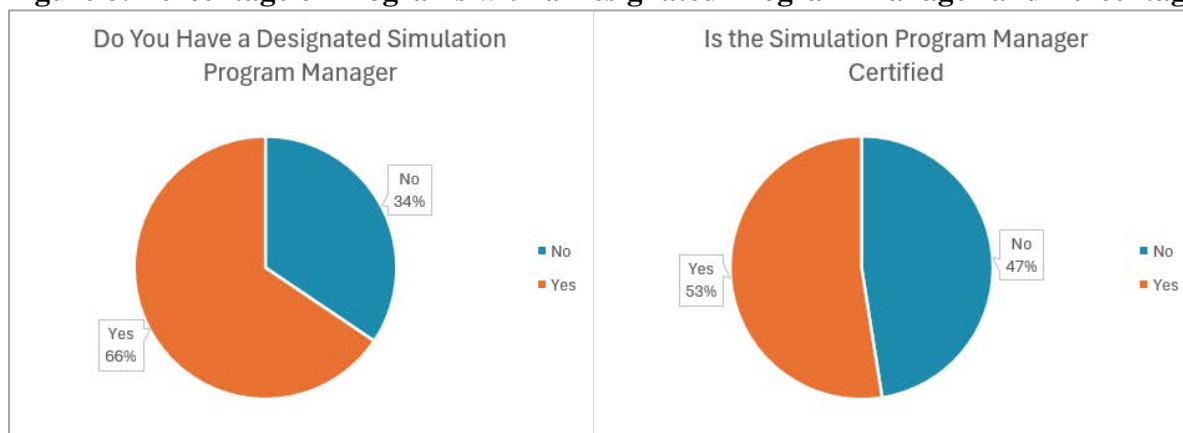
Out-of-State Programs

The out-of-state nursing program approval process for student clinical placement in Washington State began in 2012. Because the approval process relates to clinical placements only, the data gathered are different from that gathered from the in-state programs. The student numbers reflect student clinical placement only and do not currently include graduation numbers. One hundred twelve approved colleges and universities completed the survey and indicated they had clinical placements in one or more tracks. Table 15 outlines the twenty-three prelicensure programs and 227 post-licensure program tracks totaling 250 tracks with clinical placements this year.

Table 15: Out of State Programs and Student Clinical Placements 2023-2024

College/University (112 total)	Total Programs	Total Clinical Students
Prelicensure	23	927
Post-licensure	227	933
Totals	250	1,860

During the academic year 2023-2024, twenty three programs approved for clinical students in Washington State for initial LPN or RN licensure completed the survey. Two licensed practical nurse (LPN) programs, two licensed practical nurse to Bachelor of Science in Nursing programs (LPN to BSN), four associate degree RN (AD-RN) programs, no graduate entry (GE) programs, thirteen schools have students in Bachelor of Science in nursing (BSN) programs, and two other prelicensure programs.

The remaining programs with clinical students prepare graduates to advance their education post-licensure. There are twenty-four RN to BSN (RNB) programs, four associate degree to master's (AD-MS), fifty-two master's programs preparing for ARNP licensure (ARNP) and forty-three other master's programs (MSN). Finally, there are thirty-seven post master's certificate programs (PMC), fifty-nine doctoral of nursing practice (DNP), one doctoral (PhD) program, and seven other postlicensure programs. The total number of programs by type is outlined below in Table 16 providing the previous five years results for comparison.

Table 16: Number and Types of Out of State Programs Approved for Clinical Site Placements

	LPN	AD-RN	LPN to BSN	BSN	RNB	AD-MS	GE	MSN	ARNP	PMC	DNP	PhD	Other	Total
2018-2019	3	6		28	33	6	4	41	41	34	51	8	3	258
2019-2020	1	6		29	30	9	5	39	43	37	44	9	0	252
2020-2021	2	4		18	23	7	2	43	46	38	53	5	2	243
2021-2022	2	6		13	21	4	2	38	51	41	49	6	1	234
2022-2023	2	4		13	24	5	0	41	53	33	58	6	6	245
2023-2024	2	4	2	13	24	4	0	43	52	37	59	1	7	250

Out-of-State Student Statistics

The number of students placed in clinical by out-of-state programs is illustrated below showing trends for the last five years. Approved out-of-state programs completing the survey provided 1,860 clinical site placements for students in the 2023-2024 academic year reflecting a decrease from the total of 1,968 students in the 2022-2023 academic year.

Prelicensure program clinical placements from out of state programs preparing students for LPN or RN licensure have slightly increased from what we saw last year, as seen below in table 17. The ARNP-MN program placements have increased after last year's decrease, while DNP programs saw a year of decrease.

Table 17: Students with Clinical Site Placement from Out of State Programs by Program Type

	LPN	AD-RN	LPN to BSN	BSN	RNB	AD-MS	GE	MSN	ARNP	PMC	DNP	PhD	Other	Total
2018-2019	168	276		534	240	2	4	140	516	185	191	0	7	2,263
2019-2020	20	163		206	107	3	0	61	557	28	94	1	0	1,240
2020-2021	126	235		551	155	1	1	86	530	51	114	4	5	1,859
2021-2022	156	225		472	232	0	0	48	414	69	146	4	13	1,779
2022-2023	180	256		572	235	3	0	72	457	55	113	9	16	1,968
2023-2024	146	272	23	486	230	7	0	79	392	82	140	0	3	1,860

Starting in the 2021-2022 survey, we asked out of state post-licensure programs for the number of graduates completing clinical or practice experiences in Washington State who plan to work in Washington State after graduation. Answering this question has been required since the 2022-2023 survey. Out of state programs indicated a total of 695 students in clinical are planning to work in Washington state after they graduate, compared to a total of 909 students in Washington clinical enrolled in these programs. This means a total of 76.5% of students in Washington clinical from relevant programs are planning to stay in Washington after graduation. The breakdown of this number by program can be seen below in Table 18.

Table 18: Students with Clinical Site Placement from Out of State Programs who Plan to Work in Washington by Program Type

2023-2024 Academic Year	ADMS	ARNP	DNP	MSN	PHD	PMC	RNB	Total
Students Planning to Work in WA	7	327	97	47		54	163	695
Total Students in WA Clinical	7	392	130	68	0	82	230	909
% of Students Reported Staying	100%	83.4%	74.6%	69.1%		65.9%	70.9%	**76.5%**

Nursing Assistant Programs

With the 2022-2024 renewal cycle, approximately 76% of nursing assistant training programs completed the In State Nursing Assistant Program Survey. This was the first time a survey had been required for nursing assistant programs, and contained questions on the program, student and faculty demographics, faculty education, and students entering and completing the program. The survey was completed by 97 schools reporting 117 programs: 94 traditional nursing assistant programs, 15 home care aide bridge, 4 medical assistant bridge, and 4 medication assistant endorsement certification programs. In table 19 below, you can see the number of programs offered by training type and by school type. The most common school type is private schools, followed by colleges and then nursing homes.

Table 19: Number of Nursing Assistant Programs by Training Type and School Type

	College	High School	Hospital	Nursing Home	Private	Skills Center	Other	Total
Home Care Aide Bridge	2			1	11		1	**15**
Medical Assistant Bridge	1				3			**4**
Medication Assistant Endorsement				1	3			**4**
Traditional Nursing Assistant	21	7	9	14	27	9	7	**94**
Total	34	7	9	16	44	9	8	**117**

During the 2022-2024 renewal cycle, a total of 13,874 students started in the nursing assistant training programs, and 11,156 students completed the program, giving an overall completion rate of 80.4%. As seen in table 20 below, completion rates were highest in the Home Care Aide Bridge programs, and lowest in the traditional nursing assistant programs. Of the students who did not complete the nursing assistant training program, 52.3% voluntarily withdrew, and 47.7% did not pass for any reason.

Table 20: Number of Students Who Started and Completed Nursing Assistant Training Programs

|	Started Program	Voluntarily Withdrew	Did Not Pass	Completed Program	Completion Rate
Home Care Aide Bridge	1,185	33	23	1,121	94.6%
Medical Assistant Bridge	40	2	11	36	90.0%
Medication Assistant Endorsement	168	2	6	156	92.9%
Traditional Nursing Assistant	12,481	1,045	948	9,843	78.9%
Total	**13,874**	**1,082**	**988**	**11,156**	**80.4%**

Student and Faculty Demographics

Nursing assistant programs in Washington state reported a total of 273 faculty employed in their training programs. Of these faculty employed, approximately 77% were identified as white Caucasian and 91% were not Hispanic or Latino, which is comparable to the Washington population estimates. In contrast, students were reported to be much more diverse, with only 44% of students identified as white Caucasian and 76% as not Hispanic or Latino. A comparison of student and faculty racial demographics can be viewed in figure 9 below and ethnicity in figure 10. Detailed demographic data for both race and ethnicity can be found in table 21 below.

Figure 9: Percent of Nursing Assistant Faculty and Student Race
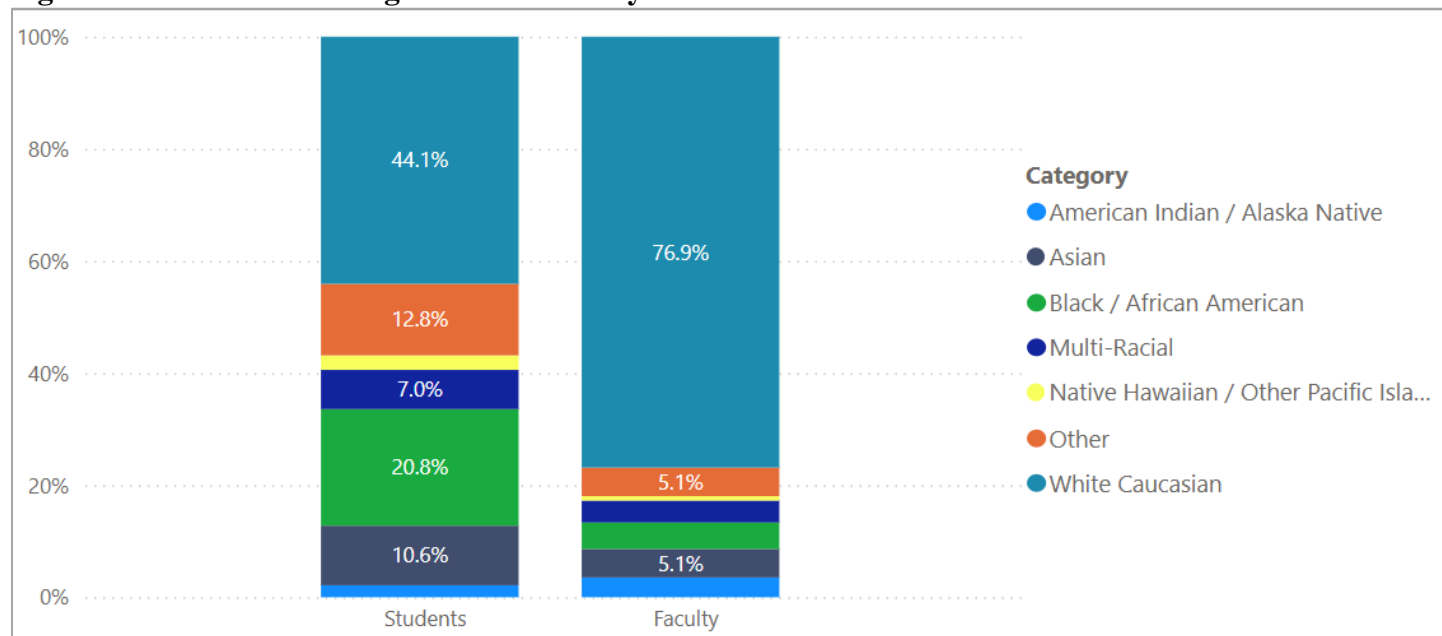
Figure 10: Percent of Nursing Assistant Faculty and Student Ethnicity
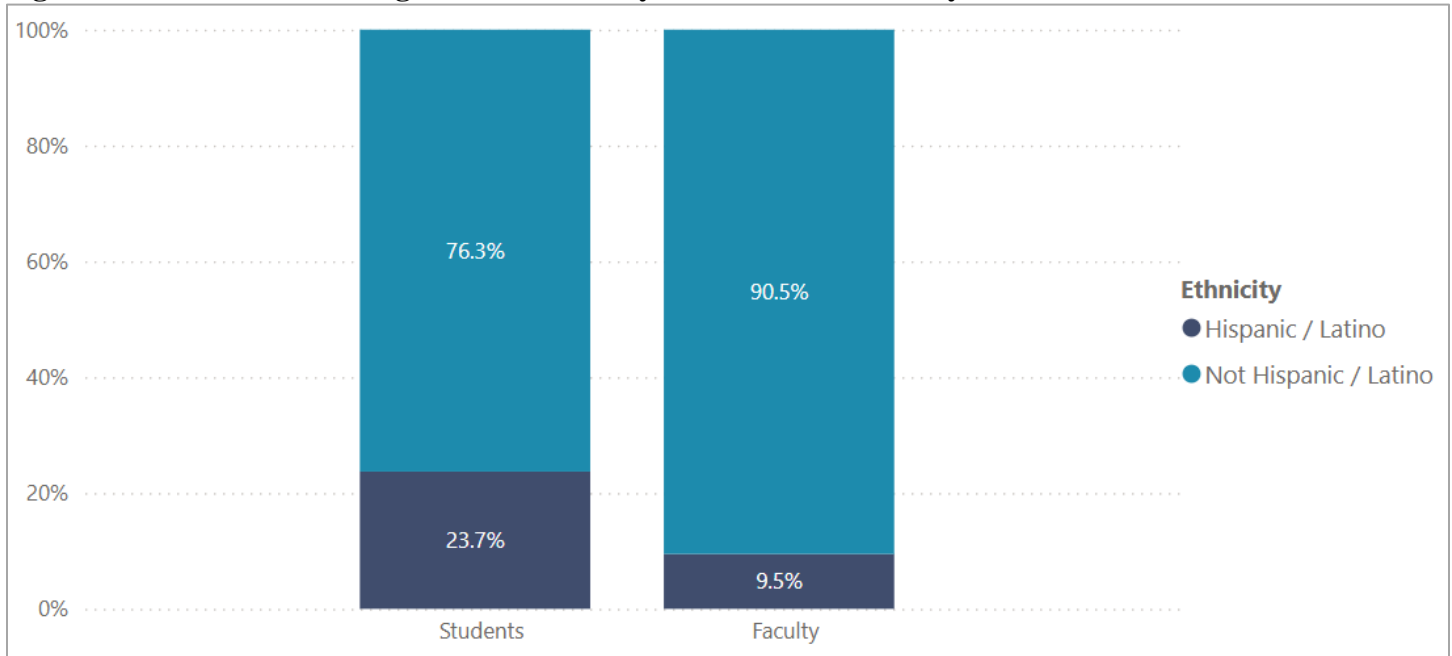
Table 21: Percent of Nursing Assistant Faculty and Student Race and Ethnicity Compared with WA Population

Race / Ethnicity	WA 2021 Pop Estimates	Students	Faculty
Race: American Indian / Alaskan Native	2.0%	2.2%	3.5%
Race: Asian	10.0%	10.6%	5.1%
Race: Black / African American	4.5%	20.8%	4.7%
Race: Multi-Racial	5.2%	7.0%	3.9%
Race: Native Hawaiian / Other Pacific Islander	0.8%	2.6%	0.8%
Race: Other / Unknown	n/a	12.8%	5.1%
Race: White Caucasian	77.5%	44.1%	76.9%
Ethnicity: Hispanic or Latino	13.7%	23.7%	9.5%
Ethnicity: Non-Hispanic or Latino	86.3%	76.3%	90.5%

Faculty Education and Retention

At the time of nursing assistant program renewal, 141 nursing assistant program instructors obtained at least a Bachelor of Science in nursing, 52.2% of all program instructors. The highest nursing degree obtained by all instructors is shown in table 22 below.

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Table 22: Highest Nursing Degrees of Nursing Assistant Program Instructors

Diploma	LPN	AD-RN	BSN	MSN	Total
6	57	66	78	63	270

Nursing assistant programs reported a total of 273 nursing assistant program faculty and 36 open faculty positions. Of the 273 program faculty, 64 are in their first year of employment, and 65 faculty are projected to retire in the next 5 years.

Summary/Analysis

Washington State nurse educators made the commitment in 2011 for a higher educated and more diverse nursing workforce, when the Council for Nurse Education in Washington State (CNEWS) and the Washington Center for Nursing (WCN) collaborated to develop a Master Plan for Nursing Education (WCN, 2014). The commitment has been reinforced with the work *of Action Now!* and the Critical Gap workgroups addressing the gaps in the nursing workforce. This report highlights trends in the direction of meeting these goals.

Diversity/Inclusion

The survey results indicate that we are making improvements towards having a more diverse nursing workforce that better reflects the population of Washington state.

A diverse nursing workforce and faculty can help improve patient and population health outcomes, particularly related to reducing disparities in health. The prelicensure nursing student population continues to be the most diverse group reported on the education surveys, with postlicensure students showing some positive changes towards diversity as well. Nursing program faculty, particularly those from prelicensure programs, have some of the closest alignment to the Washington state population in terms of racial diversity. However, faculty in both pre- and post-licensure programs underrepresent the Hispanic or Latino ethnicity group when compared to Washington residents.

Academic Progression

Access to academic progression for nurses at all levels from nursing assistant (CNA) to PhD is an important piece of retaining and maintaining the nursing workforce. Nurse educators in Washington have responded with expanded program enrollments. Tracking of and supporting continued progress in AD-RN to BSN and LPN to BSN progression will be important as we move to developing academic progression pathways for CNAs and LPNs.

Enrollment and graduations in graduate-level programs have continued to show increases responding to the shortage of nurse faculty, primary care providers, and researchers. Our state mirrors national trends with more ARNP students moving to DNP programs from MSN programs after last year's decline. Approval of out-of-state programs tracks for clinical placements helps ensure quality and additional capacity in high-need areas. Availability of quality clinical placements for all nurses continues to provide a significant challenge for both in state and out of state programs.

Faculty

 Faculty must complete graduate studies potentially accruing additional debt and further straining income inequities. In addition to the imperative to increase nursing faculty education level, there are impending retirements and vacancies.

Faculty salaries have, on average, been steadily increasing over the last five years. The passing of House Bill 2158 in 2021, also known as the Workforce Education Investment Act, has likely been a key contributor to the increases shown in Community and Technical Colleges across Washington state.

Conclusions

We continue to accelerate our progress toward the best educational mix of nurses for safe and quality care in Washington State. The complex multiple education pathways in nursing provide multiple opportunities to increase the overall education level of nurses.

Across settings, nurses are being called upon to coordinate care and to collaborate with a variety of health professionals, including physicians, social workers, physical and occupational therapists, and pharmacists, most of whom hold master's or doctoral degrees. There has been a significant investment of state resources to support nursing education through faculty salary increases, payment to preceptors, quality simulation and more.

The Future of Nursing 2020-2030: Charting a Path to Achieve Health Equity (NAM 2021) renews the recommended focus on the education preparation of nurses and challenges nurses to be leaders in the urgent work to advance heath equity. Nursing education capacity in Washington State continues to increase, adding to a higher educated workforce and we must continue to accelerate our progress to meet the growing health care needs of the residents of Washington State.

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