



EXECUTIVE SUMMARY

WESTERN MASSACHUSETTS NURSING COLLABORATIVE

The Western Massachusetts Nursing Collaborative (WMNC) is a regional coalition of nurse leaders from education and practice who are dedicated to strengthening the nursing workforce to ensure the delivery of high-quality, patient-centered care. The Collaborative works collaboratively to ensure the region maintains an adequate supply of well-prepared, diverse nurses who can meet the evolving healthcare needs of our communities.

WHY A NURSING COLLABORATIVE?

Registered Nurses (RNs) represent the largest segment of the healthcare workforce. Despite fluctuations in the economy, demand for nurses continues to rise—driven by the aging population, growing healthcare needs, and increasing retirements among the current workforce. This persistent shortage is projected to worsen in the coming years, creating urgent needs for workforce solutions.

Since its founding in 2006 as part of the national Partners Investing in Nursing's Future (PIN) initiative, WMNC has actively responded to regional challenges and has evolved to address both ongoing and emerging workforce priorities.

COLLABORATIVE GOVERNANCE AND SUPPORT

The WMNC operates as part of the Healthcare Workforce Partnership of Western Massachusetts, which is guided by an advisory board of senior leaders in healthcare, education, and workforce development. Initiatives are supported through a combination of partner co-investment and funding from government agencies, foundations, and private philanthropy.

OUR STRATEGIC GOALS (2024–2026)

The Western Massachusetts Nursing Collaborative is guided by an ambitious and forward-thinking strategic plan aimed at advancing a diverse, competent, and sustainable nursing workforce.

1. Increase Retention of New Nurses

- Analyze and improve new nurse retention rates across all care settings.
- Utilize regional data to assess retention trends and inform support strategies.

2. Strengthen Competency and Scope of Practice

- Ensure nursing graduates are equipped with the knowledge and skills to deliver comprehensive care.
- Examine the impact of COVID-19 on graduate readiness, as perceived by educators and healthcare employers.

3. Promote Diversity in the Nursing Workforce

- Expand recruitment efforts to increase racial, ethnic, and linguistic diversity in the profession.

4. Advance Educational Attainment

- Increase the number of RNs in the region with a Bachelor of Science in Nursing (BSN) or advanced degrees.
- Track local RN program enrollment and graduation outcomes.

5. Expand and Diversify the Supply of Nursing Faculty

- Address salary disparities and recruitment challenges for faculty.
- Support initiatives that grow the pipeline of nursing educators.

6. Support Regional Infrastructure and Collaboration

- Sustain and expand the Healthcare Workforce Partnership of Western Massachusetts to facilitate ongoing coordination and implementation of nursing workforce strategies.

RECOGNITION

- **Janet Madigan Advocacy Award (2019)** – Presented by the Organization of Nurse Leaders (MA, RI, NH, CT, VT)

LEARN MORE OR GET INVOLVED

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If you are a healthcare leader, educator, policymaker, or advocate committed to advancing nursing in Western Massachusetts, we invite you to join our efforts.

Contact:

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