The progression of the specialist nurse workforce

The most trusted professionals for over 200 years

ESN — EUROPEAN SPECIALIST NURSES ORGANISATION

Caring4Nurses

1946 – 1964
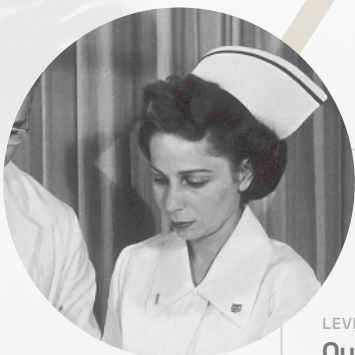
Post War Nurse
Ambitious and well questioning everything

EDUCATION	EVOLUTION	ERA
Basic training	Generic	War is over

LEVEL	DISCIPLINES	GEOGRAPHY
Qualification — Obedient	Traditional disciplines	Local nurse

ENVIRONMENT	KNOWLEDGE	MEDICATION
Nursing health environment	Old generation Books	Administer — Doctor's domain

TECHNOLOGY		STATUS	TOP-DOWN
Post	Listener / Employed	Appreciated — Generic	Head nurse

> "I like to know how to do it"

1965 – 1979

My own way nurse
Like structure and direction

EDUCATION	EVOLUTION	ERA
Advanced generic	Specific	Cold war

LEVEL	DISCIPLINES	GEOGRAPHY
Bachelor — Lead small scale	Disciplines separated	Regional

ENVIRONMENT	KNOWLEDGE	MEDICATION
Medical health environment	New literature	Provide and advise

TECHNOLOGY		STATUS	TOP-DOWN
Phone	Problem observer / Employed	Realise — Well grounded	Nurse manager

> "Tell me what to do but not how"

1980 – 1994
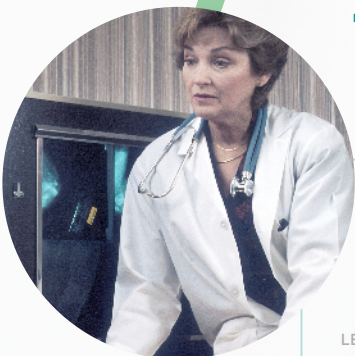
The millennial Nurse
Expect support to achieve

EDUCATION	EVOLUTION	ERA
Advanced specialist	Specialised	New borders

LEVEL	DISCIPLINES	GEOGRAPHY
Master — Team player	Multidisciplinary — have mentorship	National

ENVIRONMENT	KNOWLEDGE	MEDICATION
Holistic health	Good practices literature	Advise and educate

TECHNOLOGY		STATUS	TOP-DOWN
Mobile	Problem solver / Co-worker	Improvement — Professional	Doctor

> "I work with you, not for you"

1995 – 2020

The self-aware Nurse
I'm self-directed

EDUCATION	EVOLUTION	ERA
Academic specialist	Specialist	Peace

LEVEL	DISCIPLINES	GEOGRAPHY
Professor — Meso management	Inter disciplinary	Bi-lateral

ENVIRONMENT	KNOWLEDGE	MEDICATION
Technological environment	Contribute to literature	Co-prescriber

TECHNOLOGY		STATUS	TOP-DOWN
Digital	I'm informed / Self-management	Responsible — Specialist	Medical Specialist

> "Don't force me into traditions"

2021 – 2030

Autonomy Nurse
Hybrid - Interdisciplenary - Skill mix

EDUCATION	EVOLUTION	ERA
Ongoing graduation programs	Expertise	Ready for a disruption

LEVEL	DISCIPLINES	GEOGRAPHY
Overall proficient — Macro management	Multi layered — Program lead	European nurse

ENVIRONMENT	KNOWLEDGE	MEDICATION
Intergrated community care provision	Digital connected	counceler and prescibing

TECHNOLOGY		STATUS	TOP-DOWN
Artificial Intelligence	I'm an informer / Employer	Formal recognition and Autonomy — Expert	Health specialist

> "All I do is patient and quality value driven"

See the flow and grow of the specialist nurse in European health care towards 2030