

REGISTERED NURSE



Registered nurses are responsible for promoting health, preventing disease, and helping patients cope with illness. They plan and provide patient care. They are advocates and health educators for patients, families, and communities.

Employment opportunities in the health care field are currently at an exceptionally high level. No matter what the state of the economy, the demand for health care professionals will continue to grow. Individuals can start in entry-level occupations and advance their careers while enjoying the stability of employment. Also, individuals can start at the mid or advanced levels, depending on their education, training, and career goals. At each of the levels, there are many opportunities for more challenging and higher paying positions.

SAGINAW VALLEY

Each ladder depicts a series of work experiences that leads to more challenging and higher paying opportunities. While every level of the ladder can provide a satisfying job, some employees will choose to gain even more skills and responsibilities that will advance them in their careers. To do so, they will need more education, training, and work experiences. Some jobs will require a certificate, a license, or an advanced degree.

CLIMBING THE CAREER LADDER

ADVANCED LEVEL

Associate's, bachelor's, master's or doctorate degree required; must graduate from an accredited program; must obtain license or certification

Registered Nurse
\$19.30-\$27.64/hour

Pharmacists
\$31.83-\$41.95/hour

MID LEVEL

Associate's degree or graduation from an accredited program required; must obtain a license or certification

Licensed Practical Nurse
\$12.71-\$17.81/hour

Paramedic
\$10.30-\$18.04/hour

ENTRY LEVEL

Most occupations require a high school diploma or a graduate equivalency diploma (GED), three to six months training, and knowledge of medical terminology; certification is required in some of the occupations

Nursing Aide, Orderly, and Attendant
\$8.06-\$11.39/hour

Emergency Medical Technician
\$7.73-\$10.30/hour

Pharmacy Technician
\$8.74-\$13.19/hour

Wages will vary within this occupation based on the employee's education, training, and years of experience.

JOB DESCRIPTION

Each occupation is described in terms of specific tasks and typical job duties.

A REGISTERED NURSE MUST BE ABLE TO:

- Assess patient needs
- Design and coordinate a plan of care for the patient
- Delegate, supervise, and implement care in a knowledgeable, skillful, consistent, and continuous manner
- Demonstrate effective communication methods and skills
- Demonstrate critical thinking skills as evidenced by the ability to perform efficiently in emergency patient situations
- Support patient rights, safety, and legal issues
- Be caring, sympathetic, responsible, and detail-oriented
- Demonstrate positive interpersonal relations in dealing with coworkers and doctors
- Practice nurse/patient confidentiality

WAGES

Wage information was obtained from the Michigan Department of Labor and Economic Growth and from local employers to give a general idea of the wages and salaries for this occupation.

WAGE RANGE

\$19.30-\$27.64/hour

WORKING CONDITIONS

Most nurses work in well-lit, comfortable health care facilities. Nurses may work nights, weekends, and holidays because patients in hospitals and nursing care facilities require 24-hour care. Nurses may care for individuals with infectious diseases. They must observe rigid standardized guidelines to guard against disease and other dangers.

EDUCATION AND TRAINING

Courses, programs, and certificates that are needed for employment are offered by local education and training providers.



Students must graduate from an approved nursing program and pass a national licensing examination in order to obtain a nursing license. All states require periodic renewal of licenses, which may involve continuing education.

Education options include:

- A four- to five-year college or university program leading to a bachelor of science in nursing (BSN)
- A two-year associate's degree in nursing (ADN) offered by community and junior colleges
- A two- to three-year diploma program offered through a hospital; many of these programs build college credits toward a bachelor's degree into the curriculum

HIGH SCHOOL

- Completion of high school's Health Sciences Career Pathway requirements and/or appropriate career and technical education classes
- Algebra
- Chemistry
- Biology
- Career studies, such as the medical careers program or nursing occupations program at the Saginaw Career Complex; or health technology/medical science or nursing assistant/health careers at the Bay-Arenac ISD Career Center
- Co-op experience
- Volunteer experience in a health care environment

COMMUNITY COLLEGE

- Delta College: associate's degree in nursing program

UNIVERSITY

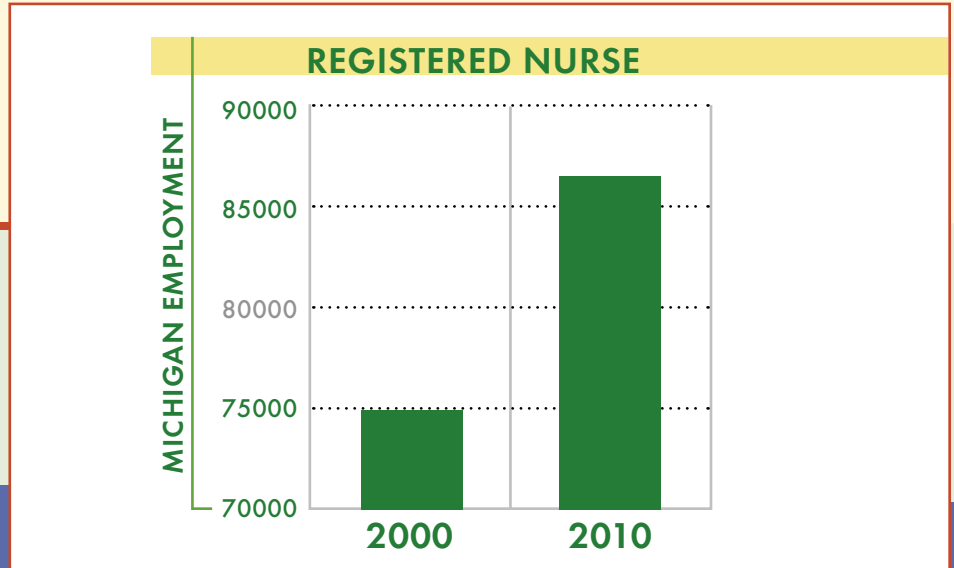
- Davenport University: licensed practical nurse certificate; associate's in applied science; and bachelor of science
- Saginaw Valley State University: bachelor of science in nursing; master of science in nursing

LOCAL EDUCATION AND TRAINING PROVIDERS

- Local school districts
- Bay-Arenac ISD Career Center
- Saginaw Career Complex
- Delta College
- Davenport University
- Saginaw Valley State University

JOB OUTLOOK

The rate of growth within this occupation is projected by data from local employers and the Michigan Department of Labor and Economic Growth.



ADVANCEMENT

Experience and good performance can lead to promotion to more responsible positions. Nurses can advance into nursing management, including nurse manager, nursing director, and vice president positions. Executive-level positions require a graduate degree in nursing or health services administration. These positions also require negotiation skills and good judgment.

Within patient care, nurses can advance to clinical nurse specialist, nurse practitioner, certified nurse-midwife, and certified registered anesthetist. These positions require one or two years of graduate education, leading to a master's degree or, in some instances, to a certificate.

Some nurses move into the business side of health care, which employs nurses for health planning and development, marketing, sales, and quality assurance. Other nurses work as college or university faculty or do research.

WHAT THE EMPLOYER SAID



WHAT DO YOU LOOK FOR IN A POTENTIAL EMPLOYEE FOR THIS POSITION?

"The profession of nursing is exciting, dynamic, and constantly changing. The best nurses I know are intelligent, creative, ethical, courageous, have a great sense of humor, and are compassionate in advocating for their patients. They are thoughtful, listen and communicate well, and are willing to assume roles as both team members and leaders. They are true professionals focused on the needs and concerns of their patients and families and are willing to spend time supporting and providing education with generosity and kindness. These nurses view nursing as a lifelong journey with endless opportunities to grow personally and professionally."

Carol Stoll, chief nursing officer
Covenant HealthCare

STAR PROFILE

This interview is intended to show you what is needed to be a star employee.



EMPLOYEE:
KEITH BELL

OCCUPATION:
REGISTERED NURSE

COMPANY:
**COVENANT
HEALTHCARE**

TELL US HOW YOU ATTAINED YOUR CURRENT POSITION.

My medical career began right out of high school. I started out in Canada, where nursing starts the first day of college. At 18 years old you're already caring for patients. It took me three years to earn my degree. For many, the bachelor's degree takes four years or more.

I had worked at St. Luke's Hospital prior to the merger of St. Luke's and Saginaw General Hospital. After a few years, I left to be closer to family. I then returned to this area and worked initially with the resource team awaiting an available position in neonatal intensive care or in pediatric intensive care where I had previous experience. I eagerly accepted a position in pediatric intensive care when it became available and have been here since 1999.

DESCRIBE YOUR TYPICAL DAY.

I provide direct patient care in collaboration with physicians, respiratory therapists, and other professionals. I develop and implement a plan of care for my patients. A big part of the job is providing emotional support to the family. Because I am a male RN, I try to be a role model to fathers and siblings in the way I interact with my patients.

WHAT QUALITIES MAKE SOMEONE A "STAR" IN THIS OCCUPATION?

A star is someone who honestly enjoys what they do, has compassion and patience, has a willingness to learn and adapt, and is able to work as part of a team.

WHAT TRAINING AND EDUCATION DID YOU NEED TO ENTER THIS POSITION?

I attended a three-year nursing program in Canada and that was just the beginning. After writing Nursing Board exams in Canada and in the United States, my most valuable learning experiences came on the job. Coworkers and physicians make wonderful instructors and great resources. Many of the skills I have now are the result of the contributions of what I have learned from others.

WHAT DO YOU LIKE MOST/LEAST ABOUT YOUR JOB?

I like teaching patients and families about health and wellness. Anybody who comes into the hospital is a captive audience and offers an opportunity that might never happen again. The best part is making an impression on a young person's life. Being a male nurse I can model parenting skills to new fathers, and I don't think they get that very often. I least like anything that interferes with the patient's health as the focus.

WHAT ADVICE CAN YOU GIVE SOMEONE SEEKING A JOB IN YOUR FIELD?

Volunteer in a hospital or health care setting. Talk to people who are already nurses or those going to school for nursing. Once you start school...keep going. The effort that it takes really pays off.

ARE THERE ANY LICENSES OR CERTIFICATIONS NEEDED FOR YOUR POSITION?

Registered nurses must have certification.

ACKNOWLEDGMENTS

The Career Ladders project began as a Saginaw County Vision 2020 initiative. To date, more than 300 individuals have been involved in the project. It is impossible to list them all, but the Comprehensive Education and Workforce Development Committee appreciates each one and the incredible participation by our major employers and educational institutions, as well as the support from the Arnold and Gertrude Boutell Memorial Fund, The Dow Chemical Company, The Dow Corning Foundation, the Fordney Club, the Hospital Council of East Central Michigan, the Michigan Department of Labor and Economic Growth, the National Tooling and Machining Association – Saginaw Valley Chapter, the Saginaw Community Foundation, the Saginaw County Business and Education Partnership, the Saginaw County Chamber of Commerce Foundation, Saginaw County's local school districts, Saginaw County's Promise, the Saginaw County Vision 2020, the Saginaw Future Inc., the Saginaw/Midland/Bay Michigan Works!, the Saginaw Township Business Association, the Saginaw Valley Manufacturers' Association, and the Saginaw Valley Tech Prep Partnership. We also want to thank NOVA for their guidance.

EQUAL OPPORTUNITY EMPLOYER/PROGRAM. AUXILIARY AIDS AND SERVICES ARE AVAILABLE UPON REQUEST TO INDIVIDUALS WITH DISABILITIES.