

## NLC Workforce Benefits

- **Missouri Hospital Association:**

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- “Hospitals are the largest employer of nurses in the state. The ability to secure nurses in a timely manner is critical to ensuring patients have access to quality care. The Compact’s value was fully realized during the COVID-19 pandemic response. The Board of Nursing, unlike some other boards, did not have to waive many licensure requirements and processes due to the number of nurses possessing a multi-state license. Their timely response to most licensure requests allowed hospitals to remain focused on patient care and other licensure boards instead of nurse licensure issues.”

- **Northern Nevada Medical Center** on benefits of COVID-19 licensure waivers (making the case for the permanent solution- the NLC)

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- “I found that having that red tape removed was incredibly helpful,” says Lisa Pistone, MBA, RN, CNML, director of the Medical Surgical unit at NMCC. “Our state board was good about moving forward with temporary licenses. But when you’re looking for a nurse, whether for a posted position or a traveler, you’re looking for a need now so that you’re not putting strain on your team. That process can normally take a solid month. When the restrictions were lifted, that process sped up significantly. As soon as a traveler was ready, they were able to walk through the door.”

- **Montana Hospital Association**

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- “The MHA counts among its members acute care hospitals, critical access hospitals, health agencies, hospice facilities, nursing homes and assisted living facilities. O’Hara surveyed MHA’s members about the NLC and shares some of the responses she received. “We asked if the NLC provided access to nurses, in order to hire nurses in a timely manner,” explains O’Hara. “One respondent stated that it has been very helpful in their efforts to find talented and experienced nurses in a tough hiring environment. It has also allowed them to get nurses hired and start sooner than before.”

- **Montana nurse educator**

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- The University of Providence, where Gustafson works, is under the ownership and sponsorship of Providence St. Joseph Health, one of the largest health care systems in the western U.S. “I always taught and led nursing programs that were face-to-face and were on a campus,” she says. “My current position gives me a chance to begin in what I see as the future of nursing education, in programs that are online, but with clinical facilities.”

- **Chief Clinical Officer at AMN Healthcare Services**

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- “I believe the compact matches the mobility of today’s nursing workforce, the needs of patients, and the structure of modern health care organizations that serve in multiple states,” he says. “This can be particularly important for nurses who live close enough to

the borders of other states. The practice of health care and caring should be less defined by traditional boundaries like lines on a map but rather driven by patient needs.”

- **Night Nurse Triage Services manager, Karen Holland RN**

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- “Bringing more states onboard means I have a lot more places I can work,” she says. “I just hired my first nurse from Kansas because they are now a part of the NLC. I hadn’t been able to do that before. I also just hired a nurse in Georgia and two nurses in Florida -- until those states came onboard, that wasn’t an option for us. It’s exciting because I’m able to reach out to more nurses throughout the country to bring them onboard. That’s certainly an advantage for me.”

- **Kansas Board of Nursing**

*p.6 NLC Workforce Responses*

- For employers-
  - “Nursing employers in Kansas have found being a member state of the NLC assists them to employ nurses where they are needed much faster. It has never been easier to bring a nurse into our state if they have a multistate nursing license from another member state.”
- For the board-
  - “Our licensing process has benefited as a member state of the NLC. Nurses with a multistate license from another member state no longer must wait to get a Kansas license to practice in Kansas. If they are relocating to Kansas they can practice in Kansas on their present multistate license until they get it changed to Kansas. The licensing process is more efficient for nurses and employers.”

- **Montana Board of Nursing**

*p.2 NLC Workforce Responses*

- During COVID
  - “Emergency registrations were offered to anyone seeking licensure in Montana – not just RNs and LPNs. While RN and LPN applications annually make up about 90% of the board’s application intake, RNs and LPNs seeking emergency registration were proportionately much less – 50% of all nursing emergency registrations were issued to RNs and LPNs. The NLC significantly reduced administrative burden during this time while allowing us to quickly get vetted nurses to the bedside.”