Fostering Workforce Development Through Meaningful Experiences: Pathways to a Nursing Degree Program

Julie Hart MSN, RN, CNE
Erin Robinson Ed.D., MSN, RN
Catherine Tagher Ed.D., MSN, RN
Adele DiMinnoo MSN, BSW, RN
Marilyn Schleyer PhD, ARNP
The purpose of this presentation is to describe the creation of one program to interest young students in careers in nursing through experiential learning opportunities.
Objectives

Upon completion of the session the participant will be able to

1. State the purpose of the Pathways to a Nursing Degree Program
2. Apply four strategies utilized by the Pathways to a Nursing Degree Program
In the Future…

- The Bureau of Labor Statistics projects the need for 525,000 replacement nurses generating over 1 million nursing jobs by 2022 (BLS, 2012).

- The demand for nurses has became the impetus for innovative approaches to foster interest in nursing careers.
A Vision Comes to Fruition

• In 2006, Pathways to Nursing was developed as part of a collaboration between healthcare agencies, the county schools and Northern Kentucky University.

• In 2009, Pathways to Nursing expanded to become Pathways to a Nursing Degree (PTND), which included experiential learning opportunities for both middle school and high school students.
  • With the expansion it was decided to evaluate the impact of PTND through a longitudinal study.
A Vision Comes to Fruition

• Pathways to a Nursing Degree is currently a partnership between Northern Kentucky University and St. Elizabeth Healthcare
If You Build it…

• Nurse Career Days
  • Offered to middle schools that have 50% or greater student population using free or reduced lunch
  • 15 students are invited to attend each career day
  • Preference is given to students who have expressed an interest in healthcare
If You Build it…

• Nurse Career Days
  • Students are provided an opportunity to learn basic nursing skills, assess a high fidelity simulator, engage with academic advisors, and participate in a campus wide scavenger hunt
  • Current BSN students serve as group leaders for the middle school students
If You Build it...

• Summer Nurse Camp
  • Offered to 30 high schools students each summer
  • Camp is 4 days; 2 days at NKU and 2 days at St. Elizabeth
  • Campers spend one night in the dorms at NKU
  • Cost- $25 refundable deposit, all other costs funded by private donation
Greetings from Camp...

• While on campus
  • Students spend time in skills lab
    • Vital signs
    • Dressing changes
    • Enteral feeds
    • Urinary catheterization
    • IV flushes & IV starts
    • Bandages
    • Simulated code with high fidelity simulator
  • Other activities include
    • Meet & greet with academic advisors
    • Visit the cadaver laboratory
    • Pet therapy, complementary medicine
    • Campus wide scavenger hunt
    • Evening games while at dorms
<table>
<thead>
<tr>
<th>Time</th>
<th>Activity</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>12:45 – 1:30</td>
<td>Arrival at University Suites – Check in with Nursing and Housing</td>
<td>University Suites</td>
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<tr>
<td>1:30 – 1:45</td>
<td>Walk to Albright Health Center</td>
<td>HC 365</td>
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<tr>
<td>1:45 – 3:00</td>
<td>Welcome and Introductions 1. Distribution of nurse kits 2. Introductions and overview of activities 3. Ice breaker 4. Nurses in various career choices</td>
<td>HC 365</td>
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<tr>
<td>3:00-3:15</td>
<td>Break</td>
<td>HC 365</td>
</tr>
<tr>
<td>3:15 – 5:15</td>
<td>Hands on Skill Stations • Staple removal/Central Line Flush • Respiratory Suction • I &amp; O • Blood Pressure/pulse • Intro to Sim Lab/assessment • IV inserts/ bandaging • NG/Tube feeding</td>
<td>Skills Lab (HC 352) Simulation Lab (HC 314) Assessment Lab (HC 315)</td>
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<tr>
<td>5:30 – 6:30</td>
<td>Dinner</td>
<td>Student Union 102 (multi-purpose room)</td>
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<tr>
<td>6:30 – 7:00</td>
<td>Walk to University Suites/room set up</td>
<td>University Suites</td>
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<tr>
<td>7:00 – 9:00</td>
<td>Intramural Fields/Volleyball courts</td>
<td>Fields outside of Suites</td>
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<tr>
<td>9:00</td>
<td>Evening Activities</td>
<td>University Suites Room 228</td>
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<tr>
<td>11:30</td>
<td>In rooms, lights out at midnight</td>
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**Northern Kentucky University**  
Pathways to Nursing Summer Camp  
Day 1: Tuesday, June 23, 2015

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<tr>
<th>Time</th>
<th>Activity</th>
<th>Location</th>
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<tbody>
<tr>
<td>8:00 – 8:15</td>
<td>Dorm Check out / Bring luggage to Albright or take to your vehicle. Park vehicles in Kenton Drive garage</td>
<td>University Suites / Albright Health Center Room 318</td>
</tr>
<tr>
<td>8:15 – 8:45</td>
<td>Breakfast</td>
<td>Student Union Room 108</td>
</tr>
<tr>
<td>8:45 – 9:30</td>
<td>Acupuncture with Mimi</td>
<td>HC 365</td>
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<tr>
<td>9:30 – 10:30</td>
<td>Code Intro to Allied Health</td>
<td>Simulation lab HC 227</td>
</tr>
<tr>
<td>10:30-11:30</td>
<td>– Applying to college/nursing – Shane Talbott, CHP Asst. Dean and Academic Advisor – NKU Nursing Student panel discussions – Guests: Dr. Robinson, CHP Dean and Dr. Kishman, Dept. of Nursing Chair</td>
<td>HC 365</td>
</tr>
<tr>
<td>11:30 – 12:15</td>
<td>Lunch</td>
<td>Student Union 102 (Multi-purpose room).</td>
</tr>
<tr>
<td>12:15 – 1:15</td>
<td>Scavenger Hunt</td>
<td>NKU Campus</td>
</tr>
<tr>
<td>1:15 – 2:00</td>
<td>Greg Park &amp; Abby the Service Dog</td>
<td>HC 365</td>
</tr>
<tr>
<td>2:00 – 3:00</td>
<td>Tour of science building &amp; cadaver lab</td>
<td>Herrmann Natural Science Center</td>
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<tr>
<td>3:10 – 3:20</td>
<td>Group Photos</td>
<td>Griffin Hall lobby</td>
</tr>
<tr>
<td>3:30 – 4:00</td>
<td>Evaluations, Certificates &amp; Details for St. Elizabeth portion of camp</td>
<td>HC 365</td>
</tr>
<tr>
<td>4:00</td>
<td>Dismissal</td>
<td>HC 365</td>
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**Faculty/Staff:** Adele DiMinno, Gina Fieler, Julie Hart, Jackie Marsala, Erin Robinson, Gunnar Tagher  
**NKU Nursing Students:** Brittany Butler, Betsy Foltz *, Emily Greis, Kadori Nzigabakunzi, Gloria Oesting, Gus Williams  
*Contact person for housing.
Greetings from Camp…

• While at the hospital…
  • Students have a myriad of shadowing opportunities
    • Medical/surgical areas (5 different areas)
    • Labor and delivery
    • Operating room
    • Emergency department
    • Laboratory
Assessing the Impact

• The locator sheet
  • Demographic and contact information for follow up
  • Designed using the NIH article *Maintaining superior follow-up rates in a longitudinal study: Experiences from the college life study*

• Demographic and career goals survey
  • Influences and barriers for considering a career in nursing

• Follow up survey of career goals of high school students who attended middle school nurse career days
• Follow up survey of high school graduates who attended either middle school nurse career days or nurse camp
Factors Influencing Interest in Nursing (Career Days)

- Participation in Nurse Career Days at NKU
- Parent
- Sibling or other relative
- Friend
- A teacher or course in school
- School counselor
- Television
- Book
- Internet
- A health issue either you or someone close to you has dealt with
- Other (Please specify)
• Longitudinal data collection began summer 2015.
  • Current high school students who previously attended nurse career day 2011-2013

• Total contacts made as of September 23rd, 2015
  Total Emails Sent: 7
    Emails Undeliverable: 2
    Total Email Responses: 0

  Total Phone Calls Made: 14
    No Answers: 2

  Completed Phone Calls and Responses: 6

  1- still totally committed to a nurse career
  1- still likely committed to a nursing career
  3- unlikely to go into nursing...prefer a med tech or music
  1- parents not in contact with the student
Factors Influencing Interest in Nursing (Nurse Camp)
Longitudinal data collection began in the summer of 2015

Total contacts made as of October 5th, 2015

- 65 emails sent
  - 20 undeliverable
  - 34 no response to date
  - 11 responses received
- 13 phone calls were made
  - 2 no connection
  - 11 verbal connection
- 22 total contacts
  - 11 have selected nursing as a major (50%)
Factors Influencing Interest in Nursing (Combined)
“Nurse camp definitely influenced my decision to go into nursing a lot. The way they explained each type of different nurse and how many different jobs there are in nursing really helped me choose.”

“I always have been interested in the field of nursing but nurse camp showed me what to expect and made me want to be in the field even more.”
“Before applying to camp I was uncertain what direction I wanted to take after high school and my experience at nurse camp helped me to decide on going into the field of nursing. Thank you so much for the experience!”
Acknowledgements

Faculty and staff who have helped to make PTND possible

Judi Godsey, PhD, RN
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Gina Fieler, MSN, RN Simulation Coordinator
Robert Kues, M.Ed, Biology Professor
Evan Downing, IT Specialist

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Nurse camp wouldn’t be possible without the support of our BSN students
References
