



SE5: Nursing education opportunities are provided for those interested in a nursing career.

Provide one example, with supporting evidence, of a career- development opportunity provided by the organization for non-nurse employees or members of the community interested in becoming a registered nurse. This example may include community partnership activities.

Example 1: Career Growth Task Force and Education Fair

The UVA Health System Mission Statement describes its commitment to “the training of health professionals, and the creation and sharing of health knowledge within a culture that promotes equity, diversity and inclusiveness.” With employment of more than 6,000 individuals, more than 2,000 of whom are nurses, reaching out to develop non-nurses within our own organization fully embodies the intention of this statement.

One segment of the organization’s workforce population poised to enter the field of nursing is unlicensed assistive personnel. Our Patient Care Assistants (PCAs) and Patient Care Technicians (PCTs) are individuals who have already demonstrated an interest in healthcare and are working alongside nurses. They have an understanding of the nursing role and may only need the right information and encouragement to pursue a nursing education.

The PNSO Professional Development Committee began using a task force structure to generate focused work on priority goals. These include Competency, Certification, Mentorship, Peer Review, Recognition and the Career Growth Task Force. [Exhibit SE5.a](#) is the minutes from the February 2014 Professional Development meeting, which list the final determination and leadership of each task force. ([Exhibit SE5.a: 020614 Professional Development Committee Minutes](#)) The Career Growth Task Force focuses on opportunities for all UVA nurses and non-nurses desiring to develop their professional careers. Activities include promoting formal education through education resource fairs, encouraging systematic approaches to document participation in educational programs, and facilitating educational sessions for those who work the night shift.

One strategy the group is using to promote nursing and career progression within the discipline is education fairs. Twice a year, the task force hosts fun events in a central location offering information about nursing programs, organizational supports and resources and providing the chance to interact with nurses and unlicensed assistive staff who might be interested in becoming nurses. On June 18, 2014, during the organization’s PCA/PCT Recognition week, the group hosted a special event for PCAs and PCTs. It provided an opportunity to both recognize their important work and contributions and offer information and support to consider becoming a nurse. The planning for this event included coordinating with local and regional schools of nursing



to attend and staff a booth during the fair. ([Exhibit SE5.b: 051614 Education Fair Minutes](#))

The task force sent invitations to the event via email and also handed them out to PCAs and PCTs who attended other recognition events earlier in the week. ([Exhibit SE5.c: Education Fair Invitation](#)) PCAs and PCTs were honored and thanked during the event with an ice cream bar. As attendees ate their ice cream, they interacted with the school representatives and practicing nurses. The UVA Human Resources department was on hand to promote our educational assistance program. Also at this event, former PCAs and PCTs who had successfully achieved nursing degrees staffed a “Friendly Advice Stand.” The advice experts at this stand helped to clear up any confusion about certain programs as well as share personal stories. The Career Growth Task Force members were on hand to welcome and encourage attendees.

The event was well attended, with 109 PCAs, PCTs and other assistive staff signing into the event. ([Exhibit SE5.d: Education Fair Attendance Roster](#)) The PNSO will be hosting its fall education fair in September 2014. The PNSO efforts to build and promote the discipline of nursing are enhanced by the organization’s robust support for tuition reimbursement and commitment to developing all employees.

Participants:

SE5 Table 1. Participants: Career Growth Event Planners

Name	Discipline	Title	Department
Stefenie Siebeking	Nursing	NEC II	Nursing Education Services
Mimi Tornrose	Nursing	NEC II	Nursing Education Services
Mike Miller	Administrative Support	Project Coordinator	Office of Nursing Governance Programs
Allie Tran	Nursing	RN Clinician III	MICU
Jodean Chisholm	Nursing	Nurse Manager	3 Central
Marian Lawson	Nursing	Quality Manager	Heart and Vascular Center
Cindy Southard	Nursing	Nurse Manager	3 East
Holly Hintz	Nursing	Director, Nursing Practice & Research	Office of Nursing Governance Programs
Kirsten Gibson	Administrative Support	Administrative Specialist	Office of Nursing Governance Programs
Kathy Haugh	Nursing	Professor	UVA School of Nursing
Kim Drewry	Nursing	Advanced Practice Nurse 1, Nurse Practitioner	Breast Clinic



Robin Passantino	Nursing	RN Clinician III	4 Central
Jacqueline Roper	Nursing	RN Clinician II	5 Central
Susan Strack	Nursing	RN Clinician II	OR
Karin Roberts	Nursing	RN Clinician II	5 West
Elizabeth Taliaferro- Jones	Nursing	Professor	UVA School of Nursing