



### **Nurse Leaders Shaping the Future Nursing Workforce**

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Nurses are in the best position to lead the changes necessary to recruit, educate, guide and shape the future nursing workforce. Nursing leadership across practice, academia and government agencies will be required to mitigate the projected shortage for Maryland, as one of sixteen states in the nation, projected to experience a nursing workforce shortfall by 2025. In order to take action and rapidly implement nursing workforce interventions, nursing leaders are encouraged to do four things: 1. recognize the potential negative impact of a future nursing shortage, 2. accept the forecast for Maryland as valid and based on verifiable data through the Health Resources and Services Administration as well as Maryland statewide data, 3. act quickly to reverse the reductions in enrollments and graduates noted in the last two years, and 4. maintain a proactive nursing workforce mind-set and stance to readily adapt to changing forecasts. The State and National data will be described in this poster presentation as a call to action for nursing leaders in Maryland.