

Solutions to Address the Nursing Shortage in Vermont

The nursing shortage in Vermont is taking a toll on our communities, our patients and especially our nurses. Nurses in Vermont are experiencing moral injury and physical injuries due to working chronically short staffed. As a state we need to address these issues immediately to make Vermont a place where nurses want to move to and stay.

There are not enough student slots in Vermont's nursing programs

Allocate state funds to supplement nursing faculty/clinical instructor salaries.

Currently there is tremendous nursing faculty turnover because nurses take a huge pay cut to leave bedside nursing to teach at institutions of higher education. Washington state has made it a priority to attract nurse educators

Allow nurses with significant experience to become clinical instructors

Currently clinical instructors are required to have a Master's degree (regardless of experience). This means that there are very few nurses who can be Clinical Instructors.

Provide free training for Clinical Instructors

Nurses don't want to move to /stay in Vermont

Make Vermont a No-Lift State

Technology and OSHA mandated lifting standards have decreased the number of injuries to patients and healthcare

professionals. The VA inpatient system and California have banned all manual lifting, and Vermont needs to do the same.

Establish Patient Ratios

California stipulates in law and regulations that a required minimum nurse to patient ratio be maintained at all times (ratio by unit.)

Incentivize students to become nurses

Free tuition for students enrolled in nursing programs at CCV, VSC and UVM

Vermont could choose to support public higher education and nurses by providing free tuition for Vermonters who are enrolled in nursing programs.

Student loan repayment for nurses who move to and stay in Vermont

Vermont could choose to encourage nurses to move to and stay in Vermont through a student debt repayment program.

