Purpose:
The NonLicensure Nursing Internship Program, (NLNIP) is an innovative project that was generated out of a need to recruit nursing students early in the formative years, in order to inspire a level of excitement toward the profession and clarify any misconceptions of the nursing profession. Thus, the purpose of this evidence-based project was to examine attitudes and beliefs of high school students towards nursing and assess their perceptions after participating in a nonlicensure nursing internship program.

Methods:
A descriptive study for the project was developed to gain a better understanding of how students perceived the discipline of nursing. High school students participated in a 40 hour program held over seven weeks. The participants completed pre-and-post questionnaires and a course evaluation. Quantitative and qualitative data were collected and analyzed to determine if student perceptions and attitudes changed. A cost analysis was conducted to determine the sustainability of the program and potential to replicate the program.

Results:
The findings suggest that the NLNIP is an effective tool used to increase students’ attitudes and perceptions as they learn nursing skills. The NLNIP encourages the student to apply theory to practice, make good clinical judgments, improve decision-making abilities, and better communication skills between the student and the patients (mannequins) to provide safe patient care. However, the NLNIP also revealed there is a strong need to explore ways for improving the image and reputation of the nursing profession in the community and should be a high priority. The NLNIP program could certainly help improve the nursing image and reputation in the community by implementing future programs and exposing the community to the nursing profession.

Conclusion:
This innovative program has the potential to reduce the nursing shortage through early intervention with high school students by teaching applicants about the career trajectory of nursing. Dissemination of this evidence-based recruitment strategy is critical, as this can help to transform nursing education through future research.

Title:
Non-Licensure Nursing Internship Program for Recruiting High School Students in Nursing

Keywords:
basic nursing skills, high school programs and student attitudes and perceptions

Abstract Summary:
The Non-Licensure Nursing Internship Program is an effective innovative and recruitment strategy to help close the nursing shortage gap and enhance student learning as the student discovers the discipline of nursing. High School students are taught evidence based practice hands on nursing skills in the classroom and clinical simulation areas.

References:

First Author
Janet M. Holbrook, DNP, ANP, RN
Goldfarb School of Nursing
Academic Track
Assistant Professor
St. Louis MO
USA

Author Summary: Jan Holbrook has been a practicing clinician for nearly 40 years. She currently works at Goldfarb School of Nursing as an Assistant Professor and is passionate about finding strategies to help close the nursing shortage. Jan’s thesis for her master’s degree was "Retaining Older Nurses in the Workplace to Help Decrease the Nursing Shortage." And as a
doctorate project, she developed the "Non-Licensure Nursing Internship Program for Recruiting High School Students in Nursing."

Second Primary Presenting Author
Primary Presenting Author
Ann Christy Seckman, DNP, ANP, RN
Creighton University School of Nursing
Academic Track
Associate Professor
Omaha NE
USA

Author Summary: Christy Seckman works as an Associate Professor for Creighton University. She specializes in simulation technology and was a great asset for correlating evidence based practice skills for the NLNIP. Combining her passion for simulation with the desire to establish a positive image of nursing, she created various simulation scenarios for the high school students.