Why Should I Plan My Own Nursing Career?

• Times keeps ticking away…
• If you don’t have a plan…then how will you get there?
• Decide what’s next in your life and strategize how to get it!!
• Utilize all of your UK Resources to help develop a plan
Goal Setting

• What do you want to accomplish in 1 year? 5 years?

• Five years seems like the distant future, but 5 years is really……..
  260 weeks…..1,825 days.......... 2,333,000 minutes!!

• Start planning for the future now!!
In 5 years….
What Can You Accomplish??

• In 5 years Columbus opened up a whole new world by discovering the Bahamas, Cuba, Hispaniola and N. and S. Americas

• In just under 5 years, Michelangelo painted the Sistine Chapel
In 5 years....
What Can You Accomplish??

Where do you see yourself?

• Completing your BSN
• Bronze level RN
• Obtaining an MSN or DNP such as APRN (NP, CRNA, CNS)
• Faculty
• Administrator/Manager
• Entrepreneur?
• Informatics?
The Importance of Career Planning

Building Your Nursing Career

- YOU are responsible for building YOUR own career

- 9 Steps to Career Advancement
Step 1: Education

Never Stop Learning: Life-long learning is your keyword.

• Accept New Challenges
• Skill Updates
• Become a Nursing Expert (i.e., IABP, IV, etc.)
• Staff Development Offerings
Step 1: Education (cont)

- Higher Degrees (completing your BSN, going back for your MSN, DNP or Ph.D.)
- Start to Plan Educational Goals **Now**
- Specialty National Certification(s)
  - CCRN
  - CNOR
  - CEN
  - Just to name a few
Benefits of Certification

Why become certified?

• Validation of nurse’s cognitive knowledge and continued competency in their specialty area
• Improved patient outcomes
• Displays a commitment to personal and professional development
• Raises the professional standard of nursing

How does UKHC support nurses achieving their certification?

• UKHC will pay the certification examination fees
• UKHC will pay the recertification fees
• Able to earn points for the NPA Clinical Ladder (i.e., Bronze, Silver, Gold, Platinum)
• Name will be included on an annual publication to celebrate
• For certification and payment questions email Andrea Wright at nursingpayments@uky.edu

https://www.nursingcenter.com/career-resources/guide-to-certification
Certifications Available

A Sample or “short” List of Certifications:

Addictions (CARN)
Critical Care (CCRN); mandatory for most CRNA programs before application
Emergency (CEN) – others listed on the ENA webpage
Informatics
Medical-Surgical
National Healthcare Disaster
Pain Management and many, many more (see the link below):

https://www.nursingcenter.com/career-resources/guide-to-certification
Step 2: Ask, Listen And Learn

A good listener can learn a lot.

- Keep Your Ears and Mind Open
- Ask Questions
- Shadow, obtain a Mentor
Step 3: Fulfill Your Current Job

Your current job might be the best place to start your career planning.

• Expand Your Skills While Working or Volunteering

• Join a Committees, Councils, Task Forces (if they don’t exist….create one!!)
Step 3: Fulfill Your Current Job

(continued)

• Valued Employees Strengthen their Unit, Floor, Organization

• Example – One of My RN’s that wants to be a PCM…is assisting with budgeting, scheduling, shadowing, etc.
Step 4: Keep Building Your Network
Your next career step might be right under your nose in your network.

- Network
- Build Your Contacts
- Shadow
- Informational Interviews
- Alumnus/Former Faculty
- Utilize the Career Center
Step 5: Identify Your Current Job

Your current job should be identified, not assumed.

- Make sure you don't work with tasks you assume are important. This is waste of time and talent.
- Schedule regular 1:1 meetings; have a list of goals; ask for clarification, etc.
Step 5: Identify Your Current Job (continued)

- Clarify Role
- Ask for additional responsibilities including joining a Council, working on your NPA, Precepting, Charge, Be part of the solution, not the problem, etc.
- Set Goals
- 1:1 Meetings, Evaluations, etc.
Professional Development for Nurses

Professional development is the process of improving nursing practice by continuing education and training. It can also involve attending continuing education opportunities that bring us up to date on the latest technology, techniques, and ways to practice. ...
Common Professional Development Goals for Nurses

Some of the more common professional development goals that nurses set for themselves are:

• Acquire advanced technology skills.
• Maintain continuing education unit (CEU) requirements.
• Get involved in Evidence based research.
• Improve job performance; increase duties and responsibilities.
• Refine interpersonal skills.
• Hone specific skill set to mastery/expert level (i.e., Super User)
• Obtain leadership roles (i.e., Chair, Precepting, Unit Charge, Committees, Councils, etc).
• Obtain professional certifications.
Opportunities for Professional Development: UK Nursing Professional Advancement (NPA) Core Requirements

Bronze Level * $1.00 hour * 16 hours external PL * No conference money

• Core Requirements Distribution of Points
• Nursing Experience + Nursing Education (Tool #1):
  • 3 years RN experience + Diploma
  • 3 years RN experience + ADN
  • 2 years RN experience + BSN
  • 2 years RN experience + MSN or BSN + MHA, MPH, MSOM or MBA
  • 2 years RN experience + DNP
  • 2 years RN experience + BSN+ PhD in Nursing, Business Administration,
    Public Health or Education
  • Note: 3+ years of LPN experience can be used in lieu of 1 year of RN experience. Please see Glossary of Terms for more details.
• Professional Contribution (Tool #2):
  • Current involvement on at least one (1) unit, service line, hospital, or enterprise level council or committee Minimum of 5 points Efficiency: 1 point Quality and Safety: 1 point Service Excellence: 1 point Professional Development: 1 point Additional point(s) from any category listed above: 1 point
Nursing Professional Advancement (NPA)

For more information including the Bronze Packet/application:

https://spwww.ukhc.org/nursing/default.aspx

For more information or if you have ?s, contact the NPA Council Chair, Shawnda Osborne, RN - shawnda.osborne@uky.edu
Step 6: Identify Your Next Job

Your dream job must be identified.

• Articulate What Is Needed to achieve your Dream Job? Is it more education? Is it advanced skills? Is it credentials?
Step 6: Identify Your Next Job
(continued)

• What Is Your Next Career Move?
  - Managing People?
  - Staff Development?
- Nurse Educator?
- Advanced Practice?
- Shadowing and Experience Needed?
- Volunteering?
• Articulate Goals
Step 7: Prepare Yourself

Your dream might show up tomorrow.
Be prepared.

• Update your Resume now, and annually.

• If you don't know how to write a resume, or how to describe yourself, start learning it now.
Step 7: Prepare Yourself
(continued)

• A Professional Resume describes YOU...your skills, abilities, qualifications, education and transferable skills!

• The UKHealthcare Career Center web page is a great place to start...many examples of cover letters and resumes

https://ukhealthcare.uky.edu/career-center
Step 8: Pick The Right Tools

Pick the tools you can handle at the right time of your life

• You can build your future career using a lot of different tools. Obtaining a Certification, CEU or becoming a SUPER USER easier.

• Enrolling in a RN to BSN, MSN, DNP or Ph.D. program is more challenging.
Step 8: **Pick The Right Tools**

(continued)

- Certifications, Videos, Audit a Course
- Begin a Graduate Level Course
- Don't pick something that is too challenging for you to handle! Have a “study” buddy or friend to go back to school with.
Step 9: Realize Your Dreams

Put your dreams into action.

• Act Now!
• Start Back to School
• Start Building Your Skills Now!
• Lives Get Busier and Busier
• Nothing Better than the Present to Realize Your Dream!
UKHealthcare Career Center

Career Services Offered:

- Updating Your Resume
- Developing a CV for grad school applications
- Practice /Mock Interviews
- Developing a Cover Letter
- Job Search Assistance
- Goal Setting
- 1:1 Career Coaching
UKHealthcare Career Center

Career Services Offered:

• Shadowing Program
• Educational Options
• Certifications
• Lunch and Learn Workshop Series
• Handouts/Career Materials/Resources
• Interview 911
Lunch and Learn Career Planning Workshop Series

The 3rd or 4th Thursday of each Month

Various Topics Including Speakers from Colleges, Universities and Nursing Leaders

Location: Waller Healthcare Annex
115 Waller Ave.
11:30 a.m. – 12:15 p.m.
In person or via Zoom

Past Topics: RN to BSN programs, How to Become a CRNA, Nurse Practitioner, Midwifery Careers, Nurse Informaticist, Nurse Leader, Nurse Educator, and many more
Thursday, August 26, 2021
11:30 a.m. – 12:15 p.m.
Lunch and Learn Workshop

**Topic:** “Expanding Your Career Possibilities through the fully online RN-BSN program at the UK College of Nursing”

**Presenter(s):** Tara Grana, BSN, RN Academic Support Specialist, and Brittany Fiero, Student Affairs Officer, UK College of Nursing.

**Overview:** The speakers will discuss the fully online BSN program, new curriculum changes, 7 week block sessions, pre-requisite courses, admission requirements, the application process, deadlines and how UKHC employees can utilize the Employee Education Program (EEP) benefits and other scholarship options. After you attend the presentation, Ms. Grana will provide a FREE transcript evaluation.

**When:** Thursday, August 26, 2021
**Where:** Live via Zoom or In person at the Waller Healthcare Annex

**Registration:** email Sue H. Strup at sue.strup@uky.edu
Career Planning Exercise

• Identify one professional goal
  (e.g., Review your job desc, update your resume, LIT, etc.)

• One educational goal
  (e.g., Begin exploring educational programs (RN to BSN, MSN, DNP, etc.), attend a Lunch and Learn, Staff Development Course, etc.)

• One professional activity goal
  (e.g., Bronze level, Journal Club, Committee, Task Force, Volunteer, etc.)

• One professional career planning goal
  (e.g., Obtain letters for graduate school, develop a Portfolio or “Brag” Book, etc.)
Professional Goal Examples:

- To complete orientation
- To obtain and review my job description with my Patient Care Manager or Assistant Patient Care Manager
- To meet with Sue Strup in the UKHealthcare Career Center to update my resume or cover letter or to develop a Curriculum Vitae (CV) for graduate school applications
- Meet with the UK Writing Specialist (Whitney Kurtz-Ogilvie) to develop a Personal Statement for graduate school applications
- To participate in the Leaders in Training Seminar Series. Kathy Isaacs, RN, Ph.D. (kathy.isaacs@uky.edu) applications July 2021
- To begin exploring various Nursing Certifications and to begin working toward completion (i.e., CCRN, CEN, etc.)
- Obtain advanced credentialing such as PALS, ACLS, ECMO, BCLS, etc.
- Other?
Educational Goal Examples:

- To pass the EKG class
- Complete ECCOs
- To begin exploring various RN-BSN, MSN or DNP/Ph.D. nursing programs and the various UK Tuition options including Employee Education Program (EEP) or the Nursing Tuition Contract
- Attend the next UKHC Nursing Education Fair November 5, 2020 at 11 a.m – 2 p.m. PAV A where you can meet 20+ nursing programs including MSN, BSN, DNP and Ph.D.
- Attend and record Staff development offerings
- Shadow an APRN, Nurse Educator, Nurse Midwife, Clinical Nurse Specialist (CNS), Nurse Informaticist, Nurse Leader, Platinum RN, etc.
- Find out if you will need to take the GRE or MAT for graduate school
- Apply to various nursing graduate programs or to RN to BSN programs
- Other?
Professional Activity Goal Examples:

- Work one week of night shift
- Explore obtaining the bronze, silver, gold or platinum level professional development
- Join or start a Journal Club on your unit/floor; or take the lead on one of the Monthly Journal Articles and Discussions
- Join a Committee, Task Force, etc.
- Precept a new RN or a Nursing Student; take the Preceptor Class
- Participate in a community volunteer activity such as Mission Lexington, Surgery on Sunday or Refuge Clinic, to name a few
- Take your Residency Project and write and get a paper published or conference abstract submitted
- Develop a research project and submit an abstract for Nursing Research Day
- Develop a Patient Education Tool
- Other?
Professional Career Planning Goal Examples:

- Challenge yourself by improving a weakness such as public speaking, presentations, computer skills, Zoom, etc. by taking a class or joining a Club such as Toast Masters (for public speaking).
- Begin thinking about whom you would ask to write letters of recommendation for a promotion, graduate school, etc.
- Start collecting your letters of support from patients, mentors, PCM’s, etc. that mention your nursing abilities for your *Professional Portfolio*.
- Collect any awards, recognitions, etc.
- Other ideas?
For more information or to make an appointment:

Sue H. Strup, MSEd., MSN, Senior Career Consultant
UK Healthcare Career Center
• Waller Health Care Annex
• 115 Waller Avenue, Room 108

Email is BEST: sue.strup@uky.edu
O: #859.323.3169

https://ukhealthcare.uky.edu/career-center