




2026 Opportunity & Impact in Nursing Summit



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Reimagining Early-Career Engagement: A Governance- Embedded Young Professionals Special Interest Group Model to Strengthen the Nursing Workforce

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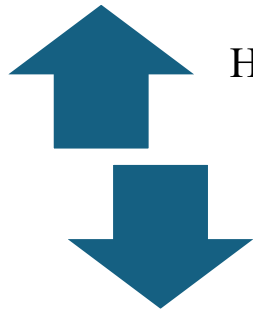
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Reimagine Professional Nursing Spaces

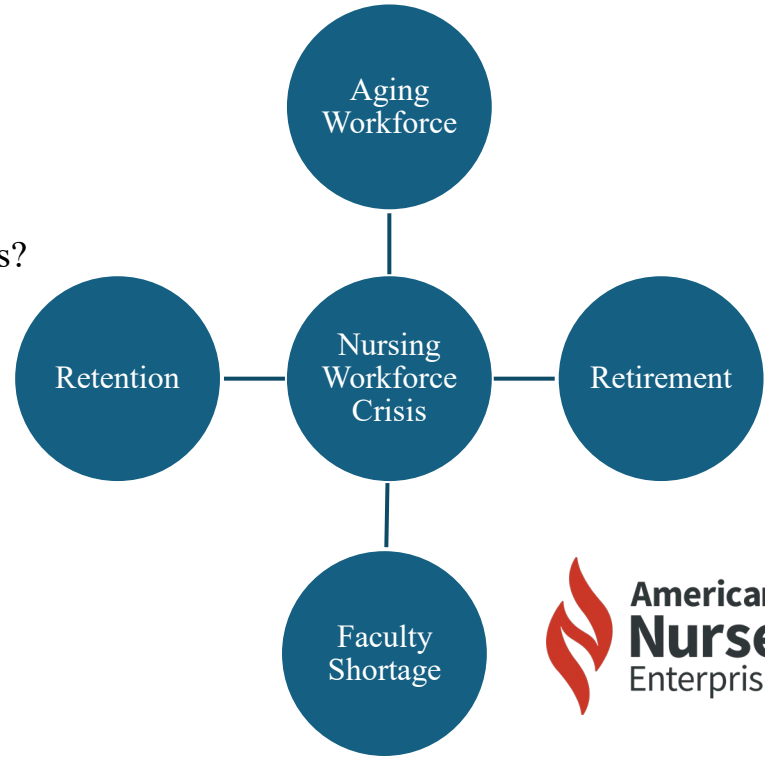
When you think about professional nursing organizations:

- Who do you see?
 - Is it diverse?
- What voices are missing?
 - Are early-career nurses in decision-making spaces?
- **Early-career voices are underrepresented!**



High Ambition

Limited access to leadership pathways





Enlighten: The Nursing Workforce Crisis



New York State:

- RNs under age 30: 16%
- RNs age 50 and older: 34%

Nationally

- Gen-Z and Millennial nurses report the lowest levels of professional engagement

Key Drivers of Early-Career Attrition

- Limited support and mentorship
- Workplace strain
- Unclear leadership pathways





Disruption: Design and Core Components of the YPSIG



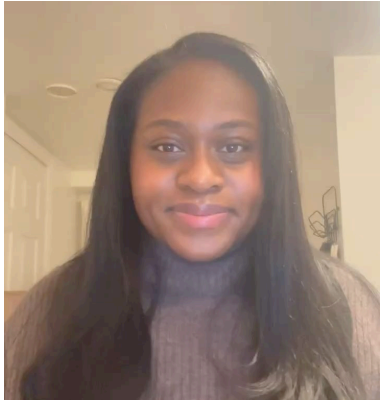
Disruption: Early Impact

- Sustained engagement of early-career nurses
- Leadership and governance participation within ANA-NY
- In-person convening at the ANA-NY Annual Conference
- Published feature in the ANA-NY Newsletter
- Collaboration with the Nursing Student Association of New York State
- Launch of a formal ANA-NY Mentorship Initiative





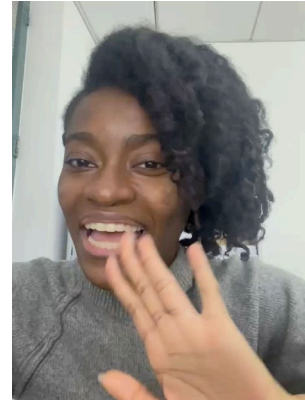
Disruption: Voices From Early Career Nurses



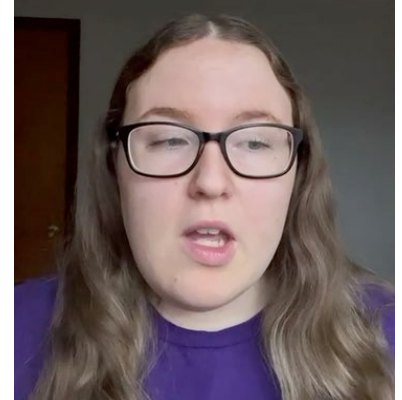
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*Statements illustrate participant-reported experiences.



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ANA-New York Young Professional Special Interest Group





Thank You

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