

MHA 2026 NURSING WORKFORCE SURVEY: EDUCATIONAL NEEDS

Key Priorities for Building a Strong, Skilled and Sustainable Nursing Workforce



1. STAFF NURSE #1 EDUCATIONAL NEED

Strengthen Core Clinical Competency and Critical Thinking

Nurses need stronger bedside skills, clinical judgment and confidence to provide safe, high-quality care in increasingly complex environments.

KEY SUPPORTING NEEDS



Documentation & EHR Competency
Accurate charting, clinical documentation and EHR workflow.



Communication & Teamwork
Interprofessional communication, team-based care, de-escalation and patient/family communication.



Specialty & Acute Care Skills
ED, ICU, med-surg, L&D, cardiac rhythms, stroke care, behavioral health, ACLS, PALS, telemetry, medication safety.



Transition-to-Practice Support
Hands-on training, orientation, preceptor support, time management and high-acuity experience for new nurses.



Time Management & Prioritization
Prioritization, delegation, managing multiple patients and 12-hour shifts.



Rural & Resource-Limited Care
Independent decision making, broad skillset, and care in limited-resource settings.

★ **BOTTOM LINE:** Build confident, competent nurses who can think critically, communicate effectively and deliver safe patient care.



2. NURSE MANAGER #1 EDUCATIONAL NEED

Leadership & People-Management Development

Managers need stronger skills in communication, conflict resolution, staff engagement and accountability to lead teams and improve outcomes.

KEY SUPPORTING NEEDS



Communication & Conflict Resolution
Navigate difficult conversations, manage conflict, multi-generational teams and improve employee relations.



Staff Engagement & Retention
Motivate teams, build culture, improve morale and retain staff to reduce turnover and burnout.



Accountability & Performance Mgmt.
Performance evaluations, coaching, progressive discipline, documentation and delegation.



Operational & Financial Management
Staffing, scheduling, budgeting, productivity, workforce planning and time management.



Leadership Development
Develop emerging leaders, mentorship, succession planning and strategic thinking.



HR & Regulatory Knowledge
HR processes, policy enforcement, employment law basics, quality and regulatory compliance.

★ **BOTTOM LINE:** Build strong leaders who can communicate effectively, engage staff, drive performance and manage operations.



3. NURSE EXECUTIVE #1 EDUCATIONAL NEED

Strategic Leadership & Healthcare Operations Management

Executives need advanced leadership, financial acumen and systems thinking to lead organizations, improve outcomes and ensure sustainability.

KEY SUPPORTING NEEDS



Financial & Business Acumen
Budgeting, finance, reimbursement, resource allocation, productivity and understanding financial impact.



Strategic & Systems Thinking
Strategic planning, organizational development, change management and system-level decision making.



Workforce Strategy
Recruitment, retention, workforce planning, employees satisfaction and building a strong culture.



Regulatory & Policy Knowledge
CMS, Joint Commission, quality standards, compliance and healthcare policy knowledge.



Communication & Collaboration
Executive communication, interdisciplinary collaboration and influencing across the organization.



Technology & Innovation
Technology implementation, informatics, operational efficiencies and driving innovation.

★ **BOTTOM LINE:** Develop visionary leaders with the business, strategic and systems skills to lead complex organizations.



4. WORKFORCE IMPACT STRONG EDUCATION = STRONG WORKFORCE

Investing in education across all levels of nursing strengthens competence, leadership and organizational success.



ORGANIZATIONAL BENEFITS

- ✓ Improved patient safety and quality of care
- ✓ Stronger leadership and team performance
- ✓ Higher staff satisfaction and retention
- ✓ More efficient operations and resource use
- ✓ Stronger financial stewardship
- ✓ Sustainable workforce for the future

★ **BOTTOM LINE:** Education is the foundation for a resilient, adaptable and future-ready nursing workforce.



OUR SHARED GOAL: Equip every nurse, manager and executive with the knowledge, skills and tools they need to lead, care and education today. Stronger nursing workforce tomorrow.

