Nursing Career Paths and Education

The Alphabet Soup of Degrees and Certifications

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Introduction – this is confusing!

ANCC BOARD CERTIFIED IN THE FOLLOWING SPECIALITIES:
AMBULATORY CARE; CARDIAC-VASCULAR; FAITH COMMUNITY; GERONTOLOGICAL; HEMOSTASIS;
INFORMATICS; MEDICAL-SURGICAL; CASE MANAGEMENT; PROFESSIONAL DEVELOPMENT; PAIN
MANAGEMENT; PEDIATRIC; PSYCHIATRIC-MENTAL HEALTH; RHEUMATOLOGY
Displaying your Creds!

• Education
  • Begin with highest degree earned. You do not need more one nursing degree but should include non-nursing degrees if relevant.
  • include doctoral degrees (PhD, DrPH, DNS, EdD, DNP), master’s degrees (MSN, MS, MA), bachelor’s degrees (BS, BSN, BA), and associate degrees (AD, ADN)

• Licensure
  • Include RN or LPN

• State designations or requirements
  • recognize authority to practice at a more advanced level in that state and include APRN (Advanced Practice Registered Nurse), NP (Nurse Practitioner), and CNS (Clinical Nurse Specialist).

• National certification
  • which is awarded through accredited certifying bodies such as the American Nurses Credentialing Center (ANCC) as well as many others. Includes RN-BC (Registered Nurse-Board Certified) and FNP-BC (Family Nurse Practitioner-Board Certified).

• Awards and honors
  • recognize outstanding achievements in nursing such as FAAN (Fellow of the American Academy of Nursing).

• Other certifications
  • include non-nursing certifications that recognize additional skills. one example is the EMT-Basic/EMT, awarded by the National Registry of Emergency Medical Technicians

• Comma to separate each
• No periods
**Certificates and Certifications**

<table>
<thead>
<tr>
<th>Certificate</th>
<th>Certification</th>
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<tbody>
<tr>
<td>Result of an educational process</td>
<td>Result of an assessment process</td>
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<tr>
<td>For newcomers and experienced professionals</td>
<td>Typically requires experience</td>
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<tr>
<td>Indicates completion of a course or series of courses with a particular focus</td>
<td>Indicates mastery/competency measured against a standard – usually by exam</td>
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<td>Course content set through academic process</td>
<td>Standards set through an industry-wide process</td>
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<td>Usually listed on a resume detailing education</td>
<td>Typically results in a designation to use after one's name (CPA, SPHR, PMP)</td>
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<tr>
<td>Demonstrates knowledge of course content</td>
<td>Often has ongoing training requirement (C.E.U.s)</td>
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<td>Gateway to a degree or stand alone accomplishment</td>
<td>No relationship to attaining higher education/degree</td>
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Certificates

- Consider credit transfer
- Degree requirements
- 9-21 credits
- Stepping stone to next degree
  - MSN
  - DNP
  - PhD
- Nurse Practitioner –
  - Post ARNP
  - Post MSN
Certifications

- **Specialty Certifications**
  - Usually requires an exam
  - Cost – benefit
    - Initial Costs
    - Ongoing Certification
  - May be transferable for college credit
  - Some employers may offer financial assist
  - Multiple options
    - Set goals
    - Not a race

- **Certifying Organization**
  - **Professional Organizations**
    - Oncology Nursing Certification Corporation (ONCC)
    - American Association Critical Care Nursing (AACN)
    - American Nurses Credentialing Center (ANCC)
    - Association of periOperative Registered Nurses (AORN)
    - Board of Certification for Emergency Nursing (CEN)
Degree Options

- Pre-licensure
- RN to MSN
- Accelerated
- RN to BSN
- Bridge Programs
- Direct Entry
- Previous Bachelor’s Degree
- Post-licensure
- Nurse Practitioner
- APRN
RN to BSN

- Bachelor’s Degree
  - Generally - 120 Credits
  - Includes General Education Requirements
  - Comprehensive curriculum based on “Essentials”
- RN – Completion program
- Credit transfer analysis – varies
  - Shopping
- Employer requirements
  - IOM Study
  - Magnet Status
    - Quality
- Previous Bachelor’s Degree
  - 2nd Career RNs
MSN – Master of Science in Nursing

- Direct – entry
- RN to MSN
  - Bridge
- BSN to MSN
  - Credit Transfer
  - Credit Shopping
  - Specialty
- Clinical MSN & Non-clinical MSN
- Non-nursing Master’s Degree
Terminal Degree

- DNP
- EdD
- PhD
- DNS
- Non-nursing
- Nursing
- Clinical
- Research
- Teaching
- Leadership
Choosing the Right Program

• Goals
• Learning Style
  • Skills
  • Theory
• Admission Requirements
• Clinical Practice
• Cost
• Credit Transferability
• Accreditation
  • Nursing
  • College (Regional)

• Online
• Face to Face
• Hybrid
• Blended

[Logos for NLN, ACEN, and CCNE]
Personal and Professional Goals

• Let your goals change
• Lifestyle
• Let nursing change
• Economics
• Generational
FUTURE RN