The Incumbent RN Specialized Interest Group of the NEPIN Collaborative conducted a qualitative study of working nurses to investigate the factors that promote or inhibit their pursuit of educational progression. Based on the information provided by study participants, the SIG has developed the following set of recommendations to assist employers in supporting their nurses' successful return to school.

**CHARTING A COURSE TOWARD A CULTURE OF EDUCATION PROGRESSION**

**DEVELOP A COMMUNITY OF LEARNERS**

- Set expectations of a BSN or plan to attain a BSN from the point of hire.
- Encourage multiple nurses to return to school together to create support systems.

![Image of a community]

**CONNECT EDUCATIONAL PURSUIT DIRECTLY TO PRACTICE**

- Provide clinical experiences for your nurses in other settings within your system.
- Allow nurses to complete Capstone projects on their units.
- Empower nurse managers and educators to counsel nurses on how educational attainment can support professional aspirations.

![Image of a sailboat]

**FORM AND LEVERAGE PARTNERSHIPS WITH ACADEMIC INSTITUTIONS**

- Develop cost-saving agreements that benefit the school, the employer, and the individual nurse.
- Work with schools to develop courses relevant to nursing practice (i.e. EBP).
- Develop shared messaging on the value and relevance of the BSN to practice.
- Maximize the congruence between curriculum and actual practice.

![Image of a sailboat]

**FOCUS INCENTIVES ON WHAT NURSES VALUE**

- Focus return on investment on the core values that motivated many nurses to enter the profession.
- Provide financial compensation commensurate with educational achievement.
- Celebrate nurses' academic achievements at work.

![Image of a heart and dollar sign]

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Developed by:
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