



NCSBN

Leading Regulatory Excellence

Preparing and Integrating the Returning Workforce

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NCSBN

- Composed of 59 State Boards of Nursing
- Mission: To support and empower boards of nursing in their mission to protect the public.
- Research, data, statistics, education, policies and guidance
- NCLEX exam
- Nursys: national licensure and disciplinary database



Returning Workforce

- Nurses with inactive licenses
- Retired nurses
- Nurses with discipline/encumbered licenses





Requirements for Returning to the Workforce: Pre-COVID-19

- Refresher Course with didactic and clinical components
- Continuing Education Requirements
- Fees
- Criminal Background Check
- Jurisprudence Exam
- NCLEX
- No encumbrance on license



Returning to the Workforce: During the Pandemic

- Temporary licenses/expedited reactivation
- Reducing/waiving fees including licensure fees
- Suspending continuing education requirements/practice hours
- Waiving refresher course requirements and any exam requirements including the NCLEX and jurisprudence exams

***Every state varies in its requirements for returning to the workforce**

Advantages

- Increase in number of nurses
- Experience
- Previously licensed

Disadvantages

- May have lost knowledge and skills from being out of practice
- Safety risk/previous discipline
- May be in high risk group for acquiring COVID-19.

Policy Brief: Evaluating Board of Nursing Discipline during the COVID-19 Pandemic

- Consider waiving disciplinary action for licensees that have been removed from practice due to administrative issues that have no nexus to public safety. These include non-payment of student loans, child support, alimony or taxes.
- All requests are at the discretion of the BON. It is up to each BON to determine how they wish to address the requests including examining every request on a case by case basis.



How NCSBN is Helping Nurses Re-enter the Workforce

International Center for Regulatory Scholarship

COVID-19 Courses—free of charge

- Epidemiology of COVID-19
- Care of the Patient with COVID-19
- Legal and Ethical Issues Related to COVID-19
- Avoiding COVID-19 Hoaxes

www.icrsncsbn.org



The Future

Each state could have an emergency workforce

- Well-vetted by the Board of Nursing
- With continuing education requirements that revolve around emergency/disaster nursing



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Thank You