

Career Lattice and Educational Pathways for NURSING positions in BEHAVIORAL HEALTH SETTINGS

Position and Level	Description	Licensure/Education Needed	Local Education Programs	Continuing Ed Requirements	Notes and Questions
Licensed Nurse Assistant (LNA)	<p>Under the direction of the Psychiatric Nurse Liaison, Behavioral Health Nurse Manager, and/or Director, the Licensed Nursing Assistant/Mental Health Worker is responsible for providing direct and indirect patient care to adult or pediatric patients, from simple to complex.</p> <p>Provide continuous direct care services to the residents. Performs paraprofessional work associated with the tasks of daily living including assisting in needs of residents, such as cleanliness, nourishment, emotional comfort, etc.</p> <p>Provides basic nursing care taking vital signs and collecting specific specimens for routine laboratory examinations. Completes daily assigned tasks such as clothing distribution, and replenishing charts. Observes and interacts with residents, reports observations to supervisor or nurse. Promotes resident independence in meeting individual needs.</p> <p>Documents in records all care rendered and describe behaviors and reactions of residents. Utilizes principles of infection control and universal precautions to foster resident treatment, recovery and/or prevention of infection.</p>	<p>HS Diploma or GED</p> <p>Training to become a LNA: Minimum of 100 hours of classroom/clinical experience</p> <p>Pass the LNA exam</p>	<p>American Red Cross Regional Medical Careers Training http://www.redcross.org/local/new-hampshire-vermont/take-a-class/nursing-assistant</p> <p>LNA Health Careers, LLC http://lnahealthcareers.com/</p> <p>New Hampshire Job Corps https://newhampshire.jobcorps.gov/train</p> <p>Manchester Community College: https://www.manchestercc.edu/continuing-education/credit-free-programs/professional-development-courses/allied-health/certified-nurse-aide/</p>		

Career Lattice and Educational Pathways for NURSING positions in BEHAVIORAL HEALTH SETTINGS

Position and Level	Description	Licensure/Education Needed	Local Education Programs	Continuing Ed Requirements	Notes and Questions
Medication Nursing Assistant (MNA)	<p>Communicates questions, concerns, and/or discrepancies related to medication administration/assistance to LPN or RN staff. Communicates any significant change of mental or physical status of resident; Documents administration of PRN meds and affect, as allowed per state regulations.</p> <p>Demonstrates proficiency at reading and understanding a Care Service Plan or assignment.</p> <p>Checks all med books and ensures that meds have been given, treatments completed, and all initials are complete as state regulations permit.</p> <p>Able to properly and safely set up and administer/assist with medications as allowed by State Regulations.</p> <p>Able to properly chart medications administered/ assisted and immediately report to the nurse those medications not administered/ assisted for any reason.</p> <p>Answers emergency calls and attends to residents' needs promptly. Responsible for maintaining adequate supply and documentation of meds (ordering and reordering)</p>	<p>A Medication Nursing Assistant (MNA) is a Licensed Nursing Assistant (LNA) who has completed a Board approved medication administration program conducted by a Board approved Registered Nurse. Board approved medication administration programs must offer a minimum of 30 hours of theoretical content and 30 hours of clinical content.</p> <p>In order to qualify as a student to take a Board approved medication administration program, there are strict criteria. The LNA must have the following qualifications:</p> <ul style="list-style-type: none"> - he/she must hold a valid and unrestricted nursing assistant license, - he/she have been employed as a LNA within the past 5 years for an equivalent of 2 years of full time employment, and - he/she must possess proficiency in English and basic math. <p>Upon completion of a Board approved medication administration program, the LNA must apply to the Board of Nursing and be issued a "Certificate" to administer medications.</p> <p>Certification as a MNA allows the LNA to administer medications under the supervision of a RN/LPN to "stable" clients.</p>	<p>Med Pro Educational Services LLC http://www.medproeducation.com/mna.htm</p> <p>LNA Health Careers, LLC http://lnahealthcareers.com/</p> <p>Manchester Community College: https://www.manchestercc.edu/continuing-education/credit-free-programs/professional-development-courses/allied-health/certified-nurse-aide/</p>		<ul style="list-style-type: none"> ➤ Is this something partners hire for? ➤ Is this a real position in BH environments?

Career Lattice and Educational Pathways for NURSING positions in BEHAVIORAL HEALTH SETTINGS

<i>Position and Level</i>	<i>Description</i>	<i>Licensure/Education Needed</i>	<i>Local Education Programs</i>	<i>Continuing Ed Requirements</i>	<i>Notes and Questions</i>
Licensed Practical Nurse/Licensed Vocational Nurse (LPN/LVN)	<p>Responsibilities:</p> <ul style="list-style-type: none"> • Assists with the physical and psychosocial assessment of patients Participates in the planning, implementation and evaluation of nursing care. • Participates in treatment team conferences to assist with planning and revising goals, objectives and interventions. • Implements nursing plan of care for assigned patients and conducts and/or co-leads group therapy sessions for patients. • Collaborates with the treatment team to revise goals, objectives and interventions appropriate to the changes in patient status. <p>Duties include but are not limited to:</p> <ul style="list-style-type: none"> • Administering/overseeing medication, medication management • Taking vitals • Wound care • Injections • Immunizations • Managing IVs • Educating patients and families • Supervising CNAs <p>Scope of practice: http://www.gencourt.state.nh.us/rsa/html/XXX/326-B/326-B-13.htm </p>	<p>Completion of a practical nursing program that complies with minimum requirements set forth by NH Board of Nursing. Generally a 9 month certificate program.</p> <p>Passing of NCLEX-PN exam</p> <p>Ability to be granted licensure by NH BON</p>	<p>Harmony Healthcare Institute http://www.harmony-health.org/aid.html</p> <p>Salter School https://www.salternursing.com/practical-nursing/</p>		

Career Lattice and Educational Pathways for NURSING positions in BEHAVIORAL HEALTH SETTINGS

Position and Level	Description	Licensure/Education Needed	Local Education Programs	Continuing Ed Requirements	Notes and Questions
<p>Registered Nurse (RN) – Associate (ADN) and Bachelor Level (BSN)</p> <p><i>Position titles include:</i></p> <p>Behavioral Health RN / Psychiatric RN</p> <p>Nurse Case Manager / Behavioral Health Case Manager</p> <p>Care Coordinator / Behavioral Health Care Coordinator</p>	<p>Varies widely – dependent on position and environment of practice</p> <p>Demonstrable skills for most positions include:</p> <p>Incorporates the appropriate assessment and intervention skills utilizing the nursing process in the delivery of nursing care for a specified group of patients</p> <p>Communicates with patients, team members and management in an accurate and timely manner using written and verbal skills effectively and considerately.</p> <p>Promotes compassionate, efficient, cost-effective and quality patient care.</p> <p>Incorporates teaching principles into practice and demonstrate competence in health promotion and disease prevention.</p> <p>Demonstrates qualities consistent with the role of the Registered Professional Nurse applying leadership skills appropriately.</p> <p>Applies critical thinking skills and considers alternatives in the delivery of patient care.</p> <p>Develops and maintains human care relationships and integrates the influence</p>	<p>Completion of a nursing program that complies with minimum requirements set forth by NH Board of Nursing.</p> <p>Passing of NCLEX-RN exam</p> <p>Ability to be granted licensure by NH Board of Nursing</p>	<p>Associate Programs:</p> <p>Manchester Community College https://www.mccnh.edu/academics/programs/nursing</p> <p>Nashua Community College http://www.nashuacc.edu/academics/associate-degrees/health-sciences-and-services/220-nursing</p> <p>NHTI Community College https://www.nhti.edu/academics/programs-study/health-and-science-programs/nursing/nursing-associate-degree</p> <p>Rivier University http://www.rivier.edu/academics.aspx?id=521</p> <p>St. Joseph School of Nursing http://www.sjson.edu/st-joseph-school-of-nursing/asn-program-overview/asn-program</p>		

Career Lattice and Educational Pathways for NURSING positions in BEHAVIORAL HEALTH SETTINGS

Position and Level	Description	Licensure/Education Needed	Local Education Programs	Continuing Ed Requirements	Notes and Questions
	<p>of the human experience of health, illness and/or healing.</p> <p>Applies knowledge integration skills for the patient populations served</p> <p>Skills in Cognitive Behavioral Therapy, Dialectical Behavioral Therapy, Co-occurring Disorders. Strong interpersonal skills and ability to be calm during a crisis.</p> <p>Scope of practice: http://www.gencourt.state.nh.us/rsa/html/XXX/326-B/326-B-12.htm</p>		<p><u>Bachelor Programs</u></p> <p>MCPHS https://www.mcphs.edu/academics/school-of-nursing/nursing/nursing-bs-fast-track</p> <p>Rivier University http://www.rivier.edu/academics.aspx?id=521</p> <p>St. Anslem College https://www.anselm.edu/academics/departments/nursing-department</p>		
<p>Nurse Practitioner (NP): Behavioral Health, Psychiatric, Mental Health Counseling</p> <p>Psychiatric / Behavioral Health Nurse Practitioner (PMHNP)</p>	<p>Advanced practice registered nurse who has acquired appropriate training to provide mental healthcare services to individuals, including adults and children, and families with drug abuse problem, psychiatric disorders or organic brain disorders.</p> <p>PMHNP can work in primary healthcare facilities, psychiatric emergency services, mental health clinics, private practice, skilled nursing and assisted living facilities, and community health centers and hospitals.</p>	<p>Master’s or doctoral degree program in psychiatric-mental health nursing. PMHNPs can also choose to further specialize within the psychiatric-mental health specialty area. These include gerontological-psychiatric nursing, child and adolescent mental health nursing, and substance use or drug abuse disorders nursing. Consulting with patients and families having multiple and complex psychiatric disorders; and working in a collaborative and integrative roles with primary healthcare providers.</p>	<p>Rivier: M.S. Nursing: Psych/MH NP http://www.rivier.edu/acadpr ogland.aspx?id=70#hTab3</p> <p>Post-Master's Nursing Certificate in Psychiatric Mental Health NP http://www.rivier.edu/acadpr ogland.aspx?id=70#hTab3</p> <p>UNH: Post-Master Psych-MH NP Certificate https://chhs.unh.edu/nursing/</p>		

Career Lattice and Educational Pathways for NURSING positions in BEHAVIORAL HEALTH SETTINGS

Position and Level	Description	Licensure/Education Needed	Local Education Programs	Continuing Ed Requirements	Notes and Questions
	<p>As a licensed APRN the role of a PMHNP entails diagnosing, conducting, and prescribing medications for patients having psychiatric-mental health problems and those likely to have them. Provides emergency psychiatric services, physical and psychosocial examination of their patients. Develops appropriate treatment plan and providing effective management of patient care with proper evaluation.</p>		<p>post-masters-psychiatric-mental-health-nurse-practitioner-certificate</p> <p>MCPHS (online): CAGS Psychiatric MH NP https://www.mcphs.edu/academics/school-of-nursing/nursing/psychiatric-mental-health-nurse-practitioner-cags</p> <p>MSN in Nursing, Psychiatric MH NP https://www.mcphs.edu/academics/school-of-nursing/nursing/psychiatric-mental-health-nurse-practitioner-msn</p>		

Resources:
<https://www.nhhealthcareers.org/find-a-health-career>

This work was made possible through funds of the New Hampshire Delivery System Reform Incentive Program (DSRIP) 1115 waiver funded through the Center for Medicare and Medicaid Services.

Compiled by:
Geoff Vercauteren
 Director of Workforce Development
 Network4Health / Catholic Medical Center
 Mobile: 603-851-9387
geoffrey.vercauteren@CMC-NH.org