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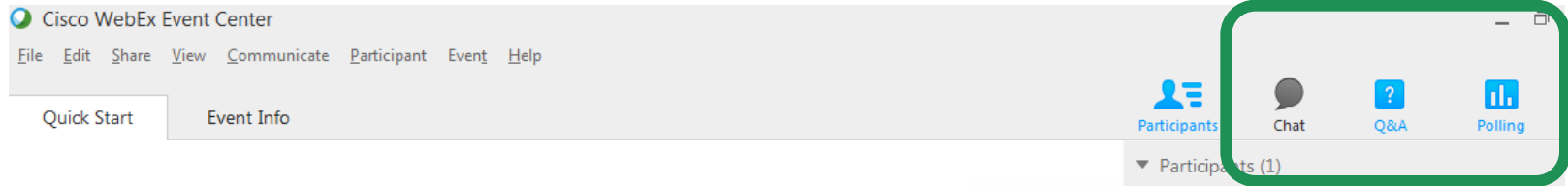
JUNE 28, 2018

Pathways to Success

Working as a Nurse in the United States

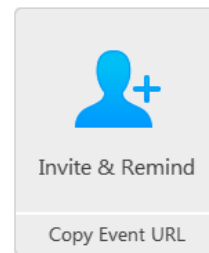
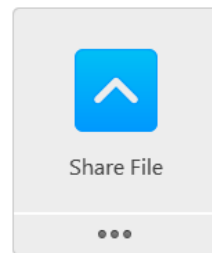
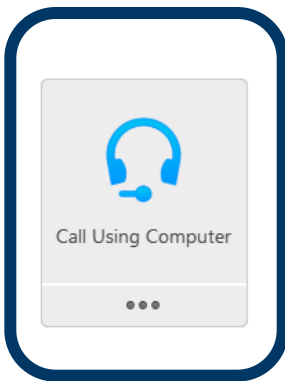
World Education Services

WebEx Features



Access the different features in this webinar:

- Audio set-up (by phone or using your computer)
- Chat & Polling questions



Webinar Notes

- This webinar will be recorded.
- Please type your questions in the chat box (top-right corner) during the webinar.
- After the event, please **complete the online survey**. Your feedback is important!

WES Global Talent Bridge

- **World Education Services (WES)** is a non-profit organization dedicated to helping individuals with foreign education achieve their educational and professional goals in the United States and Canada.
- **Global Talent Bridge** is a program of WES that is dedicated to helping skilled immigrants fully utilize their talents and education in the United States and Canada.



Our Partner Organization Today

- **Chicago Bilingual Nurse Consortium (CBNC)** is a 501 C (3) non for profit organization with the mission to guide immigrant professional nurses to navigate the difficult process of becoming a registered nurse in the United States.



Presenters



Paula Schipiour

RN, MSN, Associate Director, Chicago Bilingual Nurse Consortium



Andy J. Ponce Vasquez

Registered Nurse, Northwestern Memorial Hospital



Yu Zhang

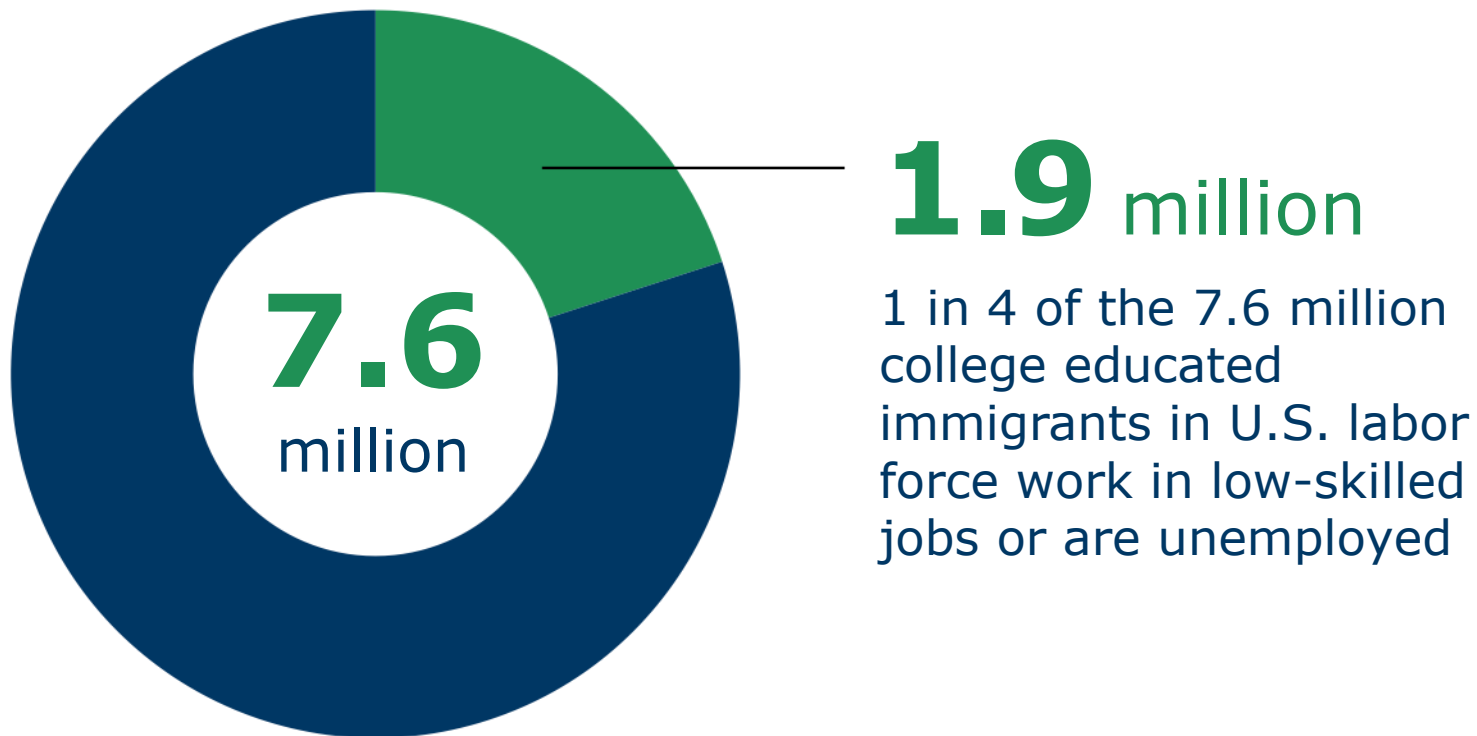
Sr. Project Manager, WES Global Talent Bridge

The Shortage of Nurses in the Field

- According to the American Nurses Association, by 2020 nearly 690,000 nurses will leave the labor force for retirement and other reasons.
- The estimated nurse vacancy rate is 1.2 million.
- Internationally educated nurses will play an important role in filling these vacancies.

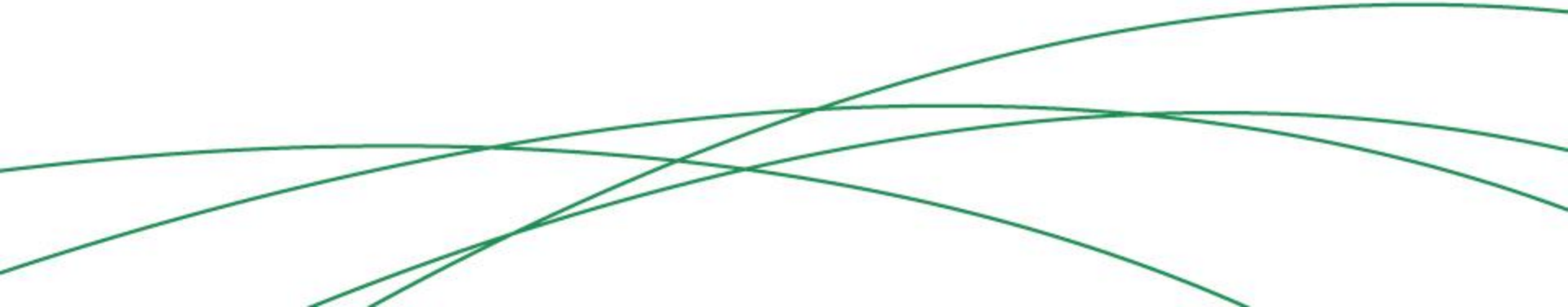
Brain Waste: What Does It Mean?

Size of College-Educated Immigrant Population & Share Experiencing Brain Waste



Source: Untapped Talent, 2016. Migration Policy Institute, WES and NAE

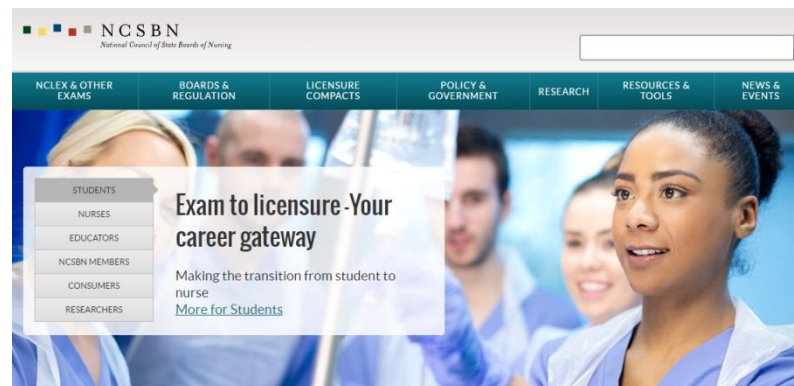
Agenda

- Part I. Overview of the Field of Nursing
 - Part II. Licensing Process
 - Part III. Resources and Programs
 - Part IV. Q&A
- 

Part I: Overview of the Field of Nursing

What do you need to know first?

- Regulated professions are professions that **require a license or certification** for entry.
- Each state has a **separate licensing process** for regulated professions.
- National associations, such as **National Council of State Boards of Nursing (NCSBN)**, can provide useful information.



Working in the U.S. as a Nurse

- Nursing career options and educational requirements
 - Nursing Aide (NA)
 - Certified Medical Assistant (CMA)
 - Licensed Practical Nurse (LPN)
 - Registered Nurse (RN)
 - Advanced Practice Registered Nurse (APRN)
- Ways of entering the nursing field
 - Gain U.S. experience in entry-level professions
 - Enroll in degree programs to gain access higher-level jobs

Source: Career Pathways in Nursing: Using Your Foreign Education in the U.S., 2018

What is a Registered Nurse (RN)?

- A RN plays an integral role in the healthcare arena.
- A RN is likely required to obtain an associate or bachelor's degree.
- Possible RN job titles, for example:
 - Chief nursing officer, nurse anesthetist, critical care nurse, clinical nurse manager, labor and delivery nurse, patient educator

What's it like to work as a nurse in the U.S.?

- Let's ask Andy!
 - What made you choose this career?
 - What is a typical day at work like?
 - What are the most rewarding aspects of your job as a RN?
 - What were your experiences working as a RN in Ecuador and in the U.S.?



Part II: Licensing Process

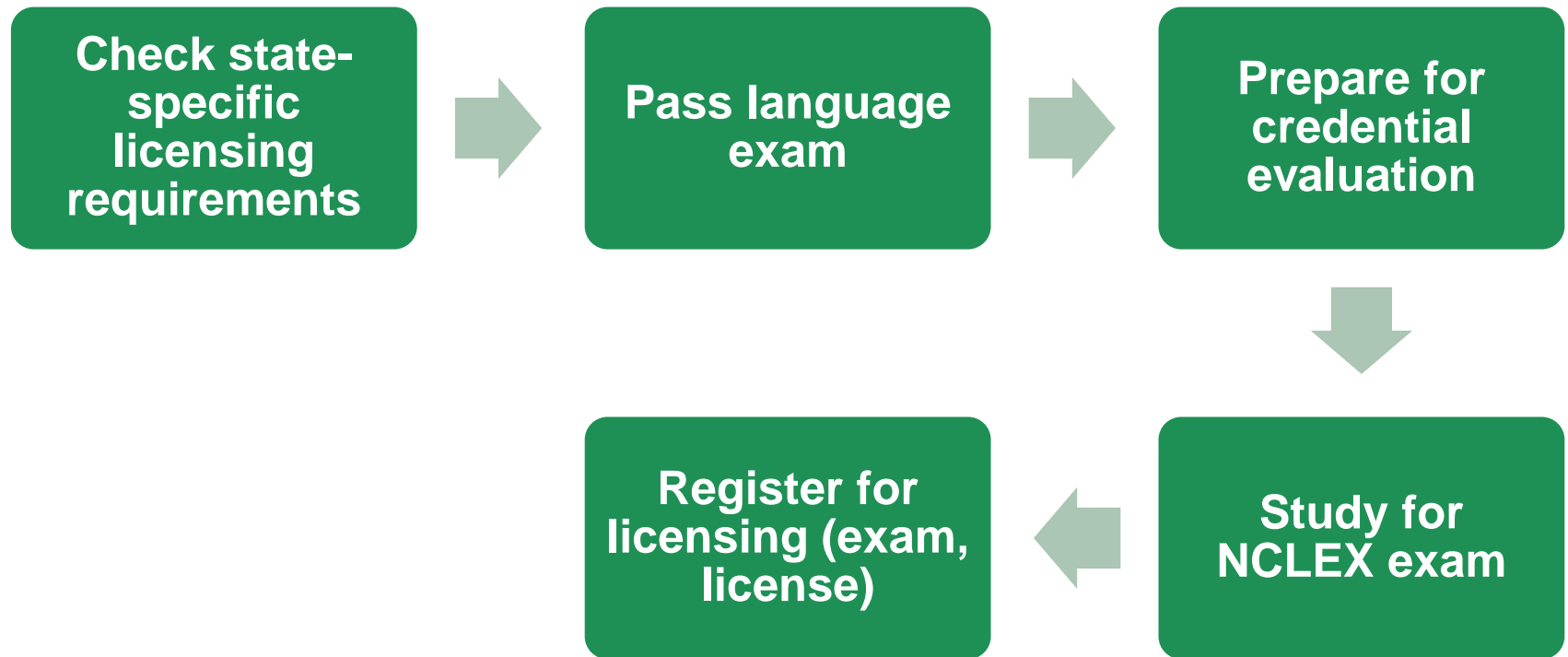
Are you ready?

If you decide to pursue licensing, you may need to consider:

- Education
- Language
- Licensing exam
- Finance
- Time




What are the basic steps in the process?



Where can you find state-specific information?

Contact **National Council of State Boards of Nursing** (NCSBN) for state-specific licensing requirements (education, language, examination)

 **NCSBN**
National Council of State Boards of Nursing

NCLEX & OTHER EXAMS

BOARDS & REGULATION

BOARDS & REGULATION

About U.S. Boards of Nursing

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Contact a Member Board

Filing a Complaint

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Education

+

Licensure

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Practice

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Discipline

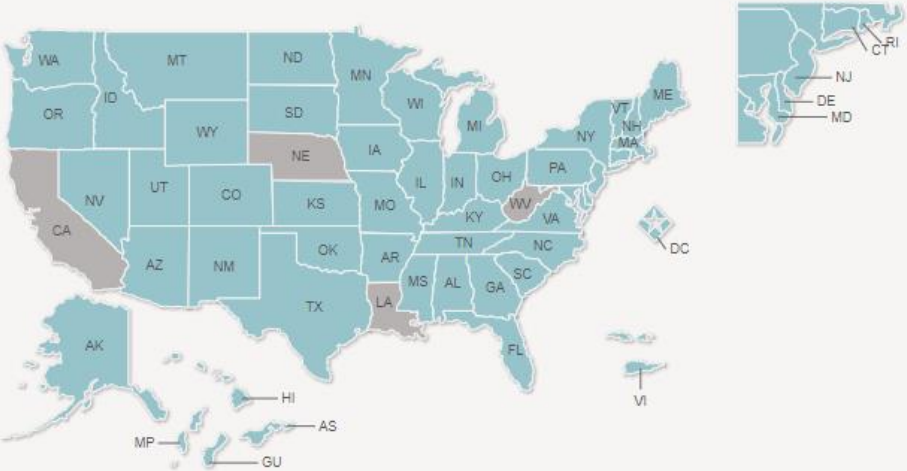
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The National Nursing Database

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Global Regulatory Atlas

Contact a Member Board



■ 1 MEMBER BOARD ■ 2 MEMBER BOARDS

Please Select a State

Source: ncsbn.org/contact-bon.htm

How do you assess your language skills?

- Consider taking **initial assessment** of your English fluency
- Consider taking **ESL classes / language practice** to improve your English
- Prepare for **language exam** (TOEFL, IELTS, etc.)

How do you evaluate foreign credentials?

- Credential evaluation **compares the education** you received in your country to a similar degree or diploma in the U.S. and provides a degree equivalency.
- **Additional classes** may be required after initial credential evaluation.
- Pay attention to **the timeline**, as evaluation report may expire.

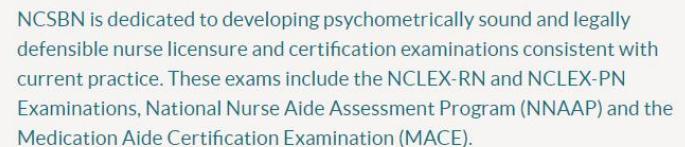
How do you study for the NCLEX exam?

- NCLEX-RN and NCLEX-PN exams test processes that are fundamental to the practice of nursing.
 - Both exams are administered by NCSBN.
 - NCLEX exams are computer adaptive with an unusual passing standard (logit 0.00).
 - All RN candidates must answer a minimum of 75 items with a maximum of 265 over 6 hours. More in NCLEX test plans.

Source: ncsbn.org/nclex.htm



Follow registration instructions on
NCSBN or PearsonVUE



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What's it like going through this process?

- Let's ask Andy!
 - What was the biggest challenge for you when you decided to pursue licensing?
 - How did you cope with it?
 - Would you share some advice or suggestions on preparing for this process?



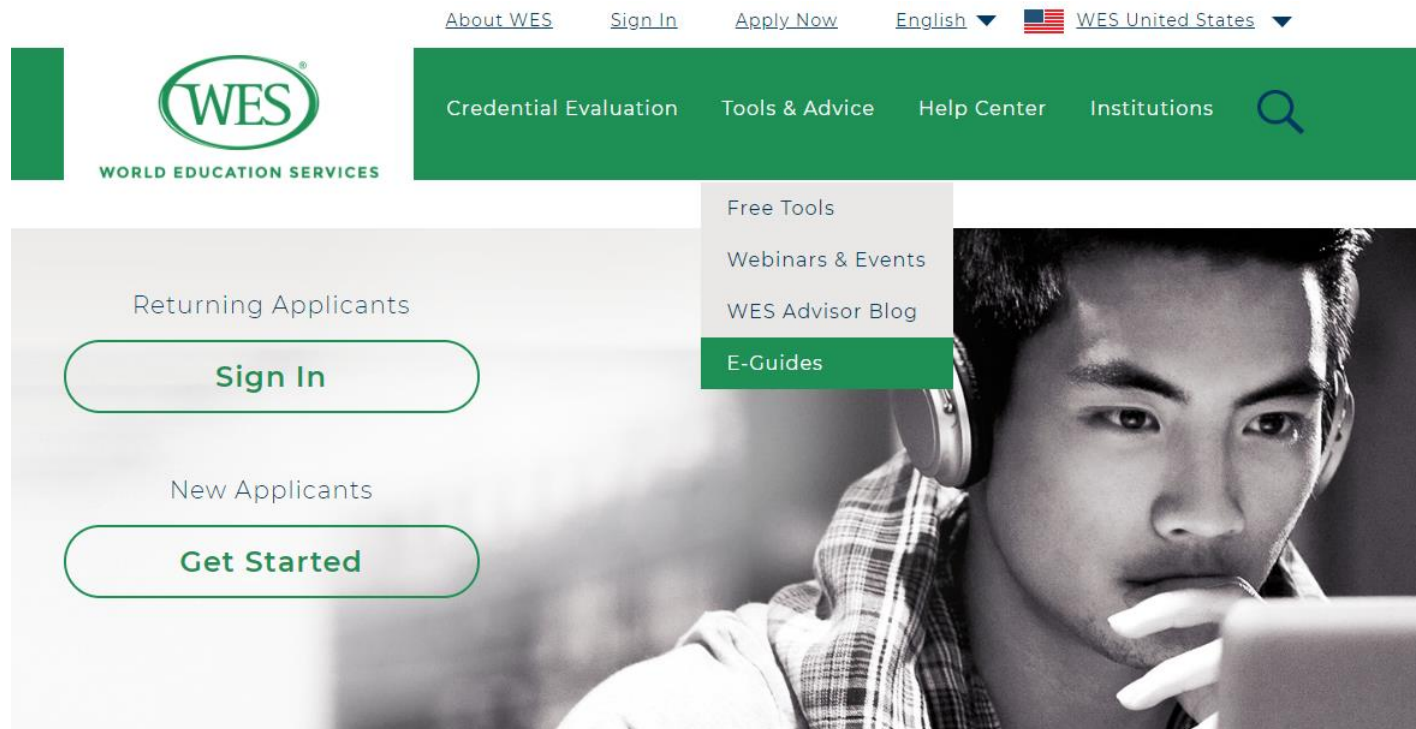
Can I still work in the healthcare field without a license?

- Consider **related** careers, for example:
 - Allied health careers
 - Healthcare interpreter
 - Homecare assistant/aide
- Consider **alternative** careers, for example:
 - Medical sales representative
 - Hospice coordinator
 - Health insurance claims specialist
 - Community health worker
- Identify **transferable skills** and include them in your resume

Part IV: Resources & Tools

WES Career Pathways Guide

WES Global Talent Bridge's **Career Pathways Guides** (hereafter, *Pathways*) are a series of free publications that provide resources and guidance to internationally trained immigrants seeking to use their foreign education in the United States.



What topics are covered in *Pathways*?

For a particular professional field:

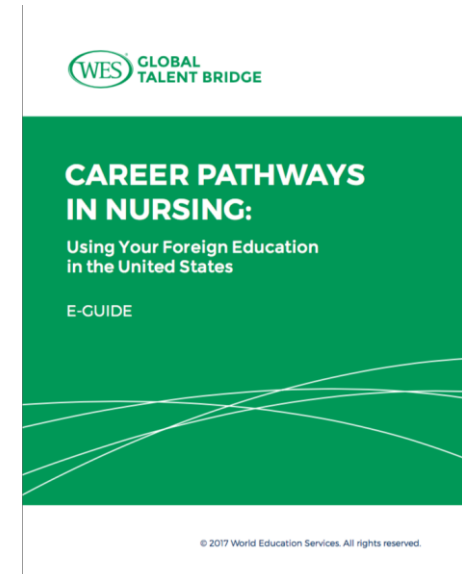
- How their field is **defined** in the U.S.
- How to gain education **recognition**
- **Academic requirements** in their field
- **Licensing and certification** requirements
- **Transferable skills** and how to apply them in **related/alternative careers**

Tools and Resources:

- Clear **outlines** of educational pathways
- **Step-by-step** guides for licensing/certification with links to state-specific information
- **SMART Goal worksheet** for planning
- **Case studies** in each field
- **Helpful tips** and additional resources

WES Career Pathways Guide in Nursing

- Your career pathways in the U.S.
- The nursing profession in the U.S.
- Gaining recognition for your foreign education
- Licensing and certification requirements in nursing
- Transferable skills and using them in related or alternative careers



Source: knowledge.wes.org/GlobalTalentBridge-Eguide-Career-Pathways-Nursing.html

Contact Welcome Back Centers

- **Welcome Back Centers**

- For healthcare professionals

Boston, MA

San Diego, CA

Rhode Island

Puget Sound, WA

Colorado

Suburban Maryland

New York

Northwest Washington

Maine

Philadelphia, PA



Source: wbcenters.org

Find Local Programs to Help You

- Chicago Bilingual Nurse Consortium
- Immigrant & Refugee Community Organization, NCLEX prep program
- Professional Immigrant Bridge Employment Project, Foreign Trained Health Professionals Program / International Medical Graduate Assistance Program

Find more programs on [IMPRINT Program Map](https://imprintproject.org/program-map)
(imprintproject.org/program-map)

Source: imprintproject.org/program-map

What have we learned so far?

- Nursing is a **regulated profession** and each state has its own licensing process.
- Contact **NCSBN** for state-specific licensing information (including **NCLEX** exam and credentialing services).
- Consider **related or alternative** careers to work in the healthcare field.

Part V: Q&A



QUESTIONS AND COMMENTS

Please enter your questions into the chat box
to your right (send to Host and Presenter)

Access Our Resources

- Chicago Bilingual Nurse Consortium
chicagobilinguallnurse.org, CBNC247@gmail.com
- Career Pathways in Nursing: Using Your Foreign Education in the United States
knowledge.wes.org/globaltalentbridge-eguide-career-pathways-in-education-using-your-foreign-education-in-the-united-states.html





Our Expertise. Your Success.

THANK YOU

Need more information?

Email: nyc@wes.org