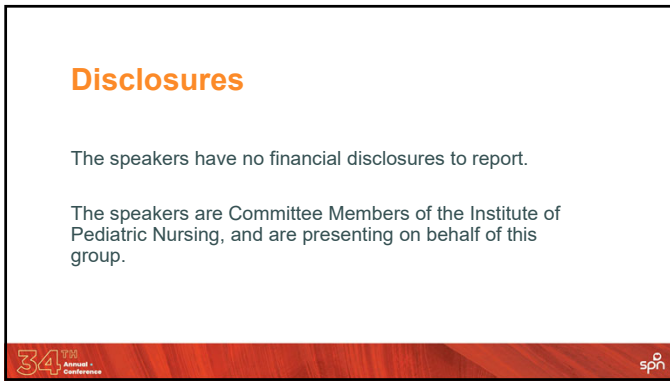




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Learning Objectives

- Describe a tool to promote interest in pediatrics
- Identify activities to foster student engagement with potential career pathways
- Explain strengths, skills, and steps needed to achieve peak role fulfillment

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About PNCB



- Established in 1975
- Largest organization in the world for pediatric nurses – RNs and APRNs
- 56,000+ actively hold at least one of our four credentials:
 - Certified Pediatric Nurse (CPN)
 - Acute Care Pediatric Nurse Practitioner (CPNP-AC)
 - Primary Care Pediatric Nurse Practitioner (CPNP-PC)
 - Pediatric Primary Care Mental Health Specialist (PMHS)
- Offers certification, continuing education, and competency development for all pediatric nursing professionals

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About IPN



- A thought leader committee of the PNCB
- Created to optimize the health and well-being of children, youth, and their families through the development of a sustainable, highly qualified pediatric nursing workforce
- Provides resources to nurses, students, educators and parents
- Free to all through our webpage www.ipedsnursing.org

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IPN Priorities

Strategic Priorities

- Growing strategic partnerships
- Develop future pediatric leaders

Campaign for Pediatric Nurses

- Free downloadable resources

Future of Pediatric Nursing

- Study of the profession and workforce

Choosing Wisely
Promotes informed patient-provider dialogue about appropriate healthcare treatments and tests

Research and Resources

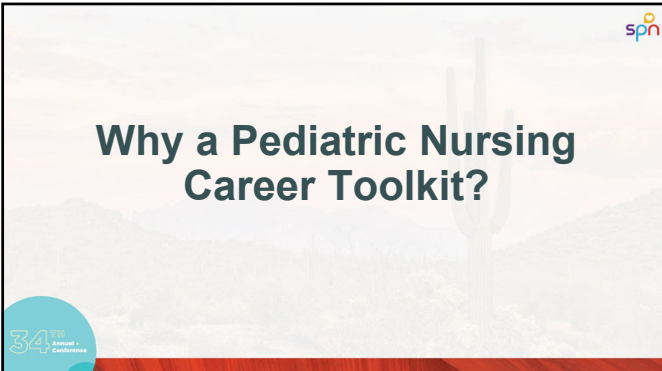


- <https://pedsnursing.org/campaign-pediatric-nursing>
- <https://pedsnursing.org/nurses/pediatric-mental-health-trauma-and-safety-resources>

Trendwatching
Residency programs, alternative clinical sites
Child health statistics




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Why a Pediatric Nursing Career Toolkit?

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Background

- Attracting nursing graduates to pediatrics has many challenges
- Decreased pediatric content in nursing curricula and the lack of pediatric clinical experiences can deter students from pursuing careers in our specialty

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Challenges

- Decreasing pediatric content and exposure
- Difficulty finding clinical placements
- Geographic distance from children's hospitals
- Lack of pediatrics in community hospitals
- Lack of resources for Pediatric Mental Health
- Myth you have to start with adult med-surg

It's an old myth...

Some people say you should work adult med-surg before going into pediatrics.

That's just not true.

If pediatrics is your calling, start there, because you can't just throw adult nursing knowledge down to kid-sized.

You know children aren't little adults.

And you'll be happier starting out where your heart belongs.

**Start your future today.
Choose pediatric nursing.**



IPN
International Pediatric Nurses
PN
OB
Pediatric Nursing

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Additional Challenges

- Lack of Gender Diversity
- Lack of Ethnic and Racial Diversity
- Lack of representation from the LGBTQ+ community




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The Issue

- Pediatric nursing offers many roles and ways to lead at the bedside and beyond
- But awareness and reliable resources can be lacking

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Planning Process

In a 2022 strategic planning session, the IPN explored ways to:

- Communicate the value of the specialty
- Develop future leaders at the bedside and beyond
- Involve educators in promoting peds careers



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Planning Process

Through group discussion and resource sharing, an IPN Work Group explored formats and roles:

- Infographic format selected
- 11 roles chosen, a mix of RN and APRN
- More roles in development



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Goals for the Initiative

- Enhance student strategic thinking and career planning skills
- Make it easy for educators to raise awareness of pediatric nursing
- Encourage more new nurses to choose pediatrics
- **Bonus goal!** retain experienced pediatric nurses by showing pathways to grow and advance within peds



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Early Exposure to Career Planning

Benefits include learning about:

- A variety of career pathways
- Professional development
- Respected membership organizations
- Identifying mentors
- Specialty certification

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Pathway Features

Each infographic provides:

- The role name
- RN or APRN tag to distinguish pathways, where applicable
- A brief down-to-earth description



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Pathway Features cont.

- Ideal skills or personality traits
- Keywords

- Passion for data and how it can improve child health
- People skills to mentor and manage staff supporting research projects and grant funding opportunities
- Writing skills for grants, reports, journal articles, and research protocols

Keywords

- Scientific Breakthrough
- Curious
- Detail Oriented
- Foresight to explore the "what," "how," and "why"

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Pathway Features cont.

- Specific steps to achieve the role

Career Steps

- 1** Obtain your BSN and pass the NCLEX exam. Apply for RN licensure through your State Board of Nursing, then gain work experience as a pediatric RN.
- 2** Pursue either a PhD or a doctorate of nursing practice (DNP) with a research/evidence-based practice focus.
- 3** Seek your Certified Pediatric Nurse (CPN) credential from PNCB.
- 4** Participate in research studies, translation of knowledge, and other scholarly activities (writing, publishing, presenting, grant writing, teaching evidence-based practice, etc).
- 5** Identify a nurse scientist mentor in order to learn about the unique role and qualifications needed, as well as how to structure a program.
- 6** Start your job search of PNCB's career center: <https://careers.pncb.org/careers.html>, using terms like nurse scientist, nurse researcher, evidence-based practice specialist, and coordinator of nurse research.

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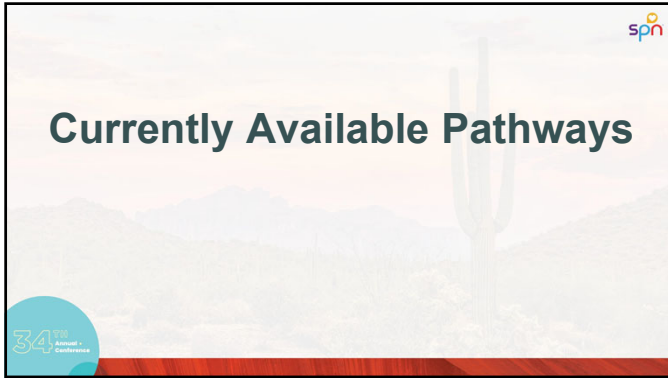
Pathway Features cont.

- Articles and links for further reading
- References

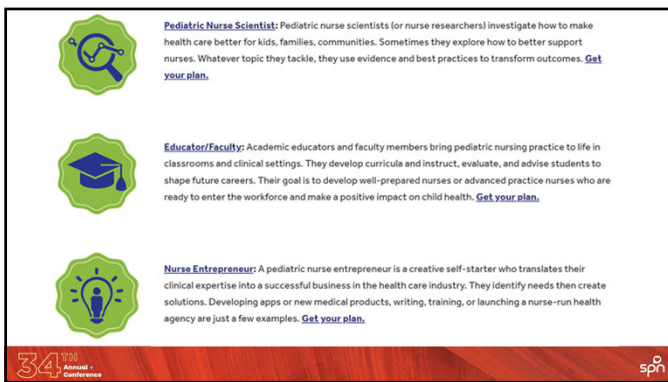
- Links for further reading
 - The National Pediatric Nurse Scientist Collaborative (NPNSC): <https://npsc.org/>
 - Pediatric Nursing Certification Board: The Certified Pediatric Nurse Role: <https://pncb.org/cpn-role>
- References
 - Blake N. Yes, nurses do research, and it's improving patient care. *Bioscientific Connect*. April 25, 2016. Accessed May 17, 2023. <https://www.elsevier.com/connect/yes-nurses-do-research-and-it-is-improving-patient-care>
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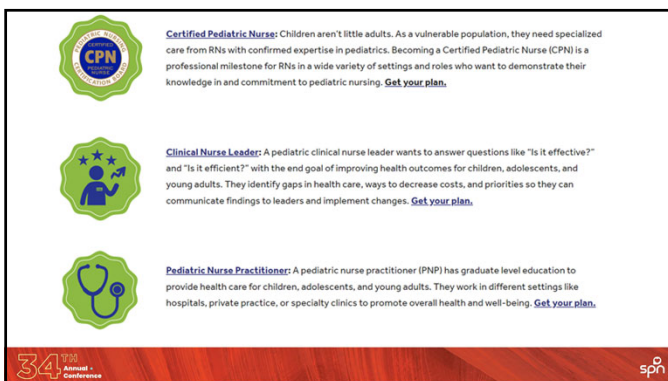
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Pediatric Primary Care Mental Health Specialist: Primary care is often the first place where developmental, behavioral, or mental health conditions surface. Access to specialized care can have long wait times. The Pediatric Primary Care Mental Health Specialist (PMHS) helps ensure that kids get validated help faster for conditions typically seen in primary care like ADHD, anxiety, depression, and more. [Get your plan.](#)





Chief Nursing Officer: CNOs lead large teams to elevate care for entire communities. They are strategic thinkers with skills that guide human resource, financial, and technology decisions. This role may also be known as Chief Nurse Executive, Vice President of Patient Care, or similar titles. [Get your plan.](#)




Preceptor: A preceptor has the experience, follow-through, and willingness to prepare nursing students for delivering high quality, safe care to patients. Pediatric nurse preceptors guide the journey of the next generation of RNs and advanced practice nurses to ensure success and resilience in their new careers. [Get your plan.](#)




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Professional Association Leader: Nursing and interdisciplinary professional organizations, membership associations, and societies multiply the power of individual members to impact health care. Pediatric nurses volunteering to lead at the local, state, national, or international level are change agents who use their voice and expertise to influence policies and practice. [Get your plan.](#)



Shared Governance Council Member: Pediatric nurses at the bedside can impact entire hospital systems by participating in shared governance councils or committees. Shared decision making with nurse leaders empowers clinical nurses to influence improvements for staff and patients. This example of professional autonomy makes nursing stronger. [Get your plan.](#)



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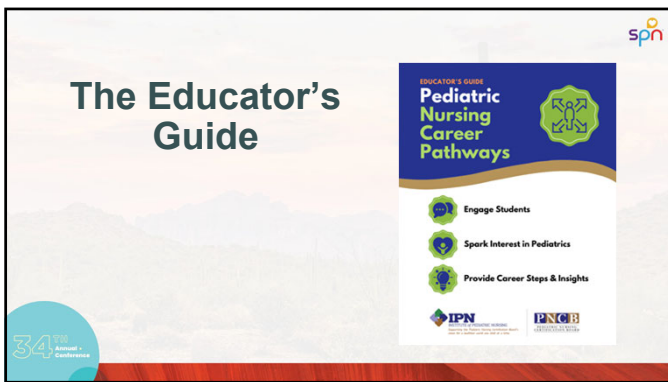

Forthcoming Pathways



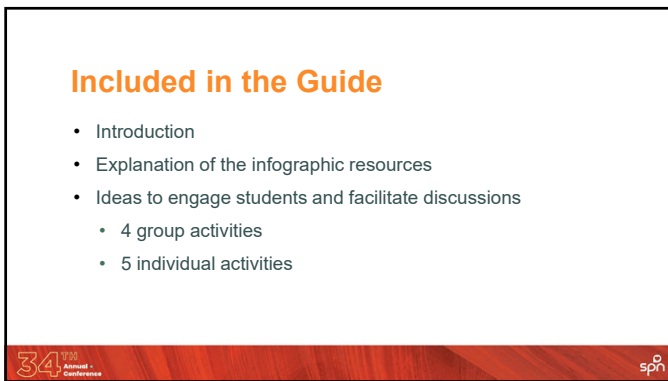
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Group Activities

- Interactive Infographic Analysis
- Poster Board Displays
- Role-Playing Scenarios
- Collaborative Research Project


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Group Activity Example

Role-playing Scenarios

Have each group prepare and perform short role-playing scenarios demonstrating how a pediatric nurse fulfilling the assigned role might interact with children, families, and colleagues. Advise that specific skills and knowledge required for each career opportunity should be made evident through the role-play scenarios.

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Individual Activities

- Career Exploration Stations
- Career Reflection Essays
- Career Panel Discussion
- Pediatric Nurse Interviews
- Portfolio Development

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Individual Activity Example

Portfolio Development:

Instruct nursing students to create a career portfolio with information about pediatric nursing career opportunities. They can include the infographics, additional research, personal reflections, and other relevant materials that display their interests. This activity can help them plan and track their career development throughout their nursing education.



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Individual Activity Example

Career Exploration Stations

Set up different stations in the classroom, each representing a specific pediatric nursing career opportunity. Provide each student with a Career Exploration Survey.... Have the nursing students rotate through the stations, where they can analyze the infographics, ask questions, and discuss the roles and responsibilities associated with each career path. After exploring each station, students complete the Career Exploration Survey.



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Individual Activity Example

Career Exploration Survey


1. Which of the pediatric nursing career opportunities interests you most?
2. What is the primary reason you selected that career path?
3. What are your personal career goals at this time?



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Access the Educator's Guide




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Questions or comments?



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