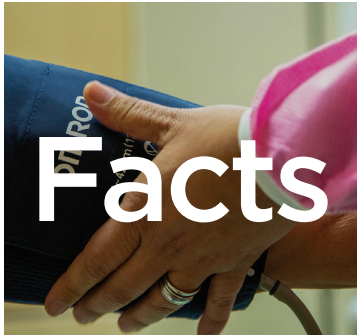# REGISTERED NURSE (RN)

Registered nurses (RNs) are critical in helping to improve the lives of millions of patients through effective, compassionate delivery of care, education, and one-on-one guidance. An RN's primary role is to ensure that patients receive the proper care needed, whether in hospital/acute care settings or primary care/clinic settings. RN duties differ across healthcare facility types, geography, team size, specialty, and the populations they serve. All registered nurses are licensed. Many begin their occupational journey through more entry-level patient care roles, like certified nursing assistants (CNAs) and medical assistants (MAs).

Facts

- Demand for RNs will increase by 8% through 2025.
- There is a strong demand for RNs with 1,588 unique job postings per month.
- Typical education required: 2- to 4-year degree or training program, followed by clinical rotation and licensure exam.
- RN jobs within the San Antonio region have a median annual salary of $79,061.

Consider this role if...

- You have strong time management and delegation skills.
- You have flexibility to work varied shifts that may include nights, weekends, and holidays.
- You are comfortable with a physically demanding, fast-paced job.
- People would describe you as patient, understanding, and caring toward others.
- You have effective communication skills and are empathetic.
- You are comfortable with blood and other bodily fluids.

Is this role a match for your personality?

In-Demand Knowledge and Skills

- Excellent communication, teamwork, critical thinking, problem-solving, and conflict resolution skills
- Knowledge of medical terminology, medications, medical record-keeping, and medical technologies
- Ability to measure and monitor vital signs and administer procedures
- Leadership and management skills

Is this role a match for your career goals?
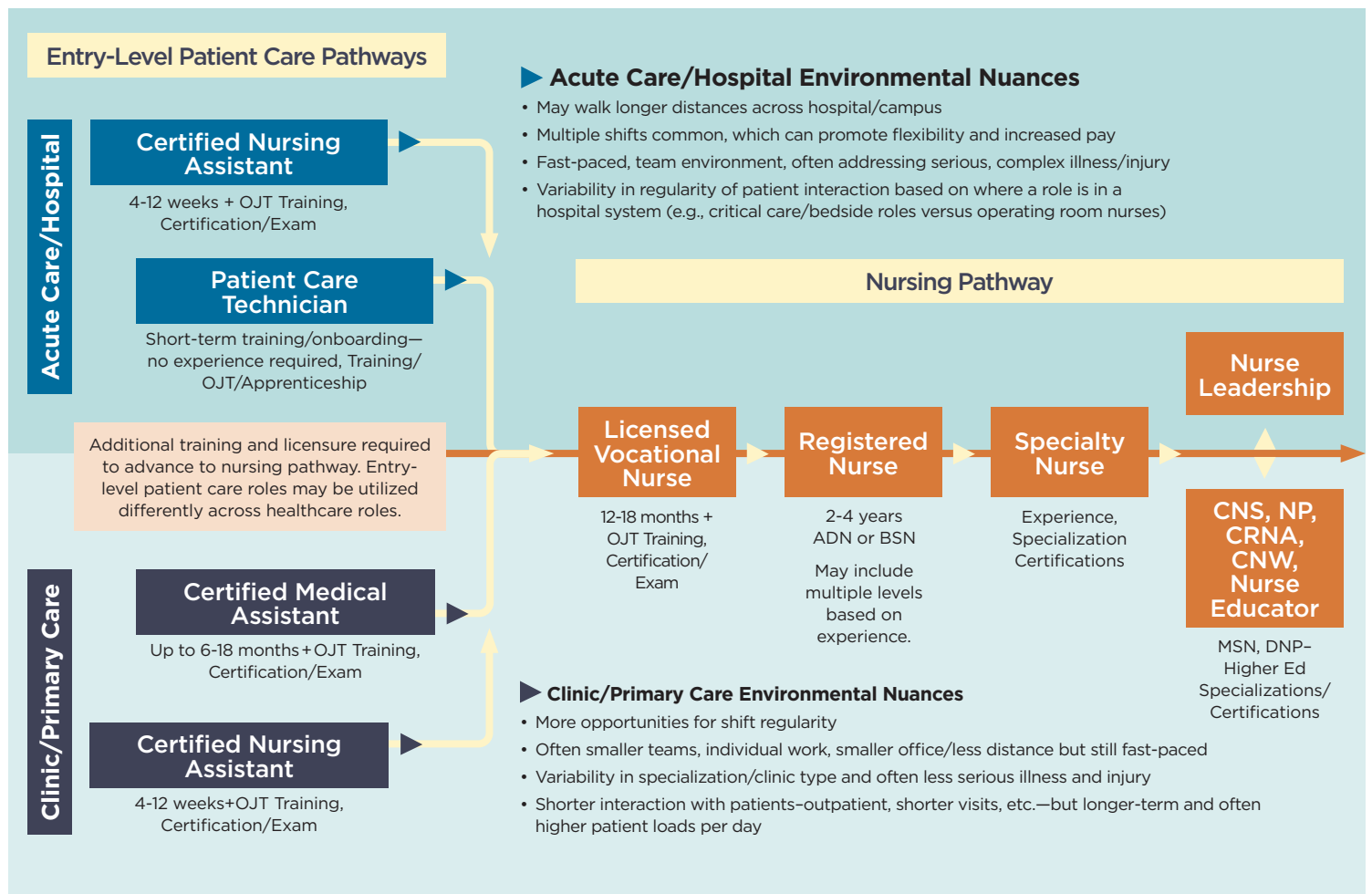
Typical On-the-Job Duties

- Assessing, observing, monitoring vital signs, and speaking to patients
- Recording details and symptoms of patients' medical histories and current health
- Preparing patients and/or administering exams and treatments
- Leading and supervising nursing and direct patient care teams (e.g., CNAs, MAs, PCTs, LVNs)
- Operating and monitoring medical equipment

CNA PCT MA LVN **RN** ▶

greater:SATX
REGIONAL ECONOMIC PARTNERSHIP

Produced by the employer-led
Talent Pipeline Management
Collaborative

What career options do I have?

Obtaining licensure as a registered nurse (RN) typically takes 2-4 years. Many RNs begin their career in other patient care roles like certified nursing assistants and medical assistants and are supported by their employers to obtain their RN license. RNs typically obtain specializations through on-the-job learning and/or certifications and work with a team of specialists and physicians based on location, medical function, and population served. RNs can also obtain additional education and licensure to become a clinical nurse specialist (CNS), nurse practitioner (NP), certified registered nurse anesthetist (CRNA), certified nurse midwife (CNW), or nurse educator.

Registered Nurse Pathway

Entry-Level Patient Care Pathways

Acute Care/Hospital

Certified Nursing Assistant
4-12 weeks + OJT Training, Certification/Exam

Patient Care Technician
Short-term training/onboarding—no experience required, Training/OJT/Apprenticeship

Additional training and licensure required to advance to nursing pathway. Entry-level patient care roles may be utilized differently across healthcare roles.

Clinic/Primary Care

Certified Medical Assistant
Up to 6-18 months + OJT Training, Certification/Exam

Certified Nursing Assistant
4-12 weeks + OJT Training, Certification/Exam

▶ **Acute Care/Hospital Environmental Nuances**
- May walk longer distances across hospital/campus
- Multiple shifts common, which can promote flexibility and increased pay
- Fast-paced, team environment, often addressing serious, complex illness/injury
- Variability in regularity of patient interaction based on where a role is in a hospital system (e.g., critical care/bedside roles versus operating room nurses)

Nursing Pathway

Licensed Vocational Nurse
12-18 months + OJT Training, Certification/Exam

Registered Nurse
2-4 years ADN or BSN

May include multiple levels based on experience.

Specialty Nurse
Experience, Specialization Certifications

Nurse Leadership

CNS, NP, CRNA, CNW, Nurse Educator
MSN, DNP–Higher Ed Specializations/Certifications

▶ **Clinic/Primary Care Environmental Nuances**
- More opportunities for shift regularity
- Often smaller teams, individual work, smaller office/less distance but still fast-paced
- Variability in specialization/clinic type and often less serious illness and injury
- Shorter interaction with patients–outpatient, shorter visits, etc.—but longer-term and often higher patient loads per day

SUCCESS STORY

YES!

Working in a senior living community, Janet provides focused, quality care to each resident by treating them like her own family. Janet's dedication to the mission of the work provides opportunities for growth and leadership. Currently serving as a PRN with Morningside Ministries, Janet has been in the field for over 20 years serving in roles as a 1-on-1 provider. Janet's passion for her work allowed her the opportunity to return to school to complete a Certified Nursing Assistant (CNA) program. Through additional internal upskilling and training programs, Janet's commitment to quality patient care led to her promotion as PRN Trainer for all new hires. Janet takes pride in her new role and enjoys showing new hires the Morningside Ministries way!

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