



Office of Nursing Workforce Mississippi Board of Nursing 2024-2026 Strategic Plan

Mission Statement

The Office of Nursing Workforce exists to promote a culture of health for the citizens of Mississippi by advancing nursing education, practice, and workforce development.

Five Components of the Office of Nursing Workforce (§ 73-15-18):

- *To develop and facilitate implementation of a state educational program directed toward nursing educators regarding health care delivery systems changes and the impact changes will have on curriculum and on the service needs of nurses.*
- *To determine the continuing education needs of the nursing workforce and facilitate such continuing education coursework through the university/college schools of nursing in the state and the community/junior college nursing programs in the state.*
- *To promote and coordinate through the schools of nursing opportunities for nurses prepared at the associate's degree and bachelor's degree levels to obtain higher degrees.*
- *To apply for and administer grants from public and private sources for the development of the Nursing Workforce Programs.*
- *To establish systems to ensure an adequate supply of nurses are available to meet the health care needs of the citizens of Mississippi. This will include gathering and quantifying dependable data on current nursing workforce capacities and forecasting future requirements.*

Goals and Strategic Initiatives

1. Collaboration	<ul style="list-style-type: none">• Work in partnership with nursing and healthcare organizations, public and private sectors, government agencies, and related service providers to provide resources regarding education, careers, skills, and leadership development to Mississippi nurses and nursing students.
2. Data	<ul style="list-style-type: none">• Increase understanding of the nursing workforce by improving and expanding data collection, updating projections of the nursing supply and demand, and conducting regular analyses of relevant workforce issues.• Support opportunities to enhance diversity within Mississippi nursing workforce to align with the increasing diversity of the American population, thereby ensuring the diversity of quality care for all individuals.
3. Education	<ul style="list-style-type: none">• Support activities to increase awareness of career advancements for nursing in Mississippi by linking education and training efforts with the skills and competencies needed to provide the necessary high-quality health care for patients in Mississippi.• Encourage using telehealth in nursing programs to strengthen the nursing workforce through better training and remote learning, addressing healthcare needs effectively.
4. Outreach	<ul style="list-style-type: none">• Enhance the image of the nursing workforce by increasing visibility and professional growth.• Enhance visibility through strategic marketing efforts.

Strategic Initiative #1**Collaboration**

Initiatives	Action Steps	Timeline/ Target Date	Completion Date
1. Work in partnership with nursing and healthcare organizations, public and private sectors, government agencies, and related service providers to provide resources regarding education, careers, skills, and leadership development to Mississippi nurses and nursing students.	<ul style="list-style-type: none">Utilize the ONW Advisory Committee's expertise to build strategic partnerships and provide essential technical advice in the areas of education, career, and leadership development.	In progress	Ongoing
	<ul style="list-style-type: none">Support programs focused on preparing nurses to meet the needs of the population by increasing nurses in the workforce.	In progress	Ongoing
	<ul style="list-style-type: none">Implement resources promoting nursing education for current and future nursing students, nursing educators, and those nurses already practicing in the field.	In progress	Ongoing

Strategic Initiative #2**Data**

Initiatives	Action Steps	Timeline/ Target Date	Completion Date
1. Increase understanding of the nursing workforce by improving and expanding data collection, updating projections of the nursing supply and demand, and conducting regular analyses of relevant workforce issues. 2. Support opportunities to enhance diversity within Mississippi nursing workforce to align with the increasing diversity of the American population, thereby ensuring the diversity of quality care for all individuals.	<ul style="list-style-type: none">Collect and analyze data from existing government and professional nursing workforce surveys, reports, and research.	October 2024	Annually thereafter
	<ul style="list-style-type: none">Establish or collaborate with relevant stakeholders to share data on the changing workforce.	In progress	Ongoing
	<ul style="list-style-type: none">Explore programs to incentivize nursing professionals.	In progress	Ongoing
	<ul style="list-style-type: none">Collaborate with key stakeholders throughout the recruitment process to strengthen diversity within the Mississippi nursing workforce.	In progress	Ongoing
	<ul style="list-style-type: none">Develop data-based initiatives to identify and understand the changing workforce.	October 2024	Annually thereafter

Strategic Initiative #3**Education**

Initiatives	Action Steps	Timeline/ Target Date	Completion Date
1. Support activities to increase awareness of career advancements for nursing in Mississippi by linking education and training efforts with the skills and competencies needed to provide the necessary high-quality health care for patients in Mississippi. 2. Encourage using telehealth in nursing programs to strengthen the nursing workforce through better training and remote learning, addressing healthcare needs effectively.	<ul style="list-style-type: none">• Work with various stakeholders throughout the state to promote nursing careers.	In progress	Ongoing
	<ul style="list-style-type: none">• Promote and advocate for data-driven research and policies related to telehealth services.	In progress	Ongoing
	<ul style="list-style-type: none">• Maintain a website promoting nursing as a career and provide information about the nursing workforce, its mission, scholarship program, and educational opportunities available in Mississippi.	In progress	Ongoing
	<ul style="list-style-type: none">• Collaborate with stakeholders to create training and education materials for nurses delivering care through telehealth.	In progress	Ongoing

Strategic Initiative #4**Outreach**

Initiatives	Action Steps	Timeline/ Target Date	Completion Date
1. Enhance the image of the nursing workforce by increasing visibility and professional growth. 2. Enhance visibility through strategic marketing efforts.	<ul style="list-style-type: none">Develop and implement presentations delivered in person or by web/video to develop the knowledge, attitudes, skills, and competencies needed to advance nursing as a career.	In progress	Ongoing
	<ul style="list-style-type: none">Identify innovative strategies for recruitment and retention of nurses.	In progress	Ongoing

<p style="text-align: center;">S</p> <p style="text-align: center;">STRENGTHS</p>	<ol style="list-style-type: none"> 1. Collaborative Task Forces: <ul style="list-style-type: none"> • The establishment of the Office of Nursing Workforce Advisory Committee enhances collaboration and brings diverse perspectives, fostering a comprehensive approach to data collection and analysis. 2. Educational Partnerships: <ul style="list-style-type: none"> • Strengthening ties with educational institutions provides a solid foundation for ongoing competence and attracts a diverse talent pool to the nursing workforce. 3. Clear Communication Framework: <ul style="list-style-type: none"> • The planned collaborative framework promotes effective communication and data-sharing among healthcare organizations, fostering a stronger understanding of workforce trends. 4. Data Collection: <ul style="list-style-type: none"> • Take advantage of the Board of Nursing’s strength in gathering information from nurses during license renewal. Incorporate this data into the marketing plan for educational messages, making the content more relevant and effective.
<p style="text-align: center;">W</p> <p style="text-align: center;">WEAKNESSES</p>	<ol style="list-style-type: none"> 1. Resource Dependence: <ul style="list-style-type: none"> • The successful implementation of the plan heavily relies on securing adequate resources, including funding, technology, and stakeholder commitment. 2. Delayed Data Availability: <ul style="list-style-type: none"> • Inconsistency of data availability among different organizations, with some potentially experiencing a one-year lag.
<p style="text-align: center;">O</p> <p style="text-align: center;">OPPORTUNITIES</p>	<ol style="list-style-type: none"> 1. Advancement in Data Collection Technology: <ul style="list-style-type: none"> • Leverage emerging technologies to enhance data collection methods, allowing for more real-time and comprehensive insights into the nursing workforce. 2. Growing Emphasis on Diversity and Inclusion: <ul style="list-style-type: none"> • Align with societal trends emphasizing diversity and inclusion in the workplace, tapping into a broader talent pool and enhancing the overall quality of care.
<p style="text-align: center;">T</p> <p style="text-align: center;">THREATS</p>	<ol style="list-style-type: none"> 1. Regulatory Changes: <ul style="list-style-type: none"> • Unforeseen changes in regulatory requirements or government policies may impact the feasibility and execution of certain aspects of the strategic plan. 2. Competing Priorities: <ul style="list-style-type: none"> • Healthcare organizations may face competing priorities and limited resources, potentially diverting attention away from strategic plan implementation.