



SALUTE  
to Nurses



# Key Nursing Statistics

**M**uch has been made about the severe nursing shortage sweeping the United States, and a recent study underscores the importance of more young healthcare professionals entering the field.

The National Nursing Workforce Study, polled more than 260,000 registered nurses (RN) and licensed practical/vocational nurses (LPN/VNs), uncovering a broad range of statistics that tell the story of today's nursing industry.

It found, among other issues, that more minority and male nurses are needed to round out the workforce. It also reported on topics like salary, education

level and types of specialty experience many nurses possess.

## THE NUMBERS

Below are some of the primary findings of the study. Reach out to your local workforce organization to learn more about the nursing industry in your area.

Share what you learn with students and professionals in

your network to help turn the tide on the national nursing shortage.

- There is an increasing proportion of men in the RN workforce, with 5.8 percent male among respondents licensed prior to 2000 growing to 14.1 percent listed between 2013 and 2015.

- 19.5 percent of the RN respondents identified as racial or ethnic minorities.

- 6.7 percent of the RN workforce were foreign educated.

- 42 percent of RNs had a bachelor of science in Nursing or higher degree as their initial credential, while 65 percent had obtained a baccalaureate or higher degree in any field.

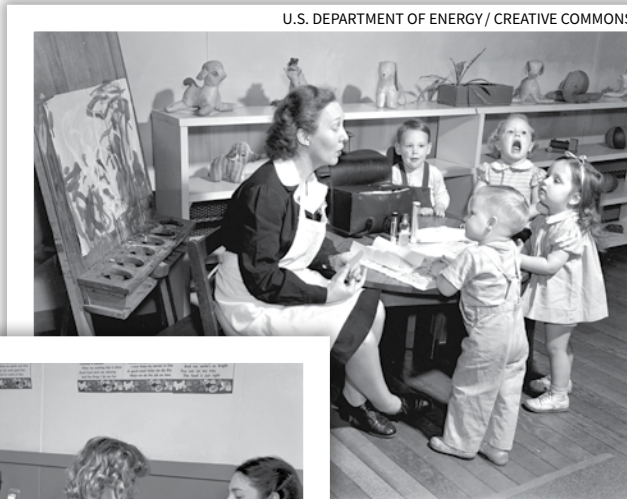
- The median salary for female RNs was \$64,000; the median salary for male RNs was \$72,000.

- The median earnings for

female LPN/VNs was \$38,000; the median earnings for male LPN/VNs was \$43,200.

- 51.2 percent of RNs reported never utilizing telehealth methods to deliver patient care.

- 30.1 percent of LPN/VNs reported that their primary employment setting was a nursing home or extended care, followed by 15 percent home health and 10.8 percent hospitals.



# Nurses Week History

**N**ational Nurses Week begins each year on May 6 and ends on May 12, which was Florence Nightingale's birthday.

As of 1998, May 8 was designated National Student Nurses Day, to be celebrated annually. And as of 2003, National School Nurse Day is celebrated on the Wednesday within National Nurses Week each year, according to the American Nurses Association. Nightingale is known as the founder of modern nursing.

The legendary nurse lived to be 100 years old and introduced sanitation protocols in hospitals where the mortality rate was seven times higher than the battlefield. With Nightingale's efforts, mortality rates in hospitals were reduced by more than half.

## HISTORY OF NATIONAL NURSES WEEK

National Nurses Week has been a mainstay of our country to recognize and celebrate the efforts of nurses everywhere.

Here are some years that proved vital to the formation of National Nurses Week, according to the ANA:

### 1954

"National Nurse Week" was observed Oct. 11-16. This year marked the 100th anniversary of Florence Nightingale's famed mission to Crimea.

### 1974

In January, the International Council of Nurses (ICN) proclaimed that May 12 would be "International Nurse Day." In February of that year, a week was designated by the White House as "National Nurse Week," and President Nixon issued a proclamation.

### 1982

In February, the ANA Board of Directors formally acknowl-

edged May 6, 1982 as "National Nurses Day" with a joint resolution of the United States Congress designating May 6 "National Recognition Day for Nurses."

## HOW YOU CAN CELEBRATE

The 2018 National Nurses Week is being branded with the tagline, Inspire, Innovate, Influence.

Here are some ways you can celebrate the special week:

### GET SOCIAL

Are you a nurse or do you know someone who is? Take a selfie and post it to the ANA's

social media feeds.

There you will find other nursing-focused posts to celebrate nurses across the world. Make sure to tag your post with #NationalNursesWeek to help connect with others who are celebrating.

### JOIN A RALLY

Research your local community calendar to see if there are any nursing happenings planned. Many cities will host rallies or events to publicly celebrate the profession.

Check out [nursingworld.org/nationalnursesweek2018](http://nursingworld.org/nationalnursesweek2018) to find a full toolkit of ideas, useful information and resources.

# Role of a Traveling Nurse

**T**hanks to technology, the nursing profession is more mobile than ever before. Trained nurses can take their services to patients across the country without being affiliated with a specific healthcare organization.

This flexibility allows traveling nurses to make their own hours and take on the jobs they want, as long as the demand for their services is strong.

Traveling nurses can play vital roles in hospitals, rehabilitation centers and various other care facilities. They are generally employed for short- or long-term assignments, many of which start around the 12-week mark.

## TRAVEL NURSE REQUIREMENTS

Here are some typical requirements for a travel nurse, according to various descriptions researched from the career services job board Indeed.com.

- Graduate from an accredited school of Nursing, BSN preferred;
- Minimum 2 years specialty experience, for example medical surgical or pediatrics;
- Current state licensure or compact license;
- BCLS required;
- ACLS preferred; and
- Other credentials may be required by client facility.

## FILLING A CRITICAL GAP

Travel nurses make it possible for healthcare organizations to complement their staff by hiring support staff during peak times.

This workflow fluidity helps hospitals and urgent care cen-

ters have someone on call for emergency situations or when full-time staffing cuts are expected.

## TRAVEL NURSING PERKS

The major benefit of travel

nursing is the freedom to choose where you live and work. Travel nurses often move locations a few times per year, allowing them to build new relationships and check out different parts of the coun-

try.

Pay for travel nurses is competitive, and the healthcare industry is one of the fastest-growing industries in the career world.

If traveling while building

your career is an attractive proposition for you, travel nursing may be the job for you. Check with your local university or community college to see how to get started in the profession.



# What Makes a Good Nurse?

We all likely have interacted with a high-quality nurse, either directly or indirectly. What makes them so relatable to patients? What personal characteristics make them great at their jobs?

Nurses are special people skilled in both fast-paced settings and more intimate moments with patients and their families.

They take pride in remaining calm under pressure and collaborating with physicians to make decisions that have long-lasting impact.

Read on for some key personality traits of nursing professionals. If you're considering becoming a nurse, try to emulate these characteristics as you build your skillset.

## COMPASSION

The nurse-patient relationship is unique. Patients depend on nurses to deliver critical care in sometimes harrowing situations. Nurses depend on physicians for the directives they must carry out.

We put a great deal of trust in our nurses to responsibly and competently execute a quality care plan. If you're a nurse, you understand the importance of not only following best practice standards, but also the importance of delivering excellent care to patients through compassion and empathy.

## SELF-DIRECTED

Nurses are highly collaborative but able to take charge when needed. On many shifts, nurses may be responsible



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for multiple patients in various rooms. Being able to create an effective plan to care for these patients is critical to a nurse's success.

Nurses must be focused and careful when it comes to administering IVs, dispensing medication or delivering news. The best nurses are confident in themselves and skilled in taking control

of high-stress situations.

## RELATIONSHIP-FOCUSED

Nurses continuously work with medical professionals from across the organization. This includes physicians, technicians, office staff and administration. A nurse who struggles with relationship-building can hold the team

back in delivering outstanding patient care.

Being relationship-focused means taking the time to learn about others around you. Talk with people with sincerity and authenticity – and watch your relationships thrive. This goes for colleagues, community partners and, of course, your patients.



# Starting a New Job

The nursing profession allows for great career flexibility and advancement, but sometimes that requires leaving your current healthcare organization for a new opportunity.

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If you're starting a new nursing role, you know the feelings of anxiety and self-doubt that come with the process. Have you made the right decision? Will this new opportunity really be the right step for you?

These feelings are completely natural. The key to overcoming them will be getting off on the right foot as you transition into your new role.

Read on for tips on how to navigate a career progression in the nursing field.

## **DON'T GO AT IT ALONE**

At this point in your career, you have likely found some mentors. Rely on them for advice and guidance as you make your next career move. Ask for the help in

researching the organization and the leadership staff already in place.

If your mentor has been in the industry long enough, he might know some of the staff members at your new workplace. Leveraging these kinds of relationships can give you a big head start as you enter a new job.

## **BUILD IMMEDIATE BONDS**

Walk into your new organization with the goal of forming new relationships from day one. Be open and honest in your conversations as you learn the ropes. Admit to the feelings of discomfort associated with taking on a new role.

Your team members will rally around you to make sure you're at ease.

Socialization is crucial to forming these bonds, so do not turn down opportunities to get together after work. These off-hours sessions can be instrumental in building team camaraderie.

## **SET GOALS**

Do you have some immediate and long-term goals in taking this new role? Maybe you're focused on becoming a charge nurse in the emergency room, or earning a master's degree in nursing through night courses as you hold down regular hours.

Whatever your priorities, it is important to have goals with your new organization. Communicate these objectives to your superiors so they can advocate for you and cheer you on as you succeed.

# Handling Rotating Shifts

Life for a nurse can be hectic. With fluctuating schedules and high-stress situations, the nursing profession requires patience and the ability to handle multiple challenges.

A rotating shift consists of morning, evening and night shifts altering during the month. This type of schedule can help prevent burnout, especially for nurses who work in organizations serving high volumes of patients.

The next time you chat with a nurse, let her know you appreciate the long hours she is putting in. You might just make her day.

## VARIABLE SCHEDULES

Many nurses work multiple days in a row with multiple days off. This can take some getting used to but is generally a preferred setup for professionals in the demanding health care field.

Nurses who work variable shifts have to be ready for anything, all while maintaining an energy level and focus that results in optimal performance.

Here is what a variable shift might look like in a given week:

- 7 p.m. to 7 a.m. on Monday night;
- 11 a.m. to 11 p.m. on Wednesday; and
- 3 p.m. to 3 a.m. on Thursday

Adjusting your work-life balance around a changing schedule can be difficult. Pulling it off requires an under-

standing of what your body and energy level can handle.

## DIET AND EXERCISE ARE KEY

When it comes to preparing your body for challenging, inconsistent work schedules, the way you treat it can make a big difference in your sustainability.

Professionals lacking regular sleep should look to vegetables for the vitamins and minerals they need to balance their workloads.

Eat a healthy balance of colorful vegetables every day and watch your energy level increase. Avoid foods high in carbohydrates to avoid crashing when your energy runs out.

Looking for something more custom? Meet with a local dietitian — or one who works at your healthcare organization — to put together a custom nutrition plan for you.

Hydration also is a key factor in maintaining your body. If you have trouble remembering to drink water during your shift, schedule a personal water and bathroom break to coincide with a patient's routine medication or check-in. This will keep you on track as you keep up with your work responsibilities.





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# Great Gifts For Nursing Grads

With graduation seemingly always around the corner, now is the time to start planning a great gift for the nursing grad in your life.

She is preparing for a career full of surprises, challenges and serving others. So put on your creativity cap and find some gifts that are both practical and show your appreciation for her dedicated service.

Below are four ideas that are sure to please your grad.

## WEARABLE TECHNOLOGY

Nurses are busy taking vitals and tracking healthcare metrics for their patients, but what about their own health and well-being?

Smart watches allow nurses to keep an eye on their hydration level, calories burned and general activity level.

They also are effective in keeping them on time for critical meetings and rounds with physicians.

Find a watch that is waterproof, as nurses are continuously washing their hands or assisting patients with cleaning and bathing needs.

## STETHOSCOPE

An engraved stethoscope is a great gift idea with built-in symbolism for the journey your special nurse is about to embark upon.

This gift also is highly practical, with nurses using stethoscopes on a daily basis. Be sure to have an idea of what brand your grad prefers to use.

There are many options on the market and you'll want to make certain that you're selecting one he will put to good use.

## A GOOD PAIR OF SHOES

Speaking of practical gifts, what nurse doesn't need a great pair of shoes? Nurses are on their feet the majority of their shifts, so comfortable footwear is essential to their performance.

Ask your grad if they prefer clogs or a more athletic look. Depending on their answer, you'll be able to find great options at your local healthcare services company or professional

uniform business.

## PAY FOR AN ASSOCIATION MEMBERSHIP

If you're looking to help your nursing grad become more established in his career, paying the annual dues for a prominent career association is a great gift.

Search online for local chapters of national nursing organizations. Find out how much it costs to join and offer to foot the bill.

Joining the right association can open all sorts of networking opportunities as your grad looks to break into the industry.