

Statement of Goals for the NCWS

Fiscal Years 2025 – 2026

Goal 1: Funding Proposals	Objectives
<p>Continue educational work from fiscal year 2024 by developing a funding proposal for two strategic areas.</p>	<ul style="list-style-type: none"> • Develop a funding proposal to expand access to simulation as an educational and workforce development tool across the commonwealth (Simulation & Technology Committee, FY25). • Develop a funding proposal to support an online faculty resource center to develop didactic, clinical, and simulation faculty (Faculty & Education Committee, FY25).
Goal 2: New Nursing Instructors	Objectives
<p>The expiration of the waiver for clinical instructors requires non-didactic clinical instructors to be enrolled in a master’s program or have an education certification. Certification is not attainable without two years of nursing instructor experience. This has hampered the opportunity to utilize experienced bachelor’s prepared nurses who have less than two years to no clinical instructor experience. Due to the expiration of the clinical instructor waiver, develop a strategic pathway to onboard new non-didactic clinical and simulation nursing instructors.</p>	<ul style="list-style-type: none"> • Create a two-year pathway to education certification for non-experienced clinical instructors. Propose methods to supplement clinical instruction experience with clinical instructor education and certification preparation. Target demographics are BSN-prepared nurses with more than 10 years of experience, nurses nearing retirement, and nurses willing to engage in part-time clinical instruction out of retirement (Faculty & Education Committee, FY25). • Make funding recommendations for certification preparation and examination. Identify partnership opportunities between academic institutions and healthcare organizations to address vacant clinical instructor positions (Faculty & Education Committee, FY25).

Goal 3: Foreign-Educated Nurses (FENs)	Objectives
<p>Provide recommendations to improve the pathway to nursing practice in Massachusetts for foreign educated nurses and nurses from out of state.</p>	<ul style="list-style-type: none"> • Assess the existing transition processes for FENs and out of state nurses to begin practice in Massachusetts. Identify any administrative hurdles and barriers that FENs and nurses from out of state encounter during the transition process, such as delays in licensure processing, complex documentation requirements, and lack of recognition for foreign education and experience (Workforce Capacity Committee, FY25). • Collaborate with the BORN to expand on existing work and develop actionable recommendations for implementing strategies and interventions to streamline the transition pathway for FENs and nurses from out of state to begin nursing practice in Massachusetts (Workforce Capacity Committee, FY25). • Evaluate the availability and effectiveness of support services for FENs, such as orientation programs, mentoring opportunities, language assistance, and cultural integration resources (Workforce Capacity Committee, FY25).
Goal 4: LPN Pipeline	Objectives
<p>Increase enrollment into the LPN pipeline.</p>	<ul style="list-style-type: none"> • Explore funding opportunities for LPN students (i.e., working adult learners) to include additional wrap-around services. Evaluate the need for ESL and life skills classes to enhance LPN student preparation and success (Student Pipeline Committee, FY25). • Make recommendations to improve the current capacity and reduce vacancies in LPN programs and utilize LPN scope of practice education as a tool to enhance LPN pipeline recruitment (Student Pipeline Committee, FY25). • Make recommendations to enhance the pathway from LPN to advanced nursing roles (i.e., RN and APRN) (Student Pipeline Committee, FY25). • Evaluate the opportunity for skills validation for CNAs to go toward credit for clinical experience in LPN education (Faculty & Education Committee, FY26). • Explore various alternative models for nursing education and training, including hybrid, online, simulation, competency-based, and experiential learning approaches, among others, to understand any advantage to non-traditional students and the feasibility of implementation (Faculty & Education Committee, FY26). • Make recommendations to enhance LPN clinical placements (Clinical Placements Committee, FY26).

Goal 5: Clinical Placements	Objectives
<p>Continue fiscal year 2024 work and collaboration with DHE by standardizing student clinical placement criteria and facilitating the integration of non-traditional clinical sites.</p>	<ul style="list-style-type: none"> • Establish standardized paperwork requirements and vet them through a pilot program (Clinical Placements Committee, FY25). • Standardize immunization requirements for clinical students (Clinical Placements Committee, FY25). • Recommend and foster connections with non-traditional clinical sites to understand both opportunities and barriers (Clinical Placements Committee, FY25). • Employ standardization of requirements to establish a transparent pathway for integrating additional clinical sites (Clinical Placements Committee, FY25). • Foster adoption by healthcare organizations of paperwork and immunization standardization across the commonwealth (Clinical Placements Committee, FY26).
Goal 6: CNA Pathways	Objectives
<p>Make recommendations to streamline the CNA pathway to advanced nursing roles (i.e., LPN and RN), incorporating an assessment of the efficacy of the Advanced Health Care Aide pathway and its potential for transitioning individuals into advancing roles within the nursing profession.</p>	<ul style="list-style-type: none"> • Examine the various career pathways available for individuals transitioning from Advanced Health Care Aide and CNA roles to advanced nursing roles (i.e., LPN and RN) and recommend a standardized approach to articulate these individuals into these roles (Student Pipeline Committee, FY26). • Recommend opportunities to expand the CNA/AHA workforce and CNA/AHA recruiting (Student Pipeline Committee, FY26). • Outline wrap-around services needed and available to help support adult working students (Student Pipeline Committee, FY26). • Recommend optimization of current funding as well as new, innovative funding opportunities to support CNA certification and AHA training (Student Pipeline Committee, FY26). • Recommend models for partnerships between healthcare organizations and academic institutions that support the recruitment, training, and certification of CNAs and AHAs as the first step on the LPN continuum (Student Pipeline Committee, FY26). • Analyze data to determine the effectiveness of the Advanced Health Care Aide model (Data and Research Committee, FY26).

Goal 7: Apprenticeship Program	Objectives
<p>Collaborate with the Board of Nursing to propose the establishment of a nursing apprenticeship program, delineating a concise scope of practice within healthcare organizations for registered nursing students as they progress toward graduation.</p>	<ul style="list-style-type: none"> • Investigate nurse apprenticeship programs in other states to determine best practices and methods for adoption and execution (Policy and Practice Committee, FY25). • Establish a clear scope of practice for student nurses in RN programs (Policy and Practice Committee, FY25). • Create a pathway to allow for an apprenticeship program to bridge the RN temporary licensure initiation and yield closer alignment between academic institutions and healthcare organizations (Policy and Practice Committee, FY25). • Define and explore various funding opportunities both at the state and federal levels (Policy and Practice Committee, FY26). • Establish a clear scope of practice for student nurses in LPN programs (Policy and Practice Committee, FY26).
Goal 8: Virtual Nursing	Objectives
<p>Provide recommendations on how telehealth (i.e., virtual nursing) can complement the existing healthcare workforce and address any potential practice and compliance issues.</p>	<ul style="list-style-type: none"> • Assess the current utilization of virtual nursing within healthcare settings, including telehealth platforms, remote monitoring systems, and virtual care delivery models. Identify the benefits and challenges associated with virtual nursing, considering factors such as improved access to care, patient satisfaction, clinician workload, technology limitations, and regulatory constraints. Recommend opportunities to utilize virtual nursing to support the current healthcare workforce (Simulation and Technology Committee, FY25). • Recommend training and education initiatives to ensure that healthcare providers are adequately prepared to practice virtual nursing competently and ethically, including training on telehealth platforms, virtual communication skills, and telemedicine regulations (Simulation and Technology Committee, FY25). • Conduct a review of existing regulations, licensure requirements, privacy laws, and reimbursement policies related to virtual nursing practice at both state and federal levels. Recommend potential policy changes and regulatory reforms to facilitate the integration of virtual nursing into mainstream healthcare delivery, including streamlining licensure processes for virtual nurses (Simulation and Technology Committee, FY25).

Goal 9: Flexibility for Future Goals	Objectives
<p>In the fiscal years 2025 and 2026, the NCWS will persist in tackling critical nursing workforce challenges and fostering pathways to attract a diverse pool of skilled individuals for essential healthcare roles. Recognizing the dynamic nature of nursing and healthcare, the NCWS retains the flexibility to incorporate future goals and initiatives in response to evolving workforce needs, changes, or opportunities in the healthcare system. All future goals will be dependent on agreement by both parties.</p>	<ul style="list-style-type: none"> Objectives and timeframe will be determined by the nature and urgency of the work, as well as the needs of the nursing and healthcare workforce within Massachusetts.