

1 **Engaging Middle and High School Students in Health Careers: Reflections on 7 Years of Progress with Bring Diversity to Nursing**

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2 **Disclosures**

Margaret Knight and Lisa Abdallah have no Relationships to Disclose

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***Bring Diversity to Nursing (BDN):
University of Massachusetts Lowell***

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4 **The BDN Team**

5 **The BDN Administrative & Support Staff**

6 **UMass Lowell BDN Students**

7 ***Bring Diversity to Nursing
Introduction***

8 **Health Disparities & Health Professions**

- 2012 Census 37% of the nation is diverse.
- US Diversity in Nursing
 - 2008 National Sample Survey Registered Nurses survey notes 16.8% diversity in the Nursing Workforce.
 - 5.4% African American; 3.6% Hispanic; 5.8% Asian/Native Hawaiian; 0.3% American Indian/Alaskan Native; and 1.7% multi-racial nurses.
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9 **Massachusetts**

- Massachusetts Registered nurses, all nursing programs (diploma, AD, BS)
 - 2% Hispanic
 - 3% Asian
 - 4% Black NH
 - <1% Native Hawaiian & Pacific Islander

10 **UMass Lowell Nursing
Ethnicity Data Comparison**

11 **Health Disparities & Nursing Education**

- Primary focus of BDN program is
 - RECRUITMENT
 - (Middle, High School & RN-BS)

- RETENTION
 - Nursing students
- GRADUATION

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12 **Partnerships**

- Graduate School of Education's Summer College Prep Program
- Center for Family, Work and Community Gear Up Program
- Lawrence Middle and High Schools
- Lowell Middle and High Schools
- Merrimack Valley/Lawrence YMCA Teen and Junior Teen Achievers Program

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Recruitment 2007-2011

Provide access for minority/disadvantaged students to the nursing profession through pre-entry and recruitment efforts

- Reach out to middle and high schools in Lawrence & Lowell
- Offer *Introduction to Nursing* and *Nursing as a Career* after-school workshops
- Offer Summer College Prep and Young Scholars workshops
- Participate in career fairs and community college open houses
- Develop promotional material (posters, logo, brochures, website)

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14 **Recruitment 2011-2015**

- Continue existing community partnerships.
- Identify, establish relationships, and follow students from middle school through high school.
 - Development of Nursing Clubs versus workshops (Young Nurse of the Future Club, Nurse of the Future Club).
 - Reach out to families to engage them and provide information to them about nursing careers.
 - Engage guidance counselors through BDN ambassadors who are graduates of both the city high school and UML BDN program. (Surveys and Brochures).

15 **Recruitment 2011-2015**

- Use School of Nursing website to link students to sites for additional information about nursing and BDN.
- Development of BDN website
 - Elementary School Activities
 - Middle School Activities
 - High School Activities
 - Parent & Guidance Counselor Information
- <http://www.uml.edu/Health-Sciences/Nursing/BDN/Learn-About-Nursing/default.aspx>
- Brochure development

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16  **BDN Outreach Activities**

- Story Telling
 - Lowell & Lawrence Elementary Schools
- Career Fairs
 - Lowell High School
 - Greater Lowell Technical High School
 - Lawrence High School
- Open Houses
 - Middlesex Community College
 - Northern Essex Community College
- Information Sessions RN-BS

17  **Example Recruitment Initiatives**

- - 1,415 kindergarten, first and second graders in the Lowell and Lawrence communities have attended a reading of the book, *Nurses*
 - 2007 Online Middle and High School Students Nursing Assessment Survey (N=1595)
 - 2010 Online Teacher & Guidance Counselors Survey (N59)
 - *Nursing as a Career Choice* Middle School Workshops (N=168 participants)
 - *Introduction to Nursing as a Career* High School Workshops (N=344 participants)
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Elementary School Outreach

19  **Elementary School Readings**

- 1 • Pre-survey: "What do nurses do?"
 - Help people
 - Give people medicine
 - Help doctors
 - Give you surgeries
 - Give you an ice pack
 - Put Band-Aids on
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- 2 • Post-survey: "What else have you learned that nurses do?"
 - Go to nursing school
 - Work in the Army
 - Use a stethoscope
 - Help old people to be healthy
 - Want you to be happy
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20  **BDN Assessment Surveys**

- 2007 Online Middle and High School Students Nursing Assessment Survey (N =

1595)

- 93% nursing is a career for both men and women
- 14% definite interest and 32% may be interested in nursing as a career choice

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21  **Young Nurse of the Future Clubs**22  **Nurse of the Future Clubs**

- 1 • *Who's Who in Health Care*
 - What is the difference among health care providers
 - What is the difference in education preparation
 - What is the difference in their job
- *Vital Signs Measurement*
 - Temperature
 - Pulse
 - Respiration
 - Blood Pressure
- *Physical Assessment*
 - Lungs sounds, reflexes, neurological testing.
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- 2 • *Sterile Technique*
 - Changing a surgical bandage
 - Using gowns & gloves to protect yourself
- *Anatomy and Physiology games* (Jeopardy, Hollywood Squares)
- *Math for Medication Administration*
 - Converting to metric measures
- *Mobile Simulation Van*
- *Field Trips- UML*
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23 24  **Post Workshop Surveys of Middle & High School Students**25  **BDN Teacher and Guidance Counselor Assessment Surveys**

- 2010 Online Teacher & Guidance Counselors Nursing Assessment Survey (N = 59)
 - 95% would recommend nursing is a career for both men and women
 - Only 38% reported that SAT/ACT scores are a factor for admission
 - 94% Biology and A&P are important pre-requisites for nursing
 - 88% English courses are important pre-requisites for nursing
 - Only 62% said basic math and algebra are important pre-requisites for nursing

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- 26 **BDN Recruitment**
- 27 **Questions? - Thank you!**
We hope you can visit us soon!