



What Every **Nursing** **Student** Should Know When Seeking **EMPLOYMENT**

An interview tip sheet for baccalaureate and
higher degree prepared nurses



The Voice of Academic Nursing

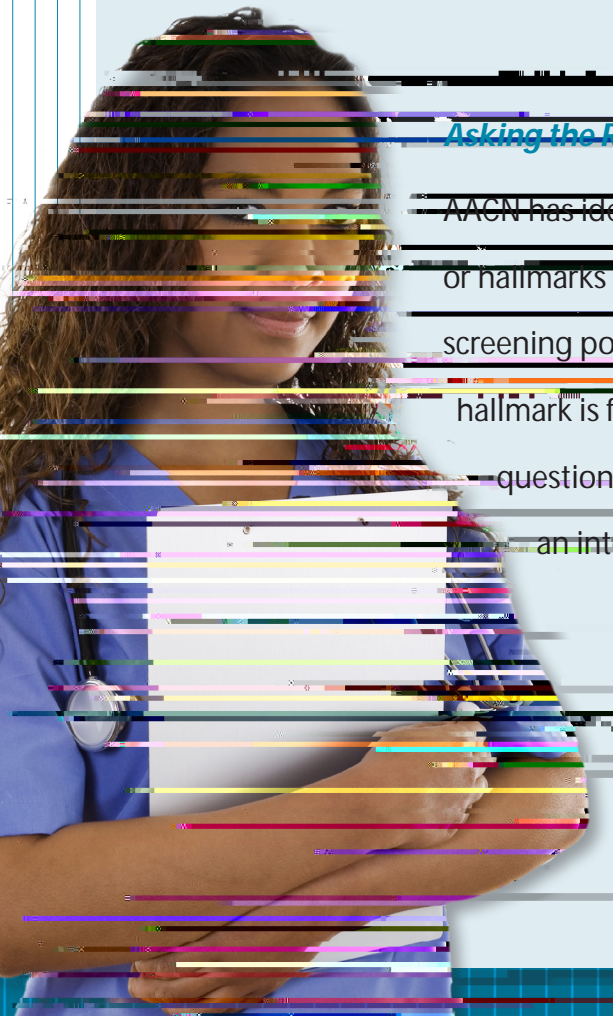
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Finding the right practice environment that values your education is essential to your long-term success and job satisfaction as a nurse.

AACN (AACN) has developed this brochure to assist nursing students, educated at the baccalaureate level and above, in making the best decision on where to practice following graduation. This brochure is a companion piece to AACN's white paper on *The Hallmarks of the Professional Nursing Practice Environment*.

Asking the Right Questions

AACN has identified 8 key characteristics or hallmarks you should examine when screening potential employers. Each hallmark is followed by suggested questions that you may ask during an interview.



Manifest a philosophy of clinical care emphasizing quality, safety, interdisciplinary collaboration, continuity of care, and professional accountability.

Does the organization's written philosophy and mission statement reflect an emphasis on quality, safety, interdisciplinary collaboration, continuity of care, and professional nursing accountability?

Do nurses provide input into policy development and operational management of issues related to quality of care, safety, continuity of care, patient-staff ratios, and clinical outcomes?

What is the nurse-to-patient ratio?
What support staff are available on the unit to assist nurses?

Recognize the value of nurses' expertise on clinical care quality and patient outcomes.

How are nurses held accountable for high-quality practice?

Are there differentiated practice levels or roles and differentiated pay scales for nursing congruent with educational preparation, certification, and other advanced nursing preparation?

Are professional and education credentials recognized by titles on nametags?

Does the organization utilize clinical nurse specialists, nurse practitioners, nurse scientists, and/or educators to support and enhance the work of staff nurses in DC ()Tjpuruent w and/or educators to





Maintain clinical advancement programs based on education, certification, and advanced preparation.

What rewards based on educational preparation are available?

Does the evaluation of clinical advancement, competencies, and professional contributions include consideration of:

- ▶ Patient satisfaction
- ▶ Self-initiated education
- ▶ Dissemination of clinical information, e.g., nursing rounds, case presentations

Create collaborative relationships among members of the healthcare team.

How is the quality of patient care and safety reviewed? W

Utilize technological advances in clinical care and information systems.

Do nurses have electronic access to clinical nursing and healthcare knowledge and research results, including Web access? Is this access available on nursing units or departments of the practice setting?

Does the practice setting allocate budgeted resources for new equipment and patient care technology? Do clinical care providers have routine opportunities to provide input to the budget planning process?

What clinical information system, including patient care documentation, does the practice setting use? Is the system integrated throughout all or most clinical departments?

Do nurses from the practice setting consider the clinical care technology to be up-to-date?

Other statistics and information to a