

# Education Pathways and Opportunities in Nursing



Debra Jeffs, PhD, RN, BC, FAAN

Janice Ivers, MSN, RN, CNE

Arkansas Center for Nursing

July 2017

# Disclosures: Debra Jeffs

- ▶ Graduate of nursing diploma, BSN, MSN, and PhD in Nursing programs
- ▶ Member, Arkansas Center for Nursing/Arkansas Action Coalition
- ▶ Tri-Chair, Education Committee, Arkansas Center for Nursing
- ▶ Co-Director, Robert Wood Johnson Foundation, State Implementation Program Grant, Arkansas Action Coalition, 2013-2016
- ▶ Director, Academic Nursing Education, Arkansas Children's Hospital
- ▶ Advisory Board Member:
  - ▶ Baptist Health Schools and Baptist School of Nursing
  - ▶ University of Arkansas at Little Rock School of Nursing and Consultant to RN-to-BSN Program Development Committee
  - ▶ University of Arkansas for Medical Sciences Pediatric Nurse Practitioner Graduate Program and Doctor of Nursing Science Program
  - ▶ Excelsior College School of Nursing and Baccalaureate Curriculum Committee
- ▶ Former School of Nursing Faculty:
  - ▶ Diploma, associate degree, baccalaureate, and graduate nursing programs in New York

# Disclosures: Janice Ivers

- ▶ Graduate of nursing BSN and MSN programs
- ▶ Nationally Certified Nurse Educator (CNE)
- ▶ Member, Arkansas Center for Nursing/Arkansas Action Coalition
- ▶ Arkansas State Board of Nursing-Board Member
- ▶ Dean of Nursing - National Park College Hot Springs (Associate Degree and Practical Nursing)
- ▶ Member, Organization of Associate Degree Nursing
  - ▶ Arkansas Chapter President of AR-Organization of Associate Degree Nursing (AR-OADN)

# Learning Outcomes

By the end of this session, participants will be able to:

- Explain educational pathways leading to a career in nursing to middle school and high school students and their parents
- Describe professional opportunities available in a nursing career to middle school and high school students and their parents
- Advise middle school and high school students about nursing career choices and needed educational preparation

# Why are we here at the Arkansas School Counselors Annual Conference?

- ▶ We represent the **Arkansas Center for Nursing**/Arkansas Action Coalition, the state coalition of the Center to Champion Nursing in America.
- ▶ **Mission of Arkansas Center for Nursing:**
  - ▶ Promote a culture of health for the citizens of Arkansas by advancing nursing education, practice, leadership, and workforce development.
- ▶ We believe in informing the public about nursing as a career choice and about career and educational pathways in nursing.

# Center to Champion Nursing in America

<http://campaignforaction.org/>

The screenshot shows the homepage of the Campaign for Action website. At the top left is the logo "Campaign for Action". To its right is a navigation menu with links for "ABOUT", "ISSUES", "OUR NETWORK", "BLOG", "RESOURCES", and "GET INVOLVED", followed by a search icon. The main banner features a photograph of a nurse in a purple scrubs talking to a young child. Overlaid on the left side of the photo is the text "We're building a healthier America through nursing." Below this text is a blue button that says "LEARN MORE ABOUT US". At the bottom of the banner are three green buttons labeled "RESOURCES", "LATEST NEWS", and "GET INVOLVED". Below the banner, the text "AN INITIATIVE OF" is centered. Underneath are three logos: "FUTURE OF NURSING™ Campaign for Action AT THE CENTER TO CHAMPION NURSING IN AMERICA", "AARP Foundation", and the "Robert Wood Johnson Foundation" logo.

**FUTURE OF NURSING™**  
Campaign for Action

State Action Coalitions are the driving force of the *Campaign* at the local and state levels, forming a strong network of diverse stakeholders working to transform health care through nursing.



# IOM Education Recommendations

Increase proportion of nurses with a BSN degree to 80% by 2020

Double the number of nurses with a doctorate by 2020

Arkansas is increasing but only 40% of all nurses hold a BSN or higher nursing degree.

2010 Institute of Medicine's landmark report:

*Future of Nursing: Leading Change, Advancing Health*



# Why Is All of This Important?

Improved health and healthcare for Arkansans!

= a “Culture of Health” in Arkansas!

Robert Wood Johnson Foundation...

“We, as a nation, will strive together to build a Culture of Health enabling all in our diverse society to lead healthy lives, now and for generations to come.”

Nurses contribute to creating a culture of health!



# What is Nursing?

The background of the slide is white with abstract green geometric shapes on the right side. These shapes include overlapping triangles and polygons in various shades of green, from light lime to dark forest green. The shapes are layered, creating a sense of depth and movement. The overall aesthetic is clean and modern.

# Nursing is... a profession and a scientific discipline.

Nursing is the protection, promotion, and optimization of health and abilities, prevention of illness and injury, alleviation of suffering through the diagnosis and treatment of the human response, and advocacy in the care of individuals, families, communities, and populations.

(American Nurses Association)

# Nursing is a STEM Career!

- ▶ Science...
  - ▶ Nurses apply knowledge of anatomy and physiology of the human body.
  - ▶ Nurses understand pathophysiology and how medications and treatments work.
- ▶ Technology...
  - ▶ Nurses use computers to read, extract information, and document in the electronic health record.
  - ▶ Nurses use, input data, and extract information from complex monitoring devices.
- ▶ Engineering...
  - ▶ Nurses engage in improvement science projects.
  - ▶ Nurses adapt complex healthcare treatments in non-healthcare situations and environments.
- ▶ Mathematics...
  - ▶ Nurses calculate medication doses and intravenous fluid infusions.
  - ▶ Nurses measure and interpret wound sizes, height, weight, BMI, and body circumferences.

## Nursing requires STEM Education!

# Nursing is an ART!

- ▶ Nurses communicate...
  - ▶ Nurses use all of their senses!
  - ▶ Nurses listen to patients and members of the communities they serve.
  - ▶ Nurses communicate and collaborate on inter-professional teams.
  - ▶ Nurses advocate. They protect patients by listening, interpreting, and relaying information to other team members, such as physicians and pharmacists.
  - ▶ Nurses must be able to write well, speak up, and speak convincingly!
- ▶ Nurses apply psychology, sociology, philosophy, and group dynamics in interactions with others.
- ▶ Nurses are bound by a code of ethics.
- ▶ Nurses have integrity and strong moral character while remaining accepting of diversity and being non-judgmental about differences.
- ▶ Nurses demonstrate empathy, mutual respect, and compassion.

# Diversity in Nursing

- ▶ More men!
- ▶ Multi-generational career
- ▶ Diverse religious, racial, cultural backgrounds
  
- ▶ Diversity in Nursing is needed to represent our diverse “patient” populations - individuals, families, communities, populations!

# How Do Nurses Practice?

Nursing practice is differentiated according to the nurse's educational preparation and level of practice defined by each state's Nurse Practice Act.

# What are the Nursing Career Pathways in Arkansas?

- ▶ **Advanced Practice Registered Nurse (APRN):**
  - ▶ Certified Nurse Practitioner (CNP)
  - ▶ Clinical Nurse Specialist (CNS)
  - ▶ Certified Registered Nurse Anesthetist (CRNA)
  - ▶ Certified Nurse Midwife (CNM)
- ▶ **Registered Nurse (RN)**
- ▶ **Licensed Practical Nurse (LPN)**



# Advanced Practice Registered Nurse (APRN)

- ▶ Highest level of nursing licensure.
- ▶ Master's, post-master's or doctoral degree program in nursing
- ▶ National certification in the specific practice area
- ▶ Licensure from the ARSBN as an APRN
- ▶ Certificate of Prescriptive Authority may be granted

# Registered Nurse (RN)

- ▶ Most nurses are RNs.
- ▶ Entry requires an associate's degree or bachelor's degree in professional nursing
- ▶ Passing national RN licensure examination (NCLEX-RN)
- ▶ Licensure from the ARSBN in professional nursing as an RN
- ▶ May obtain national professional specialty certification

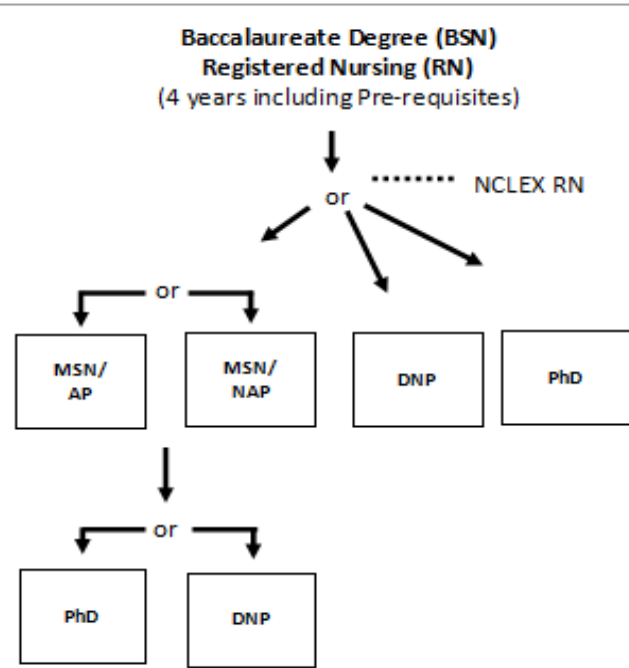
# Licensed Practical Nurse (LPN)

- ▶ Lowest level of nursing licensure.
- ▶ Diploma or certificate in practical nursing at the high school or post-high school level
- ▶ Passing national LPN licensure examination (NCLEX-PN)
- ▶ Licensure from the ARSBN as an LPN

# What are the Post-High School Nursing Education Pathways?

- ▶ **Bachelor of Science Degree in Nursing (BSN) - Registered Nurse (RN):**
  - ▶ A 4-year college degree that includes nursing education and general education courses. Upon successful completion of the program, graduates take the national licensing examination (NCLEX-RN) to become a registered nurse (RN).
- ▶ **Associates Degree in Nursing (ADN) - Registered Nurse (RN):**
  - ▶ A 2-year college degree that includes nursing education and general education courses. Upon successful completion of the program, graduates take the national licensing examination (NCLEX-RN) to become a registered nurse (RN).
- ▶ **Licensed Practical Nurse (LPN):**
  - ▶ A 1-year college or pre-college education program that focuses on basic nursing skills. No college degree is awarded. Upon successful completion of the program, graduates take the national licensing examination (NCLEX-PN) to become a licensed practical nurse (LPN).

# Educational Pathways of Nursing



**MSN** = Master's Degree in Nursing  
**DNP** = Doctorate in Nursing Practice  
**PhD** = Doctor of Philosophy in Nursing (Research)

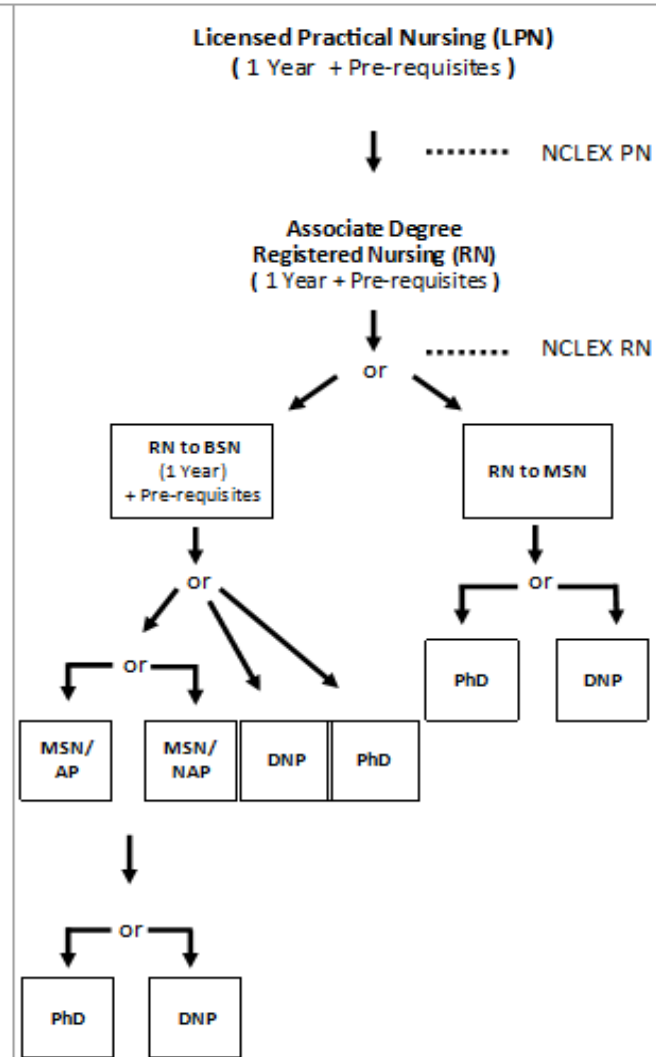
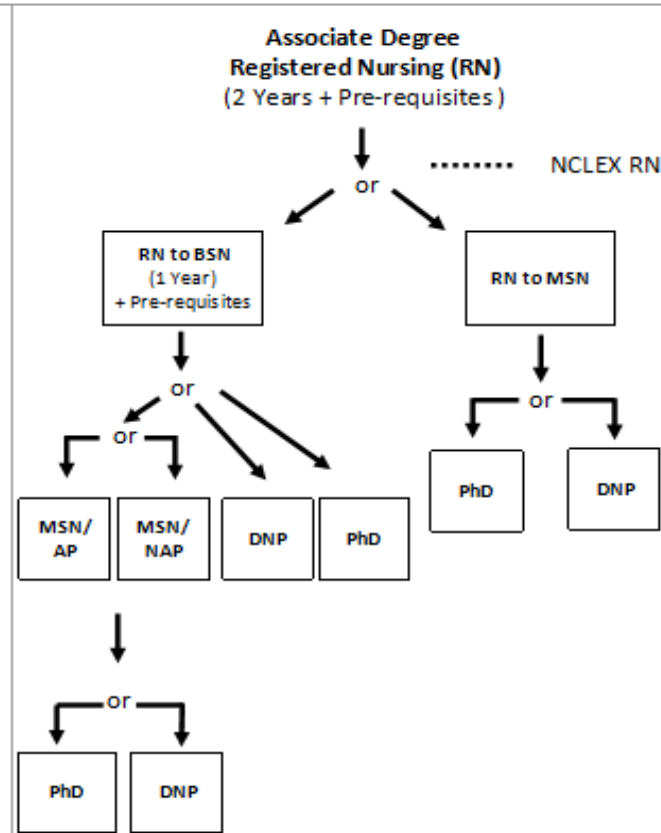
**AP = Advanced Practice Roles \***

1. Nurse Practitioner
2. Clinical Nurse Specialist
3. Nurse Anesthetist
4. Nurse Midwife

**NAP = Non-advanced Practice Roles (Examples)**

1. Education
2. Administration
3. Clinical Nurse Leader
4. Research
5. Informatics

\* Requires Advanced Practice License to Practice



# Arkansas Nursing Programs



- ★ Post - Baccalaureate Nursing Programs
- ★ Baccalaureate Degree Registered Nursing Programs
- ★ Associate Degree Registered Nursing Programs
- ★ Practical Nursing Programs

# Nursing School Readiness

- ▶ Strong academics - High School GPA matters!
  - ▶ Math and science courses especially biology and chemistry
  - ▶ English and language arts
  - ▶ Advanced Placement Courses (AP)
- ▶ Participation in extra-curricular activities, such as sports, music, theatre, clubs, and volunteerism in community service.
- ▶ Nursing schools may require a placement test to evaluate reading, math, science and critical thinking skills and SAT/ACT as part of their admission criteria.
- ▶ Admission to nursing school is competitive

# Role of School Counselors

- ▶ Suggest nursing as a career option to students who excel or have an aptitude for science and math studies
- ▶ Invite a local nurse or nursing student to speak at a career day
- ▶ Offer a nursing scholarship or award at graduation
- ▶ Place a display in the school about the variety of employment opportunities with a nursing career
- ▶ Arrange for a high school student to spend a day on a college/university campus with a nursing student
- ▶ Arrange for a high school student to spend a day shadowing a nurse at his or her place of employment
- ▶ Encourage interested students to talk with the school nurse about his/her nursing education and nursing career experience
- ▶ Provide the resources to interested or prospective students.



# Discussion/Questions

How can the Arkansas Center for Nursing assist you in helping students with career choices in nursing and education pathways?

# Handouts

- ▶ Resource Guide for Counselors (booklet)
- ▶ Choosing a Nursing Career (one page)
- ▶ Education Pathways (one page)

To be placed on the AR School Counselors website