

## OTHER RESOURCES

### Organizations and Websites:

Discover Nursing

Diversity Nursing.com

MinorityNurse.com

National Association of Hispanic Nurses

National Black Nurses Association

National Coalition of Ethnic Minority  
Nurse Associations

Philippine Nurses Association of America

### For Men in the Profession:

American Assembly for Men  
in Nursing (aamn.org)

### Career Tools:

Scholarships for Minorities in Nursing

ExploreHealthCareers.org

## MORE QUESTIONS?

Contact the California Board  
of Registered Nursing  
at (916) 322-3350 or visit  
[www.rn.ca.gov](http://www.rn.ca.gov).

# CONSIDER A REWARDING CAREER IN NURSING!



*A career in nursing provides opportunities to work with diverse people, communities, systems and technology, and offers financial stability with a flexible work schedule.*



## NURSING TODAY

Healthcare is one of the fastest-growing occupational industries (U.S. Census Bureau). Nursing is one of the largest populated careers in the United States, providing jobs for more than 2.7 million people nationwide (Bureau of Labor Statistics, 2015) and offering a wide variety of opportunities for those committed to caring for others. The profession offers a choice of many different specialties and emphasizes critical thinking, scientific evidence-based practice, clinical skills, patient protection, and advocacy.

Increased numbers of people with health insurance coverage has increased the demand for healthcare services. A large number of nurses are preparing to retire from the workforce, and the aging of our population is increasing the need for long-term healthcare and end-of-life services.

A predicted shortage of healthcare providers has created a need for recruitment and retaining to increase the pool of Registered Nurses (RNs). A high priority is increased recruitment of men, including those with ethnically diverse backgrounds. **It is a great time for men to consider a career in nursing!**

## OPPORTUNITIES AND BENEFITS

Currently, the largest percentage of nurses is women. However, the number of men in the profession has continuously grown over the last several decades (2011 American Community Survey) as more men discover the richness of career opportunities available in the nursing profession.

According to recent surveys, Registered Nurses have very low unemployment rates because of high demand for skilled nursing care, and annual salaries range from \$60,700 to \$162,900.

## NURSING OCCUPATIONS AND WHAT THEY DO

**Registered Nurse**—Assess patient health problems and needs, develop and implement nursing care plans, maintain medical records, and administer holistic healthcare. Average pay is \$60,000-plus.

**Nurse Anesthetist**—Administer anesthesia and monitor patients' recovery from anesthesia. Specialized graduate education is required. Average pay is \$150,000-plus.

**Nurse-Midwife**—Diagnose and coordinate all aspects of the birthing process and provide gynecological care. Specialized graduate education is required. Average pay is \$80,000-plus.

**Nurse Practitioner**—Diagnose and treat illnesses and order, perform, or interpret diagnostic tests. May prescribe medications and work as healthcare consultant. Graduate education after completion of a basic RN education program is required and can include specialization in areas such as pediatrics, geriatrics, women's health, mental health, family practice, and more. Average pay is \$80,000-plus.

## WHAT IT TAKES

There are many routes to travel to arrive at a nursing career. Whether you're still in high school, a college student, or weighing a career change, consider a career in nursing that will allow you to make a positive difference in the lives of others while also achieving your personal and financial goals. The California Board of Registered Nursing (BRN) has resources to assist you with exploring and planning your nursing career.

## GETTING FROM POINT A TO POINT B

A U.S. high school education or the equivalent as described in Section 1412 of BRN's regulations is required to become a Registered Nurse. Individual nursing schools vary in their nursing course prerequisite and nursing program course requirements.

If you are about to enter or are still in high school, you should follow a college preparatory plan to provide a strong basis for your nursing studies at college. Talk to your high school guidance counselor and visit the websites of the California nursing schools you are considering.

If you have already completed high school, visit the websites of the California nursing schools you are considering. Review their requirements for admission to the college as well as admission to the nursing program. Make an appointment to meet with a college admissions counselor for an evaluation of your individual situation to determine what courses you will need to take and how to meet requirements for nursing program admission.



## CHOOSING A PROGRAM

In California, there are several types of pre-licensure nursing programs and two alternative routes to become a Registered Nurse:

**Associate Degree in Nursing (ADN)**—Takes 2–3 years. Offered at many private and public community colleges. Prepares you to provide registered nursing care in a variety of settings with opportunities to advance into administrative and leadership positions.

**Bachelor of Science Degree in Nursing (BSN)**—Takes 4 years. Offered at many public and private colleges. Prepares you to provide registered nursing care in a variety of settings with opportunities to advance into administrative and leadership positions.

**Entry Level Master's Degree in Nursing (ELM)**—Designed for adults who have a baccalaureate degree in another field and wish to become registered nurses. Takes 1-2 years depending on how many nursing course prerequisites you have already completed. Graduate receives a master's degree in nursing.

**LVN 30-Unit Option**—Designed as a career ladder for California Licensed Vocational Nurses (LVN) to become Registered Nurses. Takes approximately 18–24 months. No degree is granted upon completion. You must obtain an LVN license prior to pursuing this option. Some states do not recognize California's LVN 30-Unit Option and will not issue an RN license to these LVNs. Therefore, many LVNs choose to complete an ADN or BSN program to earn a degree that provides greater career flexibility and mobility. Most ADN, BSN, and ELM programs grant credit toward the degree for some of the coursework completed to become an LVN.

**Military Education/Experience**—California law permits those with military education and experience to take the national RN licensure examination if they have completed RN-level education and clinical experience.



## SELECT A COLLEGE AND APPLY FOR ADMISSION

Visit the websites and campuses of the colleges in the geographic areas of interest to you. You can choose from over 140 California nursing schools.

Review entry requirements of the colleges you are considering.

Apply at more than one college to give yourself options. Many colleges have limited space for nursing students.

Please visit: [www.rn.ca.gov](http://www.rn.ca.gov) for a complete listing of registered nursing schools located throughout California.

## CONSIDER COSTS

The cost of a nursing education program can vary greatly depending on the college and the degree program. However, cost does not have to be a barrier since opportunities abound for scholarships, loans, and loan forgiveness programs. Visit the "Financial Aid Information" section of the Board's website for more information.