

# Career Pathways in Nursing: Spotlight on Georgia

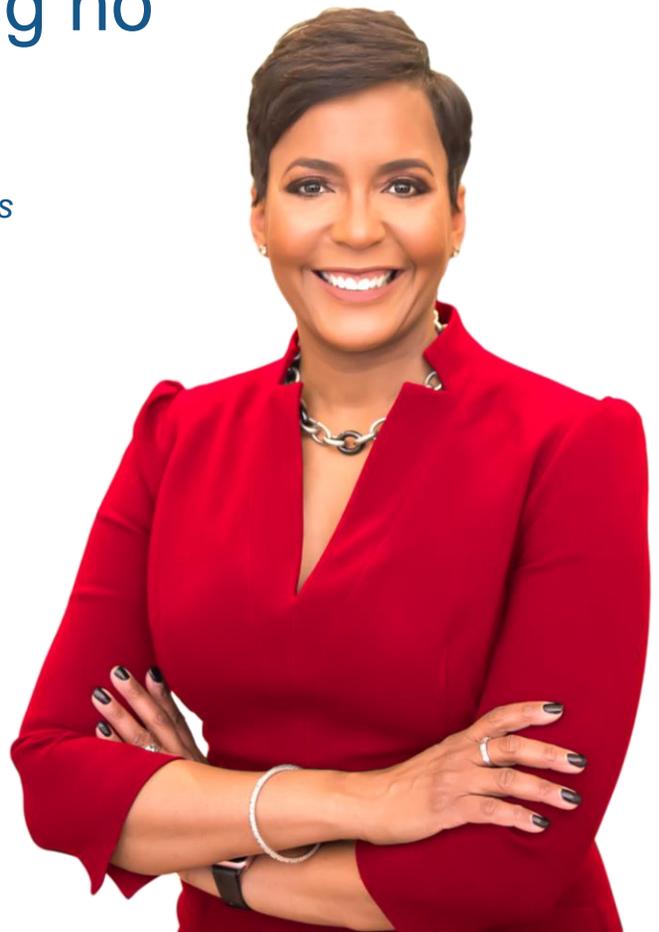
E-guide





"We are **OneAtlanta**,  
regardless of color,  
language or country of origin,  
moving forward together,  
in unity, leaving no  
one behind."

*- Mayor Keisha Lance Bottoms*



# What's in the Guide?

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# Introduction



This Guide was created with the support of World Education Services Global Talent Bridge as part of the Skilled Immigrant Integration Program 2020. It is intended to accompany the [\*\*World Education Services \(WES\) Global Talent Bridge Career Pathways in Nursing E-Guide\*\*](#), which provides guidance to internationally trained immigrants seeking to use their international education in the U.S. This free online e-guide explores career and academic pathways related to the field of nursing, as well as alternative and related careers.

## Features include:

- Strategies for achieving career success
- Helpful charts highlighting licensing and certification requirements in nursing
- Interactive worksheets and guides
- Success stories spotlighting the real-life professional pathways of skilled immigrants
- Links to helpful resources in the field of nursing

In this supplement, you will find additional resources for exploring career pathways related to the field of **nursing in Georgia**. This guide was prepared with the assistance of [\*Mayor's Office of Immigrant Affairs, City of Atlanta - Welcoming Atlanta\*](#).

**Note:** programs, processes, and fees are subject to change and should be verified with the appropriate agencies.

# Planning Your Career Pathway



Even if you worked as a nurse in your home country, you will need to obtain a professional license in order to work as a nurse in Georgia. This process can take time, and it may be helpful to first find an entry-level job, an apprenticeship, or an internship where you can gain valuable U.S. work experience. Or you may decide to return to school for further education and training. Your career pathway is made up of these educational and professional decisions that will open doors to new opportunities.

## Did You Know?

Nearly 73,000  
immigrants in Georgia  
work in the healthcare  
and social assistance  
industry.

Source: [American Immigration Council](#)

# The Nursing Profession In Georgia



Have you researched the local labor market and considered which job titles will be a good fit for you? In the box below, you will find some of the typical job titles in patient care and nursing.

Job Title	Average Wage	Annual Openings	Sample Skills and Training Required
<u><a href="#">Personal Care Aide</a></u>	\$21,154	740	High school diploma or equivalent
<u><a href="#">Home Health Aide</a></u>	\$22,568	410	High school diploma or equivalent
<u><a href="#">Certified Nursing Assistant (CNA)</a></u>	\$25,709	520	State approved training program Nurse Aide Practice Exam
<u><a href="#">Licensed Practical Nurse (LPN)</a></u>	\$42,078	290	Pass the NCLEX-PN exam Must be licensed in Georgia
<u><a href="#">Registered Nurse (RN)</a></u>	\$69,826	660	Pass the NCLEX-RN exam Must be licensed in Georgia
<u><a href="#">Nurse Practitioner</a></u>	\$104,354	50	Be a registered nurse in Georgia Pass National Certification Exam

When considering a profession, it can be useful to identify the likelihood of getting a job as well as potential wage information. You can use [O\\*Net OnLine](#) to find labor market information by job title. Look for “Bright Outlook” occupations, which are jobs that are expected to grow rapidly. You can also learn more about in-demand job titles at [Career One Stop](#) using the link called [What’s In Demand?](#)

***To learn more about employment options in Georgia based on local labor market information, you can find information on the website of the Georgia Department of Labor. Here are some helpful links:***

[\*Get Occupational Trends\*](#)

[\*Georgia’s Hot Careers\*](#)

[\*Short-Term Employment Projections\*](#)

[\*Licensed and Certified Occupations in Georgia\*](#)

# The Nursing Profession In Georgia

## Key questions to consider:

*What is your professional background?*

*What types of jobs would you like to apply for?*

*What is the last job you held and how long have you been out of the labor market?*

*Are you currently working in the healthcare field?*

*What type of job is right for you now, next, and in the future?*



**To learn more**, the “*Educational Pathways*” section of the [WES Global Talent Bridge Career Pathways in Nursing E-Guide](#) can provide you with a general description of the duties and educational requirements for additional job titles in healthcare and nursing.

# Gaining Recognition For Your International Education



**Once you have an understanding of job titles that might match your interests and experience, you can begin to consider the best next step in your career planning.** First, it is important to understand the value and purpose of a *credential evaluation*, which will help you apply your international education to work or education in the U.S.

## **A credential evaluation may be required to:**

- apply to college, university, or a training program
- match job requirements to prior education and professional experience
- start the licensing process

## **In general, a credential evaluation will:**

- compare your academic accomplishments to U.S. standards
- detail the U.S. equivalency of your education
- help an institution or employer understand your educational background
- There is no one credential evaluation process for every situation. Always check with an institution, licensing agency, or employer to verify specific requirements for an authorized credential evaluation.

## **Key questions to consider:**

*Do you have a complete set of your transcripts and diploma? If needed, could you get them sent from your school to an approved foreign credential evaluation service?*

*Are your transcripts or diploma in English or will they need to be translated? What are your financial resources for paying for the cost of the evaluation and translation of your credentials?*

# Gaining Recognition For Your International Education

In the section below, you will find the specific requirements for credential evaluation if you are interested in applying for a professional license in nursing in Georgia.

To pursue a state license in nursing in **Georgia**, you will need to follow the credential evaluation requirements of the Georgia Board of Nursing:

- Register with CGFNS International at [www.cgfns.org](http://www.cgfns.org) and request that they evaluate your credentials and submit a *CES Professional Report* (including non-nursing education) to the Georgia Board of Nursing.
- If your nursing education program was not completed in English with English textbooks, you must pass the TOEFL with a minimum score of 550 (paper based), 213 (computer based) or 79 (internet based). You may register for the Test of English as a Foreign Language (TOEFL) at [www.toefl.org](http://www.toefl.org).
- Submit official transcripts from your nursing education program which led to initial licensure. Transcripts must be in English or accompanied by a certified English language translation directly from the school, another licensing board, or CGFNS.



**You can learn more** from *CGFNS International, Inc.* (formerly known as the *Commission on Graduates of Foreign Nursing Schools*) at: <https://www.cgfns.org/licensure/georgia/>

Another good resource is the *U.S. Nursing Licensure for Foreign-Educated Nurses - Resource Manual* published by the *National Council of State Boards of Nursing, Inc.*

# Licensing And Certification Requirements In Nursing In Georgia



This section of the guide provides general information on licensing and certification, with helpful links to guide you to more detailed information. The agency in charge of licensing for nurses in Georgia is the [Georgia Board of Nursing](#).

## *Is Georgia part of the Nurse Licensure Compact?*

**Yes.** Georgia is part of the [Nurse Licensure Compact \(NLC\)](#). That means you may practice nursing in any state that is a member of the NLC as long as you have a multi-state license. If you already have a U.S. nursing license in another state, the application process may be slightly different.

## *How can I review the licensing process?*

You can review the licensing process and apply for licensure using the link: [Georgia Board of Nursing – Licensure By Examination as a Registered Nurse Application for Graduates of Nursing Education Programs Located Outside of the United States](#).

## *What will I need for licensing and how much will it cost?*

**Your licensing application checklist will include:**

- ✓ Application and fee
- ✓ Verification of residency or citizenship
- ✓ Verification of work authorization
- ✓ Documentation of education and nursing program verification from the Commission on Graduates of Foreign Nursing Schools ([CGFNS](#))
- ✓ Proof of English language proficiency on the Test of English as a Foreign Language ([TOEFL](#))
- ✓ A passing score on the [National Council Licensure Examination \(NCLEX®\)](#)
- ✓ Criminal Records Check

See next page for estimated costs of each step in the licensing process.

# Licensing And Certification Requirements In Nursing In Georgia

Costs are approximate depending on each applicant's situation, but it is estimated you will need at least \$800 to cover the application fee, language testing, and licensing exam fees.

Item	Sample Cost
Application for License	<u>\$40</u>
Credential Evaluation / Document Translation	<u>\$365</u>
TOEFL preparation class	varies
TOEFL examination	<u>\$180</u>
NCLEX preparation class	varies
NCLEX examination	<u>\$200</u>
Criminal background check	<u>\$40</u>
<i>Minimum needed</i>	<b>\$825</b>

## ***Are there any alternative pathways to licensing?***

In some states, there may be alternative pathways to licensing, or, ways to obtain a temporary license or certification to work in healthcare. For example, in 2020, [new options for healthcare workers](#) were created in response to the COVID-19 crisis.



Special programs exist in some communities to help internationally trained professionals, like the [Welcome Back Initiative](#) for internationally trained health workers living U.S. You can check with a local service provider to see if you can find alternative pathway options to licensing.

Because the process of returning to work as a licensed nurse in Georgia can be complex, you may decide to consider alternative careers using your transferable skills.

# Transferrable Skills And Exploring Alternative Careers In Georgia



**When applying for a job in the U.S., it is important to have a good understanding of *transferrable skills*.** Transferrable skills are the skills you learn in one job that can be transferred or applied to a different job title or new position.

Using the list of [Georgia's Hot Careers](#) developed by the **Georgia Department of Labor**, you can find examples of the skills in demand for healthcare careers.

## **Examples of transferable skills in demand in Georgia include:**

- > Critical Thinking / Problem Solving
- > Judgement & Decision Making
- > Listening / Reading
- > Written Expression
- > Assisting & Caring for Others
- > Interacting with Computers

The process of changing careers and identifying transferrable skills can be a challenge, and it may be helpful to work with a career advisor who can help you with key steps in understanding career exploration, resume preparation, job applications, and networking.

For example, you can find free resources especially for skilled immigrants at the “Jobversity” online site hosted by [Upwardly Global](#). Job seekers may also find assistance through the [Georgia Department of Labor](#).

## **Helpful questions to consider:**

*How ready am I to complete the basic steps to becoming a nurse in Georgia?  
Should I consider alternative career options instead?*

*What is my English language proficiency level? Should I seek further training?*

*How current are my computer skills? Do they need updating?*

Here is a summary of useful links to guide you to resources for nursing career pathways in Georgia:

## Licensing Resources

- > The agency in charge of licensing for nurses in Georgia is the [Georgia Board of Nursing](#).
- > The Welcome Back Initiative maintains a detailed fact sheet and helpful links related to [licensing for nurses](#) and other healthcare professions.
- > You can learn more about licensing from CGFNS International, Inc. (formerly the Commission on Graduates of Foreign Nursing Schools) at: <https://www.cgfns.org/licensure/georgia/>
- > Another good resource is the [U.S. Nursing Licensure for Foreign-Educated Nurses - Resource Manual](#) published by the National Council of State Boards of Nursing, Inc.(NCSBN). NCSBN has a [Nurse Licensure Guidance tool](#) that provides direction and resources on becoming a licensed nurse in the U.S.

## TOEFL Resources

- > If your nursing education program was not completed in English with English textbooks, you must pass the TOEFL with a minimum score of 550 (paper based), 213 (computer based) or 79 (internet based). You may find out how to register and prepare for the TOEFL at [www.toefl.org](http://www.toefl.org).
- > You can find TOEFL preparation materials online at: <https://www.ets.org/toefl/ibt/prepare>
- > The [Intensive English Program at Georgia State University](#) offers language preparation programs and hosts classes in [Community-Based English for Academic Purposes](#).

## NCLEX® Resources

- > You can learn about the NCLEX® examination process from National Council of State Boards of Nursing, Inc. (NCSBN): <https://www.ncsbn.org/before-the-exam.htm>
- > You can find suggestions for NCLEX® test preparation resources at <https://nurse.org/articles/top-nclex-review-courses/>



## Resources for Returning to School

- > The Georgia Board of Nursing maintains a list of [Approved Nursing Education Programs](#).
- > [The U.S. Department of Education](#) website can help you understand the U.S. education system, types of programs, and financial aid system. If you have an advanced degree (master's or higher), you may not qualify for FAFSA funding.
- > Learn more about [colleges and universities in Atlanta](#).

## Career/Employment Resources

- > The professional organization for nurses in the state is the [Georgia Nurses Association](#).
- > For help with future goal planning, check the “SMART Goal Worksheet” in the [\(WES\) Global Talent Bridge Career Pathways in Nursing E-Guide](#). You can also find help in the “Strategies for Success” section and additional resources on the [WES Advisor Blog](#).
- > Career advising for skilled immigrants is available from the “Jobversity” free online resource hosted by [Upwardly Global](#).
- > If you are looking to change careers, explore the “Local Training Finder” at My Next Move: <https://www.mynextmove.org/>
- > Job seekers may find assistance through the [Georgia Department of Labor](#). The 12<sup>th</sup> edition of [Licensed and Certified Occupations in Georgia](#) is available online.
- > For more info on the immigrant workforce in the Atlanta Metro Area in Georgia, see the resource link developed by [New Americans Economy](#).

## Financial Planning Resources

- > [Right Path](#) aims to improve financial independence in the Metro Atlanta area by facilitating the delivery of volunteer-based financial literacy education programs to high school and college students in low and moderate income communities.

## Immigration Services

- > To view a list of Georgia non-profit legal immigration services providers, visit the “[Know Your Rights](#)” page of Welcoming Atlanta Mayor’s Office of Immigrant Affairs or [click here](#).



## Appendix: Licensing Process for Internationally Trained Nurses<sup>1</sup>

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**Step 1:** Begin your application for your [Georgia Board of Nursing License](#)

**Step 2:** Register with the [Commission on Graduates of Foreign Nursing Schools \(CGFNS\)](#)

**Step 3:** Apply for a [CGFNS Professional Evaluation](#) and request a CES Professional Report

**Step 4:** Pass English Language Proficiency examination (if needed)

Is an English Language Proficiency exam required? **YES**

Is the exam required if educational program was taught in English? **NO**

*Which examination is accepted?*

- [TOEFL](#) (*Test of English as a Foreign Language*)
- Pass exam with a minimum score of 550 (paper based), 213 (computer based) or 79 (internet based)

**Step 5:** Does CGFNS certify your international degree?

**YES:** See next step.

**NO:** Explore Other Healthcare Careers

**OR:** Complete additional coursework<sup>2</sup> then submit fulfilled requirements to CGFNS.

**Step 6:** Register for the [NCLEX \(National Council Licensure Examination\)](#)

**Step 7:** Receive your Authorization to Test (ATT) and schedule your [NCLEX](#) test date

**Step 8:** Can you pass the [NCLEX](#) on the first try?<sup>3</sup>

**YES:** See next step.

**NO:** Follow the [Georgia Board of Nursing](#) requirements for retaking the exam.

**Step 9:** Fulfill any additional state-specific licensure requirements.

**Step 10:** Submit your completed application form to the [Georgia Board of Nursing](#).

**License to practice nursing conferred.**

Follow requirements to maintain or renew licensure.

Check licensing mobility requirements to work as a nurse in another state, if needed.



## Explore Other Healthcare Careers Available to You

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### **Non-Regulated Careers** (some may require additional training or certification)<sup>4</sup>

- > [Medical Assistant](#)
- > [Surgical Assistant](#)
- > [Medical Interpreter](#)
- > [Patient Representative](#)
- > [Community Health Worker](#)
- > [Medical Records Specialist](#)
- > [Medical Secretaries](#)
- > [Phlebotomist](#)
- > [Endoscopy Technicians](#)
- > [Billing and Posting Clerk](#)

### **Regulated Careers** (require professional licensure)

- > Certified Nursing Assistant (CNA)<sup>5</sup>
- > Licensed Practical Nurse (LPN)<sup>6</sup>

### **OR:** Upskill with these higher education pathways<sup>7</sup>

- > Master's Degree (MS) in Public Health
- > Master's Degree (MS) in Public Administration

### **OR:** Pursue an alternative career<sup>8</sup>



## Addresses for Physical Locations of Nursing Testing Centers

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### Test Center Information

Pearson Professional Centers  
Macon GA  
  
6055 Lakeside Commons Drive  
Suite 110  
Lakeside Commons I Building  
Macon, Georgia 31210  
United States

### Test Center Information

Pearson Professional Centers  
Albany GA  
  
2410 Westgate Drive  
Suite 102  
Albany, Georgia 31707  
United States

### Test Center Information

Pearson Professional Centers  
Atlanta GA (Stockbridge)  
  
239 Village Center Parkway  
Suite 28  
The Grand Professional Building  
Stockbridge, Georgia 30281  
United States

### Test Center Information

Pearson Professional Centers  
Atlanta GA  
  
2 Corporate Blvd NE  
Suite 150  
Atlanta, Georgia 30329  
United States

### Test Center Information

Pearson Professional Centers  
Atlanta GA (North)  
  
1117 Perimeter Center West  
Suite 311 East  
Atlanta, Georgia 30338  
United States

### Test Center Information

Pearson Professional Centers  
Savannah GA  
  
785 King George Blvd  
Suite C  
Georgetown Center  
Savannah, Georgia 31419  
United States

### Test Center Information

Pearson Professional Centers  
Augusta GA  
  
One 10th Street  
Suite 640  
Augusta Riverfront Center  
Augusta, Georgia 30901  
United States



## Suggested Nursing Resume Headers

- > Education
- > Honors
- > Certifications and Skills / Clinical Skills and Procedures / Summary of Skills
- > Work Experience: Clinical Experience / Related Experience
- > Volunteer Experience
- > Professional Development
- > Professional Associations
- > Publications

## Sample Resumes

### Sample Health Care Resume Examples

[https://www.wcupa.edu/\\_services/careerDevelopment/documents/HealthWellness\\_Resumes.pdf](https://www.wcupa.edu/_services/careerDevelopment/documents/HealthWellness_Resumes.pdf)

### Sample Nurse Resumes

[https://www.vpul.upenn.edu/careerservices/files/MSNResumes\\_1345747125.pdf](https://www.vpul.upenn.edu/careerservices/files/MSNResumes_1345747125.pdf)

### Sample Nurse Resume Template

<https://www.careerbuilder.com/advice/sample-registered-nurse-resume>

### Sample Nurse Resume Builder

<https://www.resumeok.com/nursing-resume-sample/>

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1. Adapted from: [https://www.michigan.gov/documents/lara/2019-career-pathway-RN\\_667702\\_7.pdf](https://www.michigan.gov/documents/lara/2019-career-pathway-RN_667702_7.pdf)

2. See link to [board-approved study programs for nursing](#).

3. For NCLEX pass rate statistics for international candidates, see <https://www.ncsbn.org/1237.htm>

4. For more career examples, see WES [Career Pathways in Nursing: Using Your Education in the United States](#) or [Career Pathways in Allied Health: Using Your Education in the United States](#).

5. <https://home.pearsonvue.com/ga/nurseaides/>

6. [https://sos.ga.gov/index.php/licensing/plb/45/licensure\\_as\\_a\\_practical\\_nurse](https://sos.ga.gov/index.php/licensing/plb/45/licensure_as_a_practical_nurse)

7. Learn more about [colleges and universities in Atlanta](#).

8. To learn more about employment options in Georgia based on local labor market information, you can find information on the website of the [Georgia Department of Labor](#).

