

# Minutes

Meeting: **Illinois Nursing Workforce Center**  
Meeting Date: April 3, 2024  
Meeting convened: 11: 05 am  
Meeting Adjourned: 12: 53 pm  
Meeting Locations: Video Conference: Chicago, Springfield  
Guests: remote

Board Members Present: Krista L. Jones, Chairperson  
Theresa E. Towle, Vice-chairperson  
Lynda M. Bartlett, Member (11:51 am)  
Amanda Oliver, Member  
Daisy Sherry, Member

Board Members Remote: Blanca Miller, Member  
Karen Richey, Member

Board Members Absent: Fran LaMonica, Member  
Heather Escobar, Member

Staff Present: Michele Bromberg, Nursing Coordinator  
Linda B. Roberts, Manager

Guests: Virtual Glenda Morris Burnett

Topic	Action
<b>I. Call to Order</b> a. Declaration that there is not a quorum of members at today's board meeting. Meeting based on agenda including strategic planning will continue. Approval of minutes deferred until June 2024 meeting.	K. Jones declares no quorum 11: 51 am
<b>II. Announcements, Correspondence</b> 1. Welcome. Brief introductions. 2. Nursing Education Scholarship Grant (NESP) annual online applications accepted March 1 - April 30, 2024. 3. Student Nurse Political Action Day, April 16, 2024, Springfield, Illinois. 4. Stateline Nurses Expo, Rockford, Illinois, April 26, 2024 5. National Forum of State Nursing Workforce Centers annual meeting, June 17-19, 2024, San Diego, California.	
<b>III. Review and Approval of Minutes (Action):</b> The February 21, 2024, Illinois Nursing Workforce Center Advisory Board meeting minutes were deferred until the June 2024 Nursing Workforce Center Advisory Board meeting.	
<b>IV. New Business</b> None. Reorder agenda:	
<b>V. Chairman Time – Krista Jones</b>	

<p>-National Forum of State Nursing Workforce Centers, the annual meeting is scheduled for June 17-19, 2024, in San Diego, California.</p> <p>-Discuss changing June 2024 meeting date; due is revised plans is unable to attend the Friday June 21, 2024, 11am-1pm meeting date. Discussion included various dates in June. The board members are in agreement to meet on Tuesday June 4, 2024, 11am-1pm, IDFPR Chicago and Springfield meeting rooms – to be determined.</p>	
<p><b>VI. Board Liaison Time</b></p> <p>1. Linda B. Roberts, INWC Manager</p> <ul style="list-style-type: none"> <li>-outreach- continue to answer the calls and emails that come into the Nursing Workforce Center Gmail &amp; 1-800 number; most: licensing, license renewal, apps.</li> <li>- outreach: information table: 4/16: Student Nurse Day in Springfield; 4/26 a nurse CE Day in Rockford, IL.</li> <li>- outreach: articles submitted quarterly to ANA-IL <i>Nursing Voice</i> for publication</li> <li>-Data collection: began in March 2024, IL licensed RNs, APRNs and FPA-APRNs are offered the opportunity to voluntarily participate in survey completion post license renewal payment of fee.</li> <li>-IBHE: FY24: \$1.5 million expansion- improvement grants; \$800,000 Faculty Fellowships. Currently collecting end of report abstracts describing how Fellows funds were spent. Plan to work in groups to present reports including over the summer.</li> <li>-ISAC: \$4 million scholarship applications continue annual online acceptance. This is the second-year applications are through ISAC. This award has been available in increasing amounts since the mid 1990’s; funds are from IL licensed nurse licensure fees.</li> </ul> <p>2. Michele Bromberg, IDFPR Nursing Coordinator</p> <ul style="list-style-type: none"> <li>- Low pass rates for schools continue to be posted on the INWC website, <a href="https://nursing.illinois.gov/content/dam/soi/en/web/nursing/documents/pdf/il-approved-nursing-ed-programs-low-pass-rates-2023.pdf">https://nursing.illinois.gov/content/dam/soi/en/web/nursing/documents/pdf/il-approved-nursing-ed-programs-low-pass-rates-2023.pdf</a></li> <li>-Work continues on implementation of HB2509, which became effective this year.</li> <li>-Oak Point University recently notified IDFPR that they are closing their pre-licensure nursing education program on 4/19/2024. There are approximately 300 students in various years of the program. Lewis University has agreed to accept all of Oak Point records and pre-licensure education students. Discussion included questions/answers.</li> </ul>	
<p><b>VII. Old Business</b></p> <p>K. Jones: Begin review of resource documents distributed for Strategic Planning. In the past the INWC Board has used the Logic model for strategic planning: Inputs, Outputs, Outcomes-Impact.</p> <p>Review the National Forum of State Nursing Workforce Center PowerPoint, the SOAR analysis: S: strengths-what can we build one; O: opportunities-what are our stakeholders asking for; A: aspirations-what do we care deeply about; R: results-how do we know we are succeeding?</p>	

L. B. Roberts: brief review IDFP Mission, Division of Professional Regulation Mission. These are to be used as they are on the website: <https://idfpr.illinois.gov/idfprmission.html>

The Illinois Department of Financial and Professional Regulation's mission is:

To protect the residents of Illinois; To ensure the safety and soundness of financial institutions; To ensure that competent professionals are licensed to provide services to the public; and To enhance commerce in the state for the benefit of all its residents.

Division of Professional Regulation Mission: The mission of the Illinois Department of Financial and Professional Regulation, Division of Professional Regulation is to serve, safeguard, and promote the health, safety, and welfare of the public by ensuring that licensure qualifications and standards for professional practice are properly evaluated, applied, and enforced.

K. Jones: Review 2/ 2023 document: describes current INWC activities.

**1. Data collection and analysis of Illinois nurses as a resource for nursing workforce development initiatives.**

**2. Partner with State agencies to enhance nursing workforce development initiatives.**

**3. Enhance and promote recognition, reward, and renewal activities for nurses in Illinois.**

K. Jones: Review the HB1615/[225 ILCS 65/75-10](#):

Provides that the Illinois Nursing Workforce Center's primary goals shall include:

- 1) Developing a strategic plan for the nursing workforce in the State by selecting priorities to be addressed; beginning 2024 post license renewal voluntary supply survey, no later than 2027 develop a demand and employer survey.
- 2) To convene various groups of representatives of nurses, other health care providers, businesses and industries, consumers, legislators, and educators;
- 3) To enhance and promote recognition, reward and renewal activities for nurses in the State of Illinois.

Briefly review:

1. RWJF CCNA AARP Health Equity and Nursing resource document briefly reviewing the 9 recommendations including past INWC activities supporting various recommendations.
2. Review INWC supply survey questions and the current distribution process. Review that the supply survey questions have included since 2014, as required by HB1615 legislation, the National Forum of State Nursing Workforce Centers Minimum Data Set <https://nursingworkforcecenters.org/dataset/>  
Supply Survey Question(s) Review – the questions have already been reviewed.

Discussion: revising strategic plan by: Revise the 2/2023 document (Attachment A) which has 4 columns: objective, strategies, timeline, metrics. Keep current 3 objectives:

1) Data collection and analysis of Illinois nurses as a resource for nursing workforce development initiatives;

2) Partner with State agencies to enhance nursing workforce development initiatives aimed at recruitment and retention;

3) Enhance and promote recognition, reward, and renewal activities for nurses in Illinois.

-Add an objective #34 on increasing the number of nurses from diverse backgrounds.

- Consider naming the agency partnerships: national and state nursing organizations, various State agencies. Revise partner strategy to include increasing the number throughout the state. In the past

<p>there have been in-person meetings amongst various state partner organizations. Consider having another in-person meeting, possibly adding to the strategies.</p> <ul style="list-style-type: none"> <li>- Workforce development: need to add the license renewal activities, this would also be added to the first item, data collection.</li> <li>- Add to the second objective, retention of nurses: We are losing nurses, recent nursing school graduates have a different way of engaging. For example, what is the retention piece? It is more than just the work-life balance, generational differences are significant; suggestions on how do we interact and engage with the four (4) different generations that are currently in the workplace?</li> <li>-Diversity. Include retention with the new 4<sup>th</sup> diversity objective. Be intentional in the language of the questions, specific so the strategies are more specific. Need to be specific about what we are trying to achieve. Ex: nurse residency programs. Sometimes new jobs are too much especially if in an academic medical center. Newer nurses may not have the tolerance for shift work, weekends, etc. The young nurses look to transfer from a place where one covers 24 x 7 including holidays, weekends. Some residencies are less than they were 5 years ago as newly licensed nurses are leaving before, for example, 18 months.</li> </ul> <p>Consider conducting a survey of CNO's to help give data, some insights. How to change work-life balance perception. Does the IL Hospital Association already have a survey of CNO's? What is the age of the nurses that attend INWC webinars? Be innovative in the partnerships that are created.</p> <p>IBHE Nurse Educator Fellows, an annual group of nurse leaders. Is there a way to have them work on some initiatives next year? Will need to discuss with IBHE, to prioritize their work around INWC strategic plan objectives. Maybe list in their suggestions for their specific strategies. Example: maybe create some free mandatory CE.</p> <p>Work-life balance, places for nurses to rest in the worksite, BUT the utilization is low. For example, it is getting harder to take lunch. Up to each individual to figure out what works for them – is a balance. INWC is required based on HB1615 to do an employer survey by 2027(?) – a demand survey. INWC will begin contacting other states that have done demand surveys this summer to obtain information of companies used, survey questions, etc.</p> <p>Summary: individual INWC board members approved the current revisions in the 2/23 strategic plan document, including retention and recruitment, and adding a fourth diversity objective.</p> <p>Strategies: Prior to next meeting revise the document to add the strategies about recognition, promote things on the webinar, strategies and timeline(s).</p>	
<p><b>VIII. Public Comment</b></p>	<p>11:47 am Questions asked and answered.</p>
<p><b>IX. Adjournment</b></p>	<p>There being no further business to be brought before the Board, the meeting adjourned at 12:53 pm</p>
<p><b>The next INWC BOD meeting will be Tuesday, June 4 , 2024, 11am.</b></p>	

Members of the Illinois Nursing Workforce Center (INWC) Advisory Board of Directors: Lynda Bartlett, Chicago, IL; Heather Escobar, Norridge, IL; Krista Jones, Broadlands, IL; Fran LaMonica, Chicago, IL; Blanca Miller, Dunlap, IL; Amanda Oliver, Oak Forest, IL; Karen Richey, IN; Daisy Sherry, Darien, IL; Theresa Towle, Tinley Park, IL.

The Illinois Nursing Workforce Center (INWC) (formerly the Illinois Center for Nursing) was established in 2006 to advocate for appropriate nursing resources necessary to meet the healthcare needs of the citizens of Illinois. INWC is working with industry professionals and educational institutions to ensure that Illinois has a nursing workforce necessary to meet the demands of a growing and aging population. INWC Website: <https://nursing.illinois.gov>