Guiding the Professional Development of Nurses

Chris Wilson, MSN, RN-BC
Graduate Nursing Admissions Professionals Conference
April 4, 2018
• Describe the need for nurses with advanced degrees or extended preparation to meet workforce demands

• Share the employer’s perspective on lifelong learning for nurses

• Describe implications for Graduate Nursing Admissions Professionals
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Institute of Medicine
Future of Nursing Report

• By 2020:
  ❖ Increase the proportion of nurses with BSNs to 80%
  ❖ Double the number of nurses with a doctorate
  ❖ Ensure that nurses engage in lifelong learning
Magnet Organizations

- BSN goals for clinical nurses
- Certification goals
- Academic preparation for leaders
Employer Needs: Current and Emerging Roles

- Clinical
- Leadership
- Education
- Nursing Research
- Care Coordination
- Quality
- Informatics
Employer Needs:
Non-Traditional Roles

- Legal and Risk Management
- Supply Chain and Product Acquisition
- Finance
- Workforce Development
- Facility Planning
'BSN in 10' Becomes Law in New York

Jennifer Thew, RN, January 2, 2018

Empire State becomes first in the nation to require that nurses obtain a bachelor's degree.

New York State starts the new year with a newly passed nursing law. Governor Andrew Cuomo last month signed into law a bill that requires new nurses to earn a bachelor's degree within 10 years of initial licensure.

The legislation takes effect immediately though the requirement that nurses obtain a baccalaureate degree or higher within 10 years of licensure begins in 30 months.
The Employers’ Perspective

Staff Engagement/

Staff Retention

Quality Outcomes

Tuition Support
Certification Support
Coaching/Mentoring

Career advancement
Back to school shopping list

- Pre-application considerations
- Financial considerations
- Enrollment
- Graduation
The Nurses’ Perspective: Mapping a Nursing Career
Continuum of Career Mapping Styles

not all those who wander are LOST
<table>
<thead>
<tr>
<th>Numero</th>
<th>Ordine di Direzione</th>
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<tbody>
<tr>
<td>1</td>
<td>Procedi a ovest da Piazza Venezia - via 0.1 km</td>
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<td>2</td>
<td>Srotto a destra a Via degli Astalli - via 0.1 km</td>
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<td>3</td>
<td>Srotto a sinistra a Via del Piovecchio - via 0.1 km</td>
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<td>4</td>
<td>Continua su Corso Vittorio Emanuele II - via 0.1 km</td>
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<td>5</td>
<td>Mantieni la destra a Largo di Torre Argentina - via 0.1 km</td>
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<td>Continua su Piazza della Chiesa Nuova - via 0.1 km</td>
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<td>Continua su Corso Vittorio Emanuele II - via 0.2 km</td>
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<td>9</td>
<td>Mantieni a sinistra a Via del Banco di Santo Spirito - via 0.1 km</td>
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**Mappe**

- **Indirizzo di partenza:** Roma, Italy
- **Indirizzo di arrivo:** Milano, Italy
- **Distanza:** 578 km (circa 3 ore 39 min)

**BlackBerry GPS**

- **First Ave**
- **Total:** 35 mi
- **Duration:** 35 mi

[Google Maps - Rome to Milan](http://maps.google.com/)
wwjd?
Leadership
Informatics
Research
Education
Clinical
Quality
Discovering Your Ideal Future.....

If everything in my life, starting from today, meets or exceeds my most optimistic expectations, what will my life be in five years?
Self-Reflection

Checklist

- Your professional best??
- Journal thoughts and experiences
- Ask for insight from trusted friends
- Ask for feedback at work
Putting it all Together

- Envision your future
- Define your aspirations
- Plan a strategy and a timeline
- Take a first step
- Check Your Emotions
- Learn from set-backs
- Ask for help
- Pay attention to people along the way
Implications for Graduate Nursing Admissions Professionals
7 Habits of Highly Effective People...
(Covey 1989)
What’s on your mind?