

# NEVADA NURSING NEWS

## WORDS FROM THE EXECUTIVE DIRECTOR

I watched the Queen's funeral like so many others and was reminded of her brave leadership through so many decades. I have always been in awe of her calm, quiet, direct and compassionate leadership through some of the world's darkest times. Her death and subsequent masterful procession of her funeral has left a profound effect on my own thoughts of leadership.

The Queen was often considered a servant leader; one who leads by example, treating work as a service and treating other's work in the same manner. She dedicated her life to service while vowing to uphold the monarchy with commitment, respect and hard work. Even after her death, Queen Elizabeth's 70-year reign, her leadership as sovereign can't be minimized. Are there lessons to be learned? Yes, I think so.

(continued p. 2)

## PRESIDENT'S MESSAGE

One of the many functions of the Nevada State Board of Nursing is to make appointments to our advisory committees. We currently have six committees with the purpose to advise the Board on topics relevant to their specific areas. The current advisory committees are (in alphabetical order): Advanced Practice Registered Nurse, Certified Nurse Assistant, Disability, Education, Licensed Practical Nurse, and Nurse Practice Advisory.

These committees are appointed by the Board of Nursing members when there are openings. The committees are chaired by Board staff members. They are composed of individuals who are licensed or have a certificate (Certified Nurse Assistant) to serve on a committee of their choice and qualifications. Volunteers are selected based on their expertise, geographic location, and committee need. The Board then takes in the recommendations or comments by committees to make decisions within their purview for nursing regulation in the State of Nevada.

At times, practice questions or policies may come before the Board, then are sent out to the committees for their feedback and expertise on specific topics. Additionally, the committees will work on specific topics or issues to research, update policies and provide input on topics that may come before the Board for discussion or decision.

When making appointments to committees, care is taken assure that representation of the geographic locations are met throughout our great state so all voices may be heard from every corner. In addition, having professionals from different kinds of practice sites is important so questions about regulations and practice can be discussed from a wide practice lens. The Board makes every effort to find balanced representation on the committees as well as match the desire of those who apply to serve.

I volunteered to be on the Advanced Practice Committee in 2006, learning about the regulatory process and providing practice input to the Board of Nursing. It was such a good learning experience that it prompted me to apply for a place on the Board of Nursing 10 years later.

I would encourage anyone to apply for an advisory committee to the Nevada State Board of Nursing. It is a great experience to serve, have input, and to learn the regulatory process while doing some excellent volunteer work for the profession and our great State of Nevada. Check out the Board website for updated openings and consider applying today!

## WORDS FROM THE EXECUTIVE DIRECTOR (CONT.)

Adapt to change: Like the Queen, many nurse leaders are faced with changing environments (political, financial and other) of which we must be able to adapt readily. I am simply in awe of the nurse leaders who I have encountered around the state. Leading during the pandemic has not been easy and has challenged leaders in ways no one could have ever imagined. Staffing issues, equipment shortages and financial constraints are only some of the challenges nurse leaders face every day. Yet, adapting to change is something we often take for granted. It may not come easily for some, but for many, it is a necessary characteristic of a good nurse leader. Your behaviors influence staff actions that contribute to that change. Understanding processes and having the tools to successfully make change are paramount.

Know your purpose: While the Queen had no choice but to accept her destiny, many nurse leaders have choices. What is your passion and purpose? Have commitment; commitment is not always easy especially when trying to simply get out of bed and go to work with a smile knowing you serve a purpose. Letting your staff know your purpose and vision will leave an indelible footprint.

Resiliency-The Queen was very resilient and demonstrated that quality not only with us but with those we lead. She lived through wars, pandemics, significant political changes and even assassination attempts. Despite it all, she remained committed to those who followed her leadership. A good nurse leader must be able to remain focused, be optimistic, and have the ability to face adversity.

As we continue to march ahead in these uncharted waters, I am reminded to “Keep calm and carry on”.

Cathy Dinauer, MSN, RN, FRE



## Notes and Impressions of International Council of Nurses, NP/APN Meeting

Susan S. VanBeuge, DNP, APRN, FNP-BC, FAANP, FAAN

In August 2022, I had the opportunity to attend the International Council of Nurses (ICN) NP/APN meeting in Ireland. There were approximately 640 attendees and 42 countries represented at the meeting held on the beautiful University College Dublin (UCD) from August 21-24, 2022. The conference had a general opening session on day one, then three days of mixed general session and breakout sessions.

This conference included an opening session with a welcome by the Irish Prime Minister, Michael Martin, and the Chief Nursing Officer of Ireland, Rachel Kenna. Both noted the importance of nurse practitioners in their country and around the world. Ms. Kenna strongly advocated that all advanced practice nurses need to be engaged in policy to reduce barriers, create more opportunities, and influence choice to impact care. To note, the first approved advanced practice/midwife program was approved in 2001 in Ireland, with the first accreditation in 2002. The first nurse practitioner, Valerie Small, also spoke at the conference. Though she retired from clinical practice in 2019, she continues to advocate for the role of the nurse practitioner through policy and teaching. Interesting to note, there are approximately 900 nurse practitioners in Ireland, most of the which practice in acute care settings. Nurses in Ireland are working to advocate for nurse practitioners in the primary care role. This has been a focus of the Irish nursing Board. Unfortunately, this was stymied by COVID-19, and efforts are just now being refocused to resurrect the efforts once again.

The 4-day conference also featured many nurse practitioner's presenting topics from around the world. There were many presentations by NPs from the United States on a variety of topics. Many presented findings of research, while there were stories shared of the experiences of NPs practicing during COVID-19. To see what NPs across the world overcame to provide care and continue work was nothing less than amazing. For example, a group of nurses in Botswana took a hospital that had closed and were able to reopen the facility to provide care to patients with COVID-19. When others were afraid to treat patients with active infection, the NPs opened doors and cared for those in their community.

Throughout the conference, COVID-19 dominated the discussion. Several presentations I attended were sharing the experiences of how NPs handled the pandemic in their countries and continue to do so now. There were so many stories of how advanced practice nurses cared for their communities from providing direct patient care, setting up immunization clinics, and education to ease the spread of disease.

There were many students from Europe at this meeting. I met students from Ireland, UK, Netherlands, Finland, and Germany. All were interested in the USA education, regulation, licensure, and accreditation for NPs. They all were surprised at our levels of regulatory and accreditation oversight for both education and licensure. The students from Germany shared they had little structure in their program, and it was frustrating. A group of NPs from Finland spoke with me about their desire to have more oversight by physicians in their practice. One NP from Finland noted she was in practice for 5 years now, felt confident in her work but would like more collaboration and consultation. She felt like a regulatory oversight would be a way to impose a tighter working

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relationship. We had a good conversation looking at regulation versus working collaboration with colleagues as two different frames of reference to consider.

The next International Council of Nurses NP/APN will be held in Aberdeen, Scotland in 2024. If you can submit an abstract to attend or just attend this meeting, I would highly recommend it. What a wonderful experience to be with NPs around the world. I was left with impressions I've made from my previous travels and work with NPs in the UK and Eswatini – we are all nurse practitioners doing similar roles and work to care for patients. This big world gets smaller and smaller when we can connect with each other, share our experiences, learn from each other, and support the role of our profession moving forward in the 21<sup>st</sup> century.





# NEVADA NURSE APPRENTICE PROGRAM

## GRANT FUNDING FOR NURSE APPRENTICE PROGRAMS

In February 2022, the State of Nevada received federal American Rescue Plan Act (ARPA) dollars to support statewide Nurse Apprentice Programs (NAP) through February 2025. The NAP ARPA Grant aims to address the nursing workforce shortage in health care facilities and provide opportunities for nursing students in Nevada. The State of Nevada has contracted with the Nevada Rural Hospital Partners to promote and manage the grant program to support existing and create additional Nurse Apprentice Programs statewide.

### **The NAP ARPA grant supports the following:**

- 1.) Funding available to reimburse eligible facilities for the nurse apprentice hourly wages and stipend payment for the registered nurse supervising the nurse apprentice.
- 2.) Funding available to reimburse eligible facilities who offer retention or sign-on bonus to nurse apprentice upon graduation and licensure. Proof of licensure and employment agreement from the facility required.
- 3.) Funding available to the nurse apprentice traveling 50 miles or more from home to the employing facility. This funding will reimburse at the GSA rates for food per diem, mileage, and lodging if needed (lodging receipt required).

## WHY WORK AS A NURSE APPRENTICE?



Earn a wage while learning hands-on real-world practices in the nursing profession;



Student is immersed in the culture of nursing and the health care facility;



Gain experience prior to graduation and licensure;



Work flexible hours, which is ideal to work around school schedules;



Opportunity for retention bonus

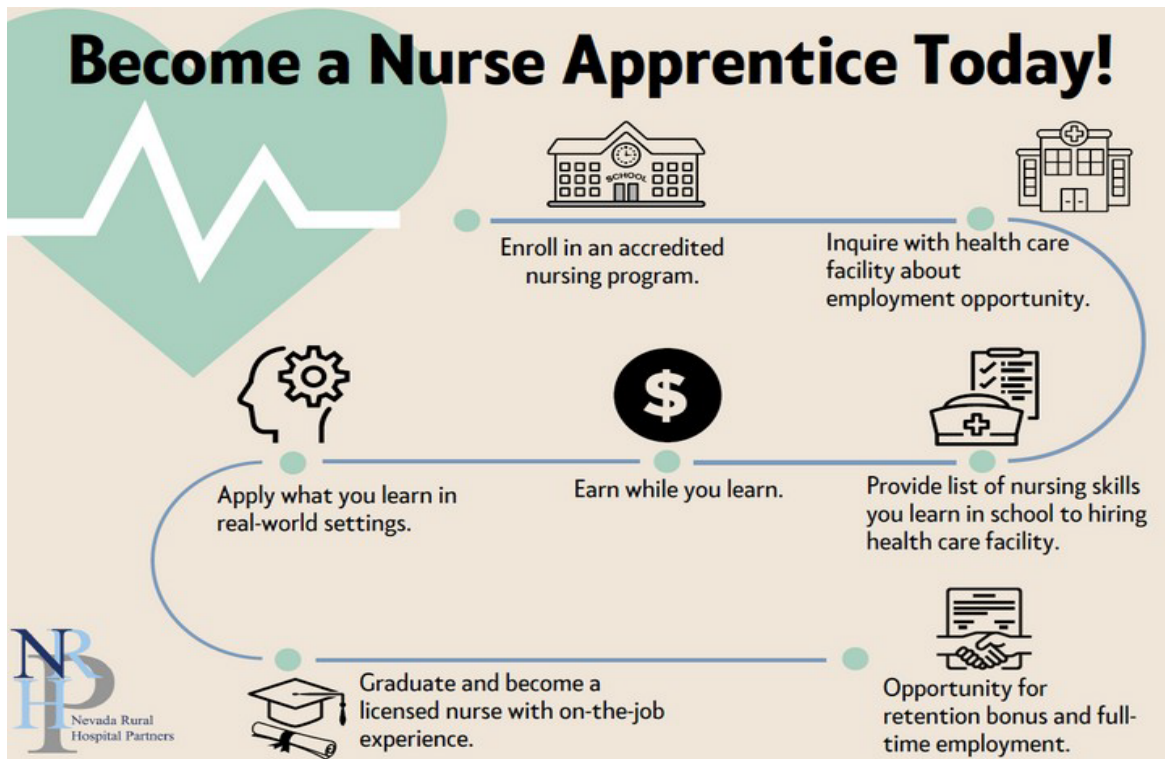


Nursing students enrolled in an accredited **RN** or **LPN** program are encouraged to contact the health care facility directly to inquire and apply for an open position.

For a list of facilities with Nurse Apprentice Programs visit:

<https://nap.nrhp.org/map/>





## EARN WHILE YOU LEARN

A nurse apprentice program offers students the opportunity to practice their clinical skills and to acclimate to the role of a licensed nurse. An apprentice nurse works in a health care facility providing nursing care following a **skills list** approved by the State Board of Nursing. Apprentice nurses are considered employees of the facility and work flexible hours, which is ideal while in school. As the student progresses in school and learns more skills, they can perform more skills on the job. Often seen as a win-win for the student and the facility; the apprentice nurse is given the opportunity to work while in school and the facility gets an opportunity to see how the apprentice performs. The facility will then hopefully hire the apprentice nurse after graduation and licensure.

The nurse apprentice program is new to skilled nursing facilities after the State Board of Nursing recently passed **regulations** to permit an apprentice nurse to practice in all “medical facilities” as defined under NRS 449.0151. This change allows nursing students to have the opportunity to practice not only in acute care settings but also in long-term care settings. It is estimated that approximately 3,000 nursing students are enrolled in Nevada nursing programs at a given time and are eligible to work as nurse apprentices. The goal of the NAP ARPA funding is to increase the number of facilities offering nurse apprentice programs and to increase the number of nurse apprentice positions statewide. This program ultimately intends to “**grow our own**” by increasing the number of apprentice nurses hired and retained in the state, thus increasing the nursing workforce in Nevada.

As of November 2022, the NAP ARPA grant has funded salaries for 221 nurse apprentices working at 20 different health care facilities statewide. Within the first 9 months of the grant, a total of 11 nurse apprentices have been offered retention payments following graduation and licensure. All nursing students enrolled in an accredited nursing program are encouraged to strongly consider becoming a nurse apprentice today.

For more information about the NAP ARPA grant please visit <https://nap.nrhp.org/>

or email [joseph@nrhp.org](mailto:joseph@nrhp.org).

<https://nap.nrhp.org/>





## NEVADA STATE BOARD OF NURSING'S MISSION

The Board's mission is to protect the public's health, safety and welfare through effective nursing regulation. It is a government agency established by Nevada law to protect the public from unsafe practice by nurses.

## NEVADA STATE BOARD OF NURSING NEXT MEETING

JANUARY 18-20, 2023

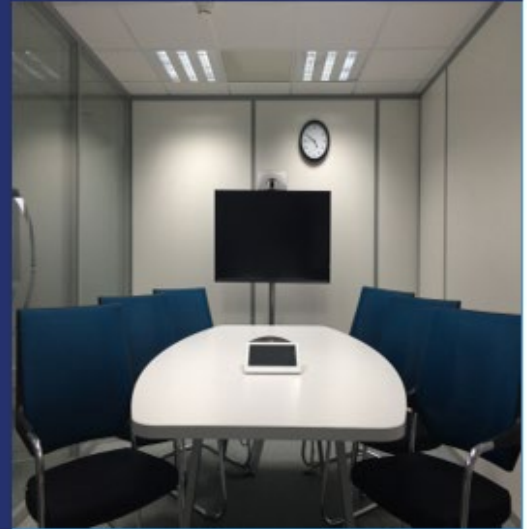
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LAS VEGAS AIRPORT

7250 POLLOVK DR.

LAS VEGAS, NV 89119

<https://nevadanursingboard.org/>



## NEVADA STATE BOARD OF NURSING

WHAT CAN YOU FIND ON THE NEVADA STATE BOARD OF NURSING'S WEBSITE?

- New Cultural Competency Continuing Education Requirements for Nurses
- Nevada Nurse Portal
- Request Verification of a License or Certificate
- License and Certificate Lookup
- Fingerprint Appointment
- Nursys E-Notify
- Complaints
- Petition for Review of Criminal History
- Nursing News Magazine
- Nurse Practice Act NRS Chapter 632
- Nurse Practice Act NAC Chapter 632

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