“I don’t feel good”

It doesn’t matter if those are your thoughts at work, or the phone call from a child at school – the first reaction for many is go see the nurse. Treating patients and providing medical advice are among just a few of the responsibilities of nurses.

Registered Nurses

Registered nurses have the option of varied work settings and specialties. Even so, most nurses still perform basic duties that include treating and educating patients and the public about medical conditions, and advising and providing emotional support to patients and those close to them. Registered nurses also record patients’ medical histories and symptoms, assist in performing diagnostic tests, and analyze the results. They operate medical machinery, dispense medications and treatments, and help with patient care follow-up and rehabilitation.

Nurses caps

Many schools of nursing used to be associated with local hospitals. At the completion of the studies and appropriate internship, or “probie” period, student nurses would participate in a capping ceremony. The style of cap and the coordinated uniform varied by the school that was attended, and was frequently dictated by the fashion of the period. In some schools there was a series of caps with colored bands to designate what level of training the student nurse had achieved. The cap was also considered a privilege that could be revoked if the school rules were dishonored. The black stripe on the cap became almost universally known as the symbol of Florence Nightingale when she established the modern school of nursing at St. Thomas’ Hospital in London in 1860.

As times changed, the apprentice type of training for nurses was shifted to studies at universities and community colleges. During this same time frame, hospitals were hiring more nursing aides and assistants who also had caps, so the authority and prestige of the cap was diminished.

Nurses wanted to be viewed on the same level as other medical professionals. The image of the starched white uniform and cap were seen as gender-specific and the caps, once a symbol of achievement, were cumbersome, and their function of keeping hair tidy had been lost. Also, males seeking nursing as a profession were never included in the cap and uniform requirements. The cap requirement was phased out for the opportunity to attract more males to the profession.


Nursing in New Hampshire

What do registered nurses do?

Nurses have the option of specializing in different areas. And they can also combine specialties from varied fields depending on the needs of their employer and their own interests. The scope of concentrations are usually set according to:

- the work setting or type of treatment
- the disease or condition
- the organ or body system type
- population

Tasks

- Maintain accurate, detailed reports and records.
- Monitor, record and report symptoms and changes in patients’ conditions.
- Record patients’ medical information and vital signs.
- Modify patient treatment plans as indicated by patients’ responses and conditions.
- Consult and coordinate with health care team members to assess, plan, implement and evaluate patient care plans.
- Recommend orders, interpret, and evaluate diagnostic tests to identify and assess patient’s condition.
- Monitor all aspects of patient care, including diet and physical activity.
- Direct and supervise less skilled nursing or health care personnel or supervise a particular unit.
- Prepare patients for, and assist with, examinations and treatments.
- Observe other nurses and visit patients to ensure proper nursing care.

Long-Term Projections 2004 - 2014: Occupations Adding the Most Jobs

<table>
<thead>
<tr>
<th>SOC Code</th>
<th>SOC Title</th>
<th>2004 Employment</th>
<th>2014 Projected</th>
<th>Percent Change</th>
<th>Growth + Replacement</th>
<th>2006 Mean (Average) Wage*</th>
</tr>
</thead>
<tbody>
<tr>
<td>41-2031</td>
<td>Retail Salespersons</td>
<td>26,064</td>
<td>32,448</td>
<td>24.5%</td>
<td>15,858</td>
<td>1,585</td>
</tr>
<tr>
<td>41-2011</td>
<td>Cashiers</td>
<td>20,211</td>
<td>22,379</td>
<td>10.7%</td>
<td>12,001</td>
<td>1,200</td>
</tr>
<tr>
<td>35-3031</td>
<td>Waiters and Waitresses</td>
<td>11,710</td>
<td>13,638</td>
<td>16.5%</td>
<td>7,953</td>
<td>796</td>
</tr>
<tr>
<td>35-3021</td>
<td>Combined Food Prep/Serving Workers, Inc. Fast Food</td>
<td>11,580</td>
<td>13,991</td>
<td>20.8%</td>
<td>7,430</td>
<td>743</td>
</tr>
<tr>
<td>29-1111</td>
<td>Registered Nurses</td>
<td>12,041</td>
<td>16,239</td>
<td>34.9%</td>
<td>6,717</td>
<td>672</td>
</tr>
<tr>
<td>25-9041</td>
<td>Teacher Assistants</td>
<td>9,941</td>
<td>12,380</td>
<td>24.5%</td>
<td>4,359</td>
<td>436</td>
</tr>
<tr>
<td>37-2011</td>
<td>Janitors/Cleaners, Ex. Maids/ Housekeeping Cleaners</td>
<td>9,930</td>
<td>12,048</td>
<td>21.3%</td>
<td>4,002</td>
<td>400</td>
</tr>
<tr>
<td>43-9061</td>
<td>Office Clerks, General</td>
<td>12,047</td>
<td>13,218</td>
<td>9.7%</td>
<td>3,839</td>
<td>384</td>
</tr>
<tr>
<td>13-1199</td>
<td>Business Operations Specialists, All Other</td>
<td>7,608</td>
<td>10,057</td>
<td>32.2%</td>
<td>3,744</td>
<td>375</td>
</tr>
<tr>
<td>43-5081</td>
<td>Stock Clerks and Order Fillers</td>
<td>9,835</td>
<td>9,849</td>
<td>0.1%</td>
<td>3,653</td>
<td>365</td>
</tr>
<tr>
<td>43-4051</td>
<td>Customer Service Representatives</td>
<td>8,560</td>
<td>10,767</td>
<td>25.8%</td>
<td>3,480</td>
<td>348</td>
</tr>
</tbody>
</table>

*All hourly wage rates except for Teacher Assistants which is an annual wage.


What is a typical day like for a registered nurse?

A typical day for a registered nurse involves:

- Assessing patients' medical conditions.
- Administering medications according to the prescribed dosage and schedule.
- Monitoring patients' vital signs and responding to any changes.
- Conducting physical examinations, taking vital signs, and observing patients for signs and symptoms of illness or injury.
- Preparing patients for, and assisting with, examinations and treatments.
- Documenting patients' medical history and progress in medical records.
- Consulting and coordinating with health care team members to assess, plan, implement and evaluate patient care plans.
- Communicating with patients, families, and other health care professionals.
- Maintaining accurate, detailed reports and records.
- Monitoring, recording and reporting symptoms and changes in patients’ conditions.
- Record patients’ medical information and vital signs.

Tasks

- Maintain accurate, detailed reports and records.
- Monitor, record and report symptoms and changes in patients’ conditions.
- Record patients’ medical information and vital signs.
- Modify patient treatment plans as indicated by patients’ responses and conditions.
- Consult and coordinate with health care team members to assess, plan, implement and evaluate patient care plans.
- Recommend orders, interpret, and evaluate diagnostic tests to identify and assess patient’s condition.
- Monitor all aspects of patient care, including diet and physical activity.
- Direct and supervise less skilled nursing or health care personnel or supervise a particular unit.
- Prepare patients for, and assist with, examinations and treatments.
- Observe other nurses and visit patients to ensure proper nursing care.

What is the job outlook for registered nurses?

In New Hampshire, registered nurses are expected to be number two in a ranking of occupations adding the most new jobs between 2004 and 2014. During the ten year projection period, registered nurses should add 4,198 new jobs. Including replacements for those nurses who leave the profession or the labor force entirely, it is expected that New Hampshire will have 672 annual openings for registered nurses. The projected growth rate for nurses is 34.9 percent, compared to 16.7 percent for all occupations in the state.

Nurses are in demand in each of the state’s counties. The need for additional nurses depends in part on the population of the individual counties. Hillsborough County, New Hampshire’s most populous, is expected to add the most nurses, 1,277, between 2004 and 2014. Grafton County should add roughly 770 nurses, giving the county the fastest growth rate of 43.0 percent. The demand for nurses is expected to push the growth rate for registered nurses in each county to exceed the statewide average of 16.7 percent growth rate of all occupations.

### Percent of registered nurses employed within industries

- Hospitals: 57.0%
- Ambulatory Health Care Services: 22.3%
- Nursing and Residential Care Facilities: 4.7%
- Elementary and Secondary Schools: 1.2%
- Local Government, ex. Education: 2.3%
- State Government, ex. Education & Hospitals: 3.8%
- Other: 8.7%

* Counties may not add to state total because of employment not assigned to a specific area
n/a = not available
Nursing in New Hampshire

What can you expect to earn as a registered nurse?

On average, statewide, a registered nurse earned $26.54 an hour, based on the May 2006 Occupational Employment and Wage survey. This was a little more than $2.00 below the national average.

Registered nurses who worked in Hillsborough County had the highest wage of $27.18 per hour. Strafford County, with an average hourly wage of $26.58, surpassed the statewide average of $26.54. Hourly wages in Merrimack and Rockingham Counties were below but within approximately 50 cents an hour of the state average.

The remaining counties were well below the state average, ranging from Cheshire’s $1.72 per hour lower to Coos County’s $4.21 per hour lower.

What kind of interests would a registered nurse have?

Typically, one interested in the nursing profession would be Social, Investigative, and Realistic.

<table>
<thead>
<tr>
<th>Realistic</th>
<th>Investigative</th>
<th>Artistic</th>
<th>Social</th>
<th>Enterprising</th>
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<tr>
<td>Persons who tend to be frank, practical, focused, mechanical, determined, or rugged. Abilities include manipulating tools, doing mechanical or manual tasks, or doing athletic activities.</td>
<td>Persons who tend to be analytical, intellectual, reserved, independent, and scholarly. Abilities include working with abstract ideas and intellectual problems.</td>
<td>Persons who tend to be complicated, original, impulsive, independent, expressive, and creative. Abilities include using imagination and feelings in creative expression.</td>
<td>Persons who tend to be helping, informing, teaching, inspiring, counseling, and serving. Abilities include interacting with people and concern with the welfare of people.</td>
<td>Persons who tend to be persuasive, energetic, sociable, adventurous, ambitious, and risk-taking. Abilities include leading, managing, and organizing.</td>
<td>Persons who tend to be careful, conforming, conservative, conscientious, self-controlled, and structured. Abilities include ordering activities and paying attention to details.</td>
</tr>
</tbody>
</table>

This RIASEC model of occupations is the copyrighted work of Dr. John L. Holland, and his publisher, Psychological Assessment Resources, Inc. (PAR). [http://www.hollandcodes.com/holland_occupational_codes.html](http://www.hollandcodes.com/holland_occupational_codes.html)

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Then what would be needed? Some primary **knowledge, skills and abilities** would be highly desirable. The following are some important areas of these characteristics, ranked by the relative importance assigned to that skill by O*Net, a national source of occupational information. This source code rates each attribute's importance from 1 to 100.

<table>
<thead>
<tr>
<th>Knowledge</th>
<th>Description</th>
<th>Importance</th>
</tr>
</thead>
<tbody>
<tr>
<td>Medicine and Dentistry</td>
<td>The information and techniques needed to diagnose and treat human injuries, diseases, and deformities. This includes symptoms, treatment alternatives, drug properties and interactions, and preventive healthcare measures.</td>
<td>86</td>
</tr>
<tr>
<td>Psychology</td>
<td>Human behavior and performance; individual differences in ability, personality, and interests; learning and motivation; psychological research methods; the assessment and treatment of behavioral and affective disorders.</td>
<td>80</td>
</tr>
<tr>
<td>Customer and Personal Service</td>
<td>Principles and processes for providing customer and personal services. This includes customer needs assessment, meeting quality standards for services, and evaluation of customer satisfaction.</td>
<td>79</td>
</tr>
<tr>
<td>English Language</td>
<td>The structure and content of the English language including the meaning and spelling of words, rules of composition, and grammar.</td>
<td>65</td>
</tr>
<tr>
<td>Biology</td>
<td>Plant and animal organisms, their tissues, cells, functions, interdependencies, and interactions with each other and the environment.</td>
<td>62</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Skills</th>
<th>Description</th>
<th>Importance</th>
</tr>
</thead>
<tbody>
<tr>
<td>Active Listening</td>
<td>Giving full attention to what other people are saying, taking time to understand the points being made, asking questions as appropriate, and not interrupting at inappropriate times.</td>
<td>90</td>
</tr>
<tr>
<td>Reading Comprehension</td>
<td>Understanding written sentences and paragraphs in work related documents.</td>
<td>85</td>
</tr>
<tr>
<td>Critical Thinking</td>
<td>Using logic and reasoning to identify the strengths and weaknesses of alternative solutions, conclusions or approaches to problems.</td>
<td>82</td>
</tr>
<tr>
<td>Instructing</td>
<td>Teaching others how to do something.</td>
<td>82</td>
</tr>
<tr>
<td>Speaking</td>
<td>Talking to others to convey information effectively.</td>
<td>81</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Abilities</th>
<th>Description</th>
<th>Importance</th>
</tr>
</thead>
<tbody>
<tr>
<td>Problem Sensitivity</td>
<td>To tell when something is wrong or is likely to go wrong. It does not involve solving the problem, only recognizing there is a problem.</td>
<td>94</td>
</tr>
<tr>
<td>Oral Expression</td>
<td>To communicate information and ideas in speaking so others will understand.</td>
<td>91</td>
</tr>
<tr>
<td>Oral Comprehension</td>
<td>To listen to and understand information and ideas presented through spoken words and sentences.</td>
<td>81</td>
</tr>
<tr>
<td>Inductive Reasoning</td>
<td>To combine pieces of information to form general rules or conclusions (includes finding a relationship among seemingly unrelated events).</td>
<td>81</td>
</tr>
<tr>
<td>Speech Recognition</td>
<td>To identify and understand the speech of another person.</td>
<td>75</td>
</tr>
<tr>
<td>Deductive Reasoning</td>
<td>To apply general rules to specific problems to produce answers that make sense.</td>
<td>75</td>
</tr>
<tr>
<td>Speech Clarity</td>
<td>To speak clearly so others can understand you.</td>
<td>75</td>
</tr>
<tr>
<td>Written Expression</td>
<td>To communicate information and ideas in writing so others will understand.</td>
<td>75</td>
</tr>
</tbody>
</table>

Source: Occupational Information Network (O*Net), [www.onetcenter.org](http://www.onetcenter.org)
Nursing in New Hampshire

What kind of education/training is needed to become a registered nurse?

A registered nurse has three major educational paths from which to choose: A bachelor of science degree in nursing (BSN), an associate's degree in nursing (ADN), or a diploma. BSN programs, offered by colleges and universities, take about four years to complete. In 2004, nationally, 674 nursing programs offered degrees at the bachelor's level. ADN programs, offered by community and junior colleges, take about two to three years to complete. In the United States, 846 registered nursing programs in 2004 granted associate's degrees. Diploma programs, administered in hospitals, last about three years. Only 69 programs in the country offered diplomas in 2004. Generally, licensed graduates of any of the three types of educational programs qualify for entry-level positions as staff nurses. According to the National Center for Education Statistics (NCES), New Hampshire had 509 completers from the registered nursing programs in the state.

In New Hampshire the educational institutions that offer accredited nursing programs are:

### Registered Nursing Programs*

<table>
<thead>
<tr>
<th>Educational Institution</th>
<th>Degree Earned</th>
<th>Course/Time Requirements</th>
<th>Program</th>
</tr>
</thead>
<tbody>
<tr>
<td>Colby-Sawyer College</td>
<td>Bachelor's Degree</td>
<td>120 credits</td>
<td>Nursing</td>
</tr>
<tr>
<td>Franklin Pierce University Graduate &amp; Professional Studies - Concord</td>
<td>Bachelor's Degree</td>
<td>120 credits</td>
<td>Nursing (starting fall 2007)</td>
</tr>
<tr>
<td>Franklin Pierce University Graduate &amp; Professional Studies - Portsmouth</td>
<td>Bachelor's Degree</td>
<td>120 credits</td>
<td>Nursing (starting fall 2007)</td>
</tr>
<tr>
<td>Massachusetts College of Pharmacy and Health Sciences</td>
<td>Bachelor's Degree</td>
<td>122 semester hours</td>
<td>Nursing Conversion Program (prior BA/BS required)</td>
</tr>
<tr>
<td>New Hampshire Community Technical College - Berlin Campus</td>
<td>Associate's Degree</td>
<td>72 credits</td>
<td>Nursing (R.N. Training)</td>
</tr>
<tr>
<td>New Hampshire Community Technical College - Claremont Campus</td>
<td>Associate's Degree</td>
<td>66 credits</td>
<td>Nursing (R.N. Training)</td>
</tr>
<tr>
<td>New Hampshire Community Technical College - Laconia Campus</td>
<td>Associate's Degree</td>
<td>72 credits</td>
<td>Nursing/Registered Nurse</td>
</tr>
<tr>
<td>New Hampshire Community Technical College - Manchester Campus</td>
<td>Associate's Degree</td>
<td>68 credits</td>
<td>Nursing (R.N. Training)</td>
</tr>
<tr>
<td>New Hampshire Community Technical College - Nashua Campus</td>
<td>Associate's Degree</td>
<td>67 credits</td>
<td>Nursing (R.N. Training)</td>
</tr>
<tr>
<td>New Hampshire Community Technical College - Stratham/Pease Campus</td>
<td>Associate's Degree</td>
<td>68 credits</td>
<td>Nursing (R.N. Training)</td>
</tr>
<tr>
<td>New Hampshire Technical Institute</td>
<td>Associate's Degree</td>
<td>73 credits</td>
<td>Nursing (R.N. Training)</td>
</tr>
<tr>
<td>Rivier College</td>
<td>Associate's Degree</td>
<td>72 credits</td>
<td>Nursing</td>
</tr>
<tr>
<td>Rivier College</td>
<td>Bachelor's Degree</td>
<td>120 credits</td>
<td>Nursing (R.N. Training)</td>
</tr>
<tr>
<td>Saint Anselm College</td>
<td>Bachelor's Degree</td>
<td>40 semester hours</td>
<td>Nursing (R.N. Training)</td>
</tr>
<tr>
<td>St. Joseph's Hospital School of Nursing &amp; Health Occupations - Nashua</td>
<td>Associate's Degree</td>
<td>68 credits</td>
<td>Nursing (RN)</td>
</tr>
<tr>
<td>University of New Hampshire</td>
<td>Bachelor's Degree</td>
<td>128 credits</td>
<td>Nursing</td>
</tr>
<tr>
<td>University of New Hampshire at Manchester</td>
<td>Bachelor's Degree</td>
<td>128 credits</td>
<td>Nursing (R.N. Training)</td>
</tr>
</tbody>
</table>

*As of the 2007-2008 academic year

---

What do you need to do after you finish the education process?

In all states and the District of Columbia, after graduating from an approved nursing program, students must pass a national licensing examination, known as the NCLEX-RN, in order to obtain a nursing license. Registered nurses may be licensed in more than one state, either by examination or by the endorsement of a license issued by another state. Currently 18 states participate in the Nurse Licensure Compact Agreement, which allows nurses to practice in member states without recertifying. All states require periodic renewal of licenses, which may involve continuing education.7

In New Hampshire, the New Hampshire Board of Nursing is the regulatory agency in charge of licensing registered nurses. The requirements include:

- Provide written evidence of good professional character and good physical and mental health
- Be a graduate of an approved registered nursing program or comparable education
- Validate 400 hours active-in-practice within four years prior to application
- Complete a notarized Criminal Record Release Authorization form and send to the New Hampshire State Police

After successful completion of a written exam, the license is granted. Reciprocity, or acceptance of a license issued from another state, is not permitted in New Hampshire, but a license may be issued by endorsement as long as all the credentials and prerequisites can be verified, including education or training experience.8

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Licensed Practical and Licensed Vocational Nurses

Licensed practical nurses (LPNs), or licensed vocational nurses (LVNs), care for the sick, injured, convalescent, and disabled under the direction of physicians and registered nurses.

What does an LPN do?

Most LPNs provide basic bedside care, taking vital signs such as temperature, blood pressure, pulse, and respiration.

Tasks

- Observe patients, charting and reporting changes in patients' conditions, such as adverse reactions to medication or treatment, and taking any necessary action.
- Administer prescribed medications or start intravenous fluids, and note times and amounts on patients' charts.
- Answer patients' calls and determine how to assist them.
- Measure and record patients' vital signs, such as height, weight, temperature, blood pressure, pulse and respiration.
- Provide basic patient care and treatments, such as taking temperatures or blood pressures, dressing wounds, treating bedsores, giving enemas or douches, rubbing with alcohol, massaging, or performing catheterizations.
- Help patients with bathing, dressing, maintaining personal hygiene, moving in bed, or standing and walking.
- Supervise nurses' aides and assistants.
- Work as part of a health care team to assess patient needs, plan and modify care and implement interventions.
- Record food and fluid intake and output.
- Evaluate nursing intervention outcomes, conferring with other health care team members as necessary.

What are the expected job prospects?

Nationally, employment of LPNs is expected to grow about as fast as the average for all occupations through 2014 in response to the long-term care needs of an increasing elderly population and the general growth of health care services. Replacement needs will be a major source of job openings, as many workers leave the occupation permanently. Applicants for jobs in hospitals may face competition as the number of hospital jobs for LPNs declines; however, rapid employment growth is projected in other health care industries, with the best job opportunities occurring in nursing care facilities and in home health care services.

The need for these skilled caregivers in New Hampshire is expected to grow by 26.7 percent from 2004 to 2014. Taking replacement needs into consideration that translates to 107 openings each year in the state.

Percent of licensed practical nurses employed within industries
What can you expect to earn as a licensed practical nurse?

The average hourly pay for a licensed practical nurse in New Hampshire was $19.01 according to the May 2006 Occupational Employment and Wage survey. That was almost a dollar above the national average.

Among the counties, Merrimack, Hillsborough, Sullivan, and Rockingham counties were the highest paying areas, well above the statewide average.

What kind of interests would a licensed practical nurse have?

An LPN has the same interests as those of a registered nurse, Social, Investigative, and Realistic. Typically, LPNs should have a caring, sympathetic nature. They should be emotionally stable because working with the sick and injured can be stressful. They also should have keen observational, decision-making, and communication skills. As part of a health care team, they must be able to follow orders and work under close supervision.

<table>
<thead>
<tr>
<th>Realistic</th>
<th>Investigative</th>
<th>Artistic</th>
<th>Social</th>
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There are some additional **knowledge, skills** and **abilities** that are helpful, and desirable to someone interested in this occupation. The following are some important areas of these characteristics, ranked by the relative importance assigned to that skill by O*Net, a national source of occupational information. This source code rates each attribute’s importance from 1 to 100.

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### Skills

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<td>Giving full attention to what other people are saying, taking time to understand the points being made, asking questions as appropriate, and not interrupting at inappropriate times.</td>
<td>94</td>
</tr>
<tr>
<td>Reading Comprehension</td>
<td>Understanding written sentences and paragraphs in work related documents.</td>
<td>93</td>
</tr>
<tr>
<td>Writing</td>
<td>Communicating effectively in writing as appropriate for the needs of the audience.</td>
<td>92</td>
</tr>
<tr>
<td>Time Management</td>
<td>Managing one's own time and the time of others.</td>
<td>92</td>
</tr>
</tbody>
</table>

### Abilities

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<thead>
<tr>
<th>Abilities</th>
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<tr>
<td>Problem Sensitivity</td>
<td>To tell when something is wrong or is likely to go wrong. It does not involve solving the problem, only recognizing there is a problem.</td>
<td>88</td>
</tr>
<tr>
<td>Oral Expression</td>
<td>To communicate information and ideas in speaking so others will understand.</td>
<td>78</td>
</tr>
</tbody>
</table>

Source: Occupational Information Network (O*Net), [www.onetcenter.org](http://www.onetcenter.org)
What kind of education/training is needed to become a licensed practical nurse?

A high school diploma or its equivalent usually is required for entry, although some programs accept candidates without a diploma, and some are designed as part of a high school curriculum.

Most practical nursing programs last about one year and include both classroom study and supervised clinical practice (patient care). Classroom study covers basic nursing concepts and patient care-related subjects, including anatomy, physiology, medical-surgical nursing, pediatrics, obstetrics, psychiatric nursing, the administration of drugs, nutrition, and first aid. Clinical practice usually is in a hospital, but sometimes includes other settings.

In New Hampshire, the educational institutions offering accredited licensed practical nursing programs are:

<table>
<thead>
<tr>
<th>Educational Institution</th>
<th>Degree Earned</th>
<th>Course/Time Requirements</th>
<th>Program</th>
</tr>
</thead>
<tbody>
<tr>
<td>CareMed Educational Services, LLC</td>
<td>Postsecondary Certificate/ Diploma 1-2 yr</td>
<td>1080 hours</td>
<td>Licensed Nursing Assistant (LNA)</td>
</tr>
<tr>
<td>First Choice Training Institute</td>
<td>Postsecondary Certificate/ Diploma 1-2 yr</td>
<td>1245 hours</td>
<td>Licensed Nursing Assistant (LNA)</td>
</tr>
<tr>
<td>Harmony Health Care Institute</td>
<td>Postsecondary Certificate/ Diploma 1-2 yr</td>
<td>unknown</td>
<td>Licensed Nursing Assistant (LNA)</td>
</tr>
<tr>
<td>Health Career Training Associates</td>
<td>Postsecondary Certificate/ Diploma 1-2 yr</td>
<td>18 months</td>
<td>Licensed Nursing Assistant (LNA)</td>
</tr>
<tr>
<td>Holden Health Training Career School</td>
<td>Postsecondary Certificate/ Diploma 1-2 yr</td>
<td>1164 hours</td>
<td>Licensed Nursing Assistant (LNA)</td>
</tr>
<tr>
<td>New Hampshire Community Technical College - Claremont Campus</td>
<td>Postsecondary Certificate/ Diploma 1-2 yr</td>
<td>38 credits</td>
<td>Licensed Nursing Assistant (LNA)</td>
</tr>
<tr>
<td>New Hampshire Technical Institute</td>
<td>Postsecondary Certificate/ Diploma 1-2 yr</td>
<td>43 credits</td>
<td>Licensed Nursing Assistant (LNA)</td>
</tr>
<tr>
<td>St. Joseph’s Hospital School of Nursing &amp; Health Occupations - Keene</td>
<td>Postsecondary Certificate/ Diploma 1-2 yr</td>
<td>55 credits</td>
<td>Licensed Nursing Assistant (LNA)</td>
</tr>
<tr>
<td>St. Joseph’s Hospital School of Nursing &amp; Health Occupations - Nashua</td>
<td>Postsecondary Certificate/ Diploma 1-2 yr</td>
<td>55 credits</td>
<td>Licensed Nursing Assistant (LNA)</td>
</tr>
</tbody>
</table>

*As of the 2007-2008 academic year

What do you need to do after you finish the education process?

All states and the District of Columbia require LPNs to pass a licensing examination, known as the NCLEX-PN, after completing a state-approved practical nursing program. The New Hampshire Board of Nursing is the regulatory agency charged with the licensing of LPNs.

The licensing requirements in New Hampshire are:

- Provide written evidence of good professional character and good physical and mental health
- Be a graduate of an approved program in practical nursing or demonstrate comparable education
- Validate 400 hours active-in-practice within four years prior to application
- Complete a notarized Criminal Record Release Authorization form and send to the New Hampshire State Police
New Hampshire does not allow for reciprocity, but a license may be issued by endorsement. The applicant must have taken a national examination that is approved by the Board and be able to verify graduation from an approved educational program or demonstrate comparable educational experience.\textsuperscript{12}

**Regulatory Agency**

**New Hampshire Board Of Nursing**

21 South Fruit Street, Suite 16
Concord, New Hampshire 03301-2431
phone: (603) 271-2323
fax: (603) 271-6605
web: www.nh.gov/nursing

**contact**

person: Margaret Walker, R.N., BS, MBA
e-mail: boardquestions@nursing.state.nh.us

**Related Training**

Licensed Practical/Vocational Nurse Training

**Further Information**

**National Council of State Boards of Nursing**

111 East Wacker Drive, Suite 2900
Chicago, Illinois 60601
phone: (312) 525-3600
web: www.ncsbn.org

Licensed Nursing Assistants – Nursing Aides, Orderlies, and Attendants

Nursing aides — also known as nursing assistants, certified nursing assistants, geriatric aides, unlicensed assistive personnel, orderlies, or hospital attendants — perform routine tasks under the supervision of nursing and medical staff.

What do licensed nursing assistants do?

In New Hampshire, a nursing assistant must have passed a nursing assistant competency test within two years of becoming employed as a licensed nursing assistant. Licensed nursing assistants perform routine nursing-related services for patients in health care facilities and clinics, under the training or supervision of a registered nurse or licensed practical nurse.

Nursing aides employed in nursing care facilities often are the principal caregivers, having far more contact with residents than do other members of the staff. Because some residents may stay in a nursing care facility for months or even years, aides develop ongoing relationships with the residents and interact with them in a positive, caring way. The locations of their work can vary from working in hospitals, nursing homes, and other medical facilities, to working in patients’ homes.

Tasks

- Turn and reposition bedridden patients, alone or with assistance, to prevent bedsores.
- Answer patients’ call signals.
- Feed patients who are unable to feed themselves.
- Observe patients’ conditions, measuring and recording food and liquid intake and output and vital signs, and report changes to professional staff.
- Provide patient care by supplying and emptying bed pans, applying dressings and supervising exercise routines.
- Provide patients with help walking, exercising, and moving in and out of bed.
- Bathe, groom, shave, dress, or drape patients to prepare them for surgery, treatment, or examination.
- Collect specimens such as urine, feces, or sputum.
- Prepare, serve, and collect food trays.
- Clean rooms and change linens.

## Nursing in New Hampshire

### Employment, Openings and Wages for Licensed Nursing Assistants, for New Hampshire by County

<table>
<thead>
<tr>
<th></th>
<th>Base 2004</th>
<th>Projected 2014</th>
<th>Change</th>
<th>Percent Change</th>
<th>Growth</th>
<th>Replacement</th>
<th>Total*</th>
<th>2006 Average Wage</th>
</tr>
</thead>
<tbody>
<tr>
<td>New Hampshire</td>
<td>7,173</td>
<td>9,344</td>
<td>2,171</td>
<td>30.3%</td>
<td>--</td>
<td>--</td>
<td>311</td>
<td>$12.38</td>
</tr>
<tr>
<td>Belknap</td>
<td>336</td>
<td>436</td>
<td>100</td>
<td>29.8%</td>
<td>10</td>
<td>4</td>
<td>14</td>
<td>$11.67</td>
</tr>
<tr>
<td>Carroll</td>
<td>292</td>
<td>347</td>
<td>55</td>
<td>18.8%</td>
<td>6</td>
<td>4</td>
<td>10</td>
<td>$11.98</td>
</tr>
<tr>
<td>Cheshire</td>
<td>441</td>
<td>489</td>
<td>48</td>
<td>10.9%</td>
<td>5</td>
<td>6</td>
<td>11</td>
<td>$11.86</td>
</tr>
<tr>
<td>Coos</td>
<td>303</td>
<td>338</td>
<td>35</td>
<td>11.6%</td>
<td>4</td>
<td>4</td>
<td>8</td>
<td>$10.63</td>
</tr>
<tr>
<td>Grafton</td>
<td>657</td>
<td>870</td>
<td>213</td>
<td>32.4%</td>
<td>21</td>
<td>9</td>
<td>30</td>
<td>$12.69</td>
</tr>
<tr>
<td>Hillsborough</td>
<td>2,278</td>
<td>3,080</td>
<td>802</td>
<td>35.2%</td>
<td>80</td>
<td>30</td>
<td>110</td>
<td>$12.59</td>
</tr>
<tr>
<td>Merrimack</td>
<td>1,032</td>
<td>1,325</td>
<td>293</td>
<td>28.4%</td>
<td>29</td>
<td>14</td>
<td>43</td>
<td>$12.39</td>
</tr>
<tr>
<td>Rockingham</td>
<td>1,070</td>
<td>1,426</td>
<td>356</td>
<td>33.3%</td>
<td>36</td>
<td>14</td>
<td>50</td>
<td>$12.92</td>
</tr>
<tr>
<td>Strafford</td>
<td>570</td>
<td>702</td>
<td>132</td>
<td>23.2%</td>
<td>13</td>
<td>8</td>
<td>21</td>
<td>$11.81</td>
</tr>
<tr>
<td>Sullivan</td>
<td>186</td>
<td>199</td>
<td>13</td>
<td>7.0%</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>$12.64</td>
</tr>
</tbody>
</table>

* Counties may not add to state total because of employment not assigned to a specific area

### What is the job outlook for licensed nursing assistants?

Nationally, employment of nursing aides and assistants is expected to grow faster than average for all occupations through 2014, in response to the long-term care needs of an increasing elderly population. Financial pressures on hospitals to discharge patients as soon as possible should boost admissions to nursing care facilities. As a result, job opportunities will be more numerous in nursing and residential care facilities than in hospitals. Modern medical technology also will drive demand for nursing aides and assistants because, as the technology saves and extends more lives, it increases the need for long-term care provided by aides and assistants.¹⁴

Employment of licensed nursing assistants in New Hampshire is expected to grow by 30.3 percent between 2004 and 2014. This translates to 311 annual openings for this occupation.

### Percent of licensed nursing assistants employed within industries

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Nursing in New Hampshire

What can you expect to earn as a licensed nursing assistant?

The average hourly wage of licensed nursing assistants was $12.38 in New Hampshire according to the May 2006 Occupational Employment and Wage survey. This was well above the national average of $11.04, but only the middle of the pack among the New England states.

Among the counties in the state, Rockingham County led the wages with $12.92 an hour. Coos County was the lowest paid at $10.63 per hour.

What kind of interests would a licensed nursing assistant have?

A nursing assistant differs slightly in interests from other nursing occupations; Social, Enterprising, and Realistic. Applicants should be tactful, patient, understanding, emotionally stable, and dependable and should have a desire to help people. They should also be able to work as part of a team, have good communication skills, and be willing to perform repetitive, routine tasks.

<table>
<thead>
<tr>
<th>Realistic</th>
<th>Investigative</th>
<th>Artistic</th>
<th>Social</th>
<th>Enterprising</th>
<th>Conventional</th>
</tr>
</thead>
<tbody>
<tr>
<td>Persons who tend to be frank, practical, focused, mechanical, determined, or rugged. Abilities include manipulating tools, doing mechanical or manual tasks, or doing athletic activities.</td>
<td>Persons who tend to be analytical, intellectual, reserved, independent, and scholarly. Abilities include working with abstract ideas and intellectual problems.</td>
<td>Persons who tend to be helping, informing, teaching, inspiring, counseling, and serving. Abilities include interacting with people and concern with the welfare of people.</td>
<td>Persons who tend to be persuasive, energetic, sociable, adventurous, ambitious, and risk-taking. Abilities include leading, managing, and organizing.</td>
<td>Persons who tend to be careful, conforming, conservative, conscientious, self-controlled, and structured. Abilities include ordering activities and paying attention to details.</td>
<td></td>
</tr>
</tbody>
</table>

This RIASEC model of occupations is the copyrighted work of Dr. John L. Holland, and his publisher, Psychological Assessment Resources, Inc. (PAR). http://www.hollandcodes.com/holland_occupational_codes.html

There are some additional knowledge, skills and abilities that are helpful, and desirable to someone interested in this occupation. The following are some important areas of these characteristics, ranked by the relative importance assigned to that skill by O*Net, a national source of occupational information. This source code rates each attribute’s importance from 1 to 100.

### Knowledge

<table>
<thead>
<tr>
<th>Knowledge</th>
<th>Description</th>
<th>Importance</th>
</tr>
</thead>
<tbody>
<tr>
<td>Customer and Personal Service</td>
<td>Principles and processes for providing customer and personal services. This includes customer needs assessment, meeting quality standards for services, and evaluation of customer satisfaction.</td>
<td></td>
</tr>
<tr>
<td>English Language</td>
<td>The structure and content of the English language including the meaning and spelling of words, rules of composition, and grammar.</td>
<td></td>
</tr>
<tr>
<td>Education and Training</td>
<td>Principles and methods for curriculum and training design, teaching and instruction for individuals and groups, and the measurement of training effects.</td>
<td></td>
</tr>
<tr>
<td>Medicine and Dentistry</td>
<td>The information and techniques needed to diagnose and treat human injuries, diseases, and deformities. This includes symptoms, treatment alternatives, drug properties and interactions, and preventive health-care measures.</td>
<td></td>
</tr>
</tbody>
</table>

### Skills

<table>
<thead>
<tr>
<th>Skills</th>
<th>Description</th>
<th>Importance</th>
</tr>
</thead>
<tbody>
<tr>
<td>Active Listening</td>
<td>Giving full attention to what other people are saying, taking time to understand the points being made, asking questions as appropriate, and not interrupting at inappropriate times.</td>
<td></td>
</tr>
<tr>
<td>Instructing</td>
<td>Teaching others how to do something.</td>
<td></td>
</tr>
<tr>
<td>Speaking</td>
<td>Talking to others to convey information effectively.</td>
<td></td>
</tr>
<tr>
<td>Time Management</td>
<td>Managing one’s own time and the time of others.</td>
<td></td>
</tr>
<tr>
<td>Coordination</td>
<td>Adjusting actions in relation to others’ actions.</td>
<td></td>
</tr>
</tbody>
</table>

### Abilities

<table>
<thead>
<tr>
<th>Abilities</th>
<th>Description</th>
<th>Importance</th>
</tr>
</thead>
<tbody>
<tr>
<td>Problem Sensitivity</td>
<td>To tell when something is wrong or is likely to go wrong. It does not involve solving the problem, only recognizing there is a problem.</td>
<td></td>
</tr>
<tr>
<td>Oral Comprehension</td>
<td>To listen to and understand information and ideas presented through spoken words and sentences.</td>
<td></td>
</tr>
<tr>
<td>Oral Expression</td>
<td>To communicate information and ideas in speaking so others will understand.</td>
<td></td>
</tr>
</tbody>
</table>

Source: Occupational Information Network (O*Net), [www.onetcenter.org](http://www.onetcenter.org)
What kind of education/training is needed to become a licensed nursing assistant?

Nationally, a high school diploma or equivalent is necessary for a job as a nursing or psychiatric aide. Hospitals may require previous experience as a nursing aide or home health aide. Nursing care facilities often hire inexperienced workers, who must complete a minimum of 75 hours of mandatory training and pass a competency evaluation as part of a state-approved training program within four months of their employment. Aides who complete the program are known as certified nurse assistants (CNAs) and are placed on the state registry of nursing aides.

New Hampshire requires aides to complete a formal training program before becoming licensed.

**Licensed Nursing Assistant / Certified Nursing Assistant Programs**

<table>
<thead>
<tr>
<th>Educational Institution</th>
<th>Degree Earned</th>
<th>Course/Time Requirements</th>
<th>Program</th>
</tr>
</thead>
<tbody>
<tr>
<td>American Red Cross - Great Bay Chapter</td>
<td>Postsecondary Certificate/Diploma &lt; 1 yr</td>
<td>180 hours</td>
<td>Licensed Nursing Assistant (LNA)</td>
</tr>
<tr>
<td>American Red Cross - Greater Nashua &amp; Souhegan Valley Chapter</td>
<td>Postsecondary Certificate/Diploma &lt; 1 yr</td>
<td>160 hours</td>
<td>Licensed Nursing Assistant (LNA)</td>
</tr>
<tr>
<td>American Red Cross - New Hampshire West Chapter</td>
<td>Postsecondary Certificate/Diploma &lt; 1 yr</td>
<td>160 hours</td>
<td>Licensed Nursing Assistant (LNA)</td>
</tr>
<tr>
<td>American Red Cross - North Country, Lakes Region, &amp; Concord Area Chapter</td>
<td>Postsecondary Certificate/Diploma &lt; 1 yr</td>
<td>162 hours</td>
<td>Licensed Nursing Assistant (LNA)</td>
</tr>
<tr>
<td>CareMed Educational Services, LLC</td>
<td>Postsecondary Certificate/Diploma &lt; 1 yr</td>
<td>7 weeks</td>
<td>Licensed Nursing Assistant (LNA)</td>
</tr>
<tr>
<td>Clinical Career Training</td>
<td>Postsecondary Certificate/Diploma &lt; 1 yr</td>
<td>112 hours</td>
<td>Licensed Nursing Assistant (LNA)</td>
</tr>
<tr>
<td>Health Career Training Associates</td>
<td>Postsecondary Certificate/Diploma &lt; 1 yr</td>
<td>145 hours</td>
<td>Licensed Nursing Assistant (LNA)</td>
</tr>
<tr>
<td>LNA Health Careers</td>
<td>Postsecondary Certificate/Diploma &lt; 1 yr</td>
<td>110 hours</td>
<td>Licensed Nursing Assistant (LNA)</td>
</tr>
<tr>
<td>Med Pro Educational Services, LLC</td>
<td>Postsecondary Certificate/Diploma &lt; 1 yr</td>
<td>112 hours</td>
<td>Licensed Nursing Assistant (LNA)</td>
</tr>
<tr>
<td>New Hampshire Community Technical College - Berlin Campus</td>
<td>Postsecondary Certificate/Diploma &lt; 1 yr</td>
<td>227 hours</td>
<td>Certified Nurse Assistant</td>
</tr>
<tr>
<td>New Hampshire Community Technical College - Claremont Campus</td>
<td>Postsecondary Certificate/Diploma &lt; 1 yr</td>
<td>144 hours</td>
<td>Nursing Assistant</td>
</tr>
<tr>
<td>St. Joseph’s Hospital School of Nursing &amp; Health Occupations - Nashua</td>
<td>Postsecondary Certificate/Diploma &lt; 1 yr</td>
<td>180 hours</td>
<td>Licensed Nursing Assistant (LNA)</td>
</tr>
</tbody>
</table>

*As of the 2007-2008 academic year*
What do you need to do after you finish the education process?

In general, aides and assistants must be in good health. A physical examination, including state-regulated tests such as those for tuberculosis, may be required. A criminal background check also is usually required for employment.

In New Hampshire a licensed nursing assistant needs:16

- To graduate from a Board-approved nursing education program; or demonstrate comparable nursing educational preparation recognized by the Board
- To continue or re-enter practice, validate 200 hours active-in-practice within two years prior to renewal, reinstatement, or endorsement; or submit successful results of nursing assistant competency test taken within two years immediately prior to application date
- To complete a notarized Criminal Record Release Authorization form and send to the New Hampshire State Police

Regulatory Agency

New Hampshire Board Of Nursing
21 South Fruit Street, Suite 16
Concord, New Hampshire 03301-2431
phone: (603) 271-2323
fax: (603) 271-6605
web: www.nh.gov/nursing
contact person: Margaret Walker, R.N., BS, MBA
e-mail: boardquestions@nursing.state.nh.us

Related Training

Nurse/Nursing Assistant/Aide and Patient Care Assistant

Further Information

National Council of State Boards of Nursing
111 East Wacker Drive, Suite 2900
Chicago, Illinois 60601
phone: (312) 525-3600
web: www.ncsbn.org

Excerpts from “A Brief History of the New Hampshire Board of Nursing…”

1907 • First Nurse Practice Act passed (March)
   • Examination for graduates of hospital nursing programs was established (registration fee $5.00, annual re-registration fee $.50)
   • Standards for state-approved schools were established
   • 5 nurse examiners were appointed to serve as inspectors of the schools. Nominations were made by New Hampshire Graduate Nurses’ Association

1912 • Nursing students had to have at least 1 year of high school
   • Nursing programs had to be at least 2 years in length and the sponsoring hospital had to have at least 25 beds
   • Nursing curriculum had to include medical nursing, materia medica, surgical nursing, OR, gynecology, obstetrics (6 cases), nursing of children (6 beds, 6 weeks), diet kitchen (4 weeks), contagious nursing and massage

1915 • Board of Nurse Registration organized under the Superintendent of Public Instruction, later known as the Department of Education

1919 • Nurse Practice Act amended to say Commissioner of Education responsible for seeing provisions of act were carried out

1925 • Nursing students had to be at least 19 years of age and have at least 1 year of high school
   • Students had to affiliate for 4 months, passing grade was 50%
   • 132 theory hours were required for the first year, 95 for the second year, and 16 for the third year
   • There were 22 diploma schools of nursing operating in New Hampshire

1930 • Students had to be at least 18 years of age and have 2 years of high school
   • 332 theory hours were required in the first year, 98 hours for the second, and 30 hours for the third year

1933 • Students had to have graduated from high school
   • Students needed passing grade of 55%; 368 theory hours were required in the first year, 60 hours for the second year, and 32 hours for the third year; graduate nurse had to be on duty at all times to supervise students

1939 • Nurse Practice Act was amended to provide for annual re-registration for nurses (fee = 50 cents), and annual compilation of list of registered nurses

1943 • Nurse Practice Act was amended to lower the minimum age of nurses from 21 years to 20 years to help the war effort

1947 • Revised Nurse Practice Act was enacted in July:
   • Board of Nursing Examiners was responsible for seeing that the provisions of the act were carried out.
   • National licensing exam for RNs was used in NH for the first time
   • Fees increased: Registration = $10.00, annual renewal = $1.00, penalty fee increased from $50.00 to $100.00

1951 • Minimum passing score of 350 in each of the six tests in the RN examination was adopted, facilitating acceptance of NH RNs in other states

1953 • First New Hampshire RN baccalaureate program established at Saint Anselm College

1954 • First New Hampshire Practical Nurse program opened

1959 • Amendment to the Nurse Practice Act made it mandatory for nurses to be licensed, deleted citizenship from license requirements

1965 • Mandatory law for practical nurses was enacted (effective January 1, 1967) requiring they pass a licensing examination
   • Minimum nurse licensure age was 18 years

1966 • First Newsletter of the Board was published; December 1966 Newsletter reported “The need for qualified registered nurses and licensed practical nurses in New Hampshire is urgent.”

1967 • License renewal fee = $3.00, Number of RNs actively employed in nursing in New Hampshire = 3,498

1968 • The Board reported that in New Hampshire there were: 8 Diploma RN programs (1 of which was phasing out); 2 Baccalaureate RN programs; and 5 Practical Nurse Programs (2 new PN programs began that year)

1970 • First Associate Degree nursing program in NH at NHTI in Concord was approved

1971 • New Hampshire was one of the first states in the country to establish category of ARNP
1974 • NH Vocational-Technical College, Portsmouth and NHTI approved to give advanced standing in the RN program to LPNs
  • Because of the large number of senior RN and PN students, the Board required that out-of-state applicants had to have the potential employer verify date of employment to make sure that there would be adequate testing space for graduates

1975 • New Nurse Practice Act signed into law

1976 • Guidelines for Nursing Assistant education courses were adopted

1981 • NH Legislature passed a law to “sunset” the Board of Nursing
  • Coalition of Action for Nurses (CNS) formed in response to “sunset” legislation

1982 • Board of Nursing was reinstated on March 5 for a period of 6 years; Nurse Practice Act amended; First public member appointed to the Board; Diamond Jubilee celebration of the Board was held on March 31, 1982

1984 • Nurse Extern Programs initiated

1987 • Report of the Sunset Committee of the legislature recommended:
  • Reauthorization of the Board of Nursing; Consideration of certification of nursing assistants; that the Board require continuing education for all nurses
  • Nurse Practice Act amended
  • Renamed the New Hampshire Nurses Registration Board and was moved from the Department of Education to the Division of Public Health, Department of Health and Human Services
  • Reentry program for RNs, LPNs not active in practice implemented

1988 • First LPN appointed to Board

1989 • Legislation authorized the Board to regulate nursing assistant practice

1990 • Certified Nursing Assistant registration program initiated; Nurse Aide Registry initiated

1992 • Continued Competency requirements including “active-in-practice” requirements and mandatory continuing education
  • IV Therapy included in LPN scope of practice and first LPN IV Therapy Course initiated

1993 • Telephone license verification system initiated

1994 • Newsletter mailed to all licensees for the first time
  • NCLEX changed from “paper and pencil” format to computer adaptive test

1996 • Board web page initiated
  • Practice & Education Committee initiated

1999 • First Investigator/Prosecutor appointed by the Board

2001 • Revisions to the Nurse Practice Act allowed:
  • Delegation to non-licensed individuals
  • Change from CNAs to LNAs
  • The appointment of 2 LNAs to serve on the Board of Nursing
  • Approval of education programs for LNAs to administer medications

2002 • First Licensed Nursing Assistants appointed to the Board
  • First Annual LNA Conference sponsored by the Board
  • Administrative Rules revised:
    • Active-in-practice for RNs, LPNs changed from 900 hours to 400 hours and may be voluntary
    • Continuing education requirements for nurses may be entirely individualized
    • Delegation of medication administration allowed under specific circumstances
    • Qualifications for nurse educators revised to allow for master’s preparation in an area related to nursing and health care
    • Substitute nurse educators allowed
    • Continuing education and active-in-practice required for LNAs

2004 • Criminal background checks became mandatory prerequisite for licensure
  • On-line license renewal implemented

2005 • New Nurse Practice Act signed into law July 2005
  • Defined entrances in nurse licensure compact for RNs and LPNs

2006 • NH implements Mutual Recognition Model of Licensure for RNs and LPNs (Nurse Licensure Compact)
  • NH Board goes “paperless”

New Hampshire Employment Security Locations

Berlin (752-5500)  
151 Pleasant St., P.O. Box 159, 03570-0159

Claremont (543-3111)  
404 Washington St., P.O. Box 180, 03743-0180

Concord (228-4100)  
10 West St., P.O. Box 1140, 03302-1140

Conway (447-5924)  
518 White Mountain Highway, 03818-4205

Keene (352-1904)  
109 Key Rd., 03431-3926

Laconia (524-3960)  
426 Union Ave., Ste. 3, 03246-2894

Lebanon (448-6340)  
85 Mechanic St., 03766-1506

Littleton (444-2971)  
646 Union St., Ste. 100, 03561-5314

Manchester (627-7841)  
300 Hanover St., 03104-4957

Nashua (882-5177)  
6 Townsend West, 03063-1217

Portsmouth (436-3702)  
2000 Lafeyette Rd., 03801-5673

Salem (893-9185)  
29 South Broadway, 03079-3026

Somersworth (742-3600)  
243 Rt. 108, 03878-1512