



ADVANCING HEALTH EQUITY THROUGH NURSING PATHWAY PROGRAMS

FUTURE OF NURSING™
Campaign for Action
AT THE CENTER TO CHAMPION NURSING IN AMERICA



OVERVIEW OF WORKFORCE STRATEGY IN NURSING

HealthImpact – the California Nursing Workforce and Policy Center

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President & CEO

HEALTHIMPACT WORKFORCE STRATEGY

- K-12 pipeline
- Pre-requisite education & Pre-nursing pathways
- Pre-licensure education
- Upskilling the workforce
- Innovative models of care
- Retention & well-being
- Migration

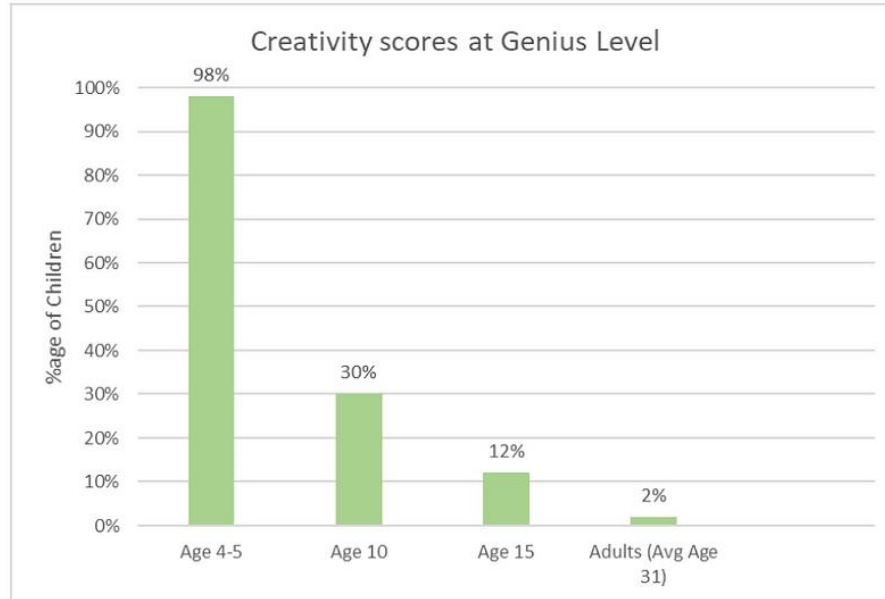


FOCUS ON PATHWAYS

- Awareness of the health professions as a potential career
- Increase access to educational opportunities
- Financial, academic, and wrap around services supports
- Smooth pathways to advanced certifications and degrees (i.e., stackable credentials)
- Ensure pre-requisite or pre-nursing education is connected to nursing education rather than the concept of “I learned X, took the test, now I don’t need to think about it again.”
- George Land TedxTuscon Talk: <https://www.youtube.com/watch?v=ZfKMq-rYtnc>
 - Encourage “divergent thinking” and minimize “convergent thinking”



Neuroscience explains: Curbing divergent thinking (idea generation, novelty etc.) creates cognitive conflict, thereby depleting brain capacity



Reference: Professor George Land, designer of NASA creativity test



NATIONAL BLACK NURSES ASSOCIATION MINI NURSE ACADEMY

Program: Experiential learning program targeting 3rd – 6th graders designed to increase awareness and understanding of the roles of nurses and improve representation of diverse populations health care

Martha A. Dawson, DNP, RN, FAAN, FACHE, Associate Professor of Nursing
University of Alabama at Birmingham School of Nursing
Chair Elect Nurses on Board 2024-2025
Immediate Past President/CEO National Black Nurses Association

NBNA Mini Nurse Academy

“A Child Educated is a Family Elevated”





**Academy
Curriculum
developed by
NBNA Committee**



**Semester-long
program**



**Three content
modules**

Class discussions
Guest speakers
Presentations
Interactive Activities
Peer Learning
Career Discussions
Professional Role
Models



**End of program
celebration**

Graduation Coat and
Pinning Ceremony
Parents Attendance
Project Presentations



**Follow-up period
with students
and caregivers**

Chapter
participation
Community
activities
NBNA Annual
Institute &
Conference
Mentoring
Academic
Assistance



Diseases



Poor Education



Can not Afford



Depts



Follow-up period with students and caregivers



The number of program sites and plans		Total Students	179 – 2022-2024 school year
Rural	1	Black/African	45%
Urban	10	American Indian and Alaska Native	2 %
Suburban	1	Asian	5 %
Reservations	0	Native Hawaiian and Other Pacific Islander	3 %
Popup Camps	2	Mixed Race or Other	3 %
Current Schools	12	White	10 %
Total Programs	14	Identify as Hispanic or Latino	32 %
		Socio-economic Vulnerability	Very young (under age 5) or elderly (over age 65)., Experiencing homelessness, or live in crowded or unstable conditions, and/or lack access to a vehicle., Experiencing food insecurity.

LESSONS LEARNED

1. Planning time
2. Flexibility
3. Partnership
4. Funding
5. Stainability
6. Administration and legal requirement





BSD LIFESAVERS

Delaware Nurses Action Coalition and the Brandywine School District

Beth Matthey

Co-Lead, Delaware Nurses Action Coalition



The initial work was made possible through support from the Center to Champion Nursing in America, a joint initiative of AARP Foundation, AARP, and the Robert Wood Johnson Foundation, the University of Delaware and the Brandywine School District. Ongoing support is provided by BSD, UD and Christiana Care.

PROMISING PRACTICES

Collaboration

- Christiana Care Health System
 - Mentor Program
 - Christiana Care Summer program
- University of Delaware College of Nursing
 - UD week-long summer camp
- Division of Public Health

BSD Lifesavers Scholarship Award

LESSONS LEARNED

- Recruitment
- Transportation
- Scaffolding curriculum





PATHWAY TO A BRIGHTER FUTURE: THE SUMMER HEALTH INSTITUTE FOR NURSING EXPLORATION AND SUCCESS (SHINES)

Presenters: Patricia Fernandez MAT, PhD Student; Aron King, RN, MSL, PhD
Student; Piri Ackerman-Barger, PhD, RN, FAAN

DESCRIPTION OF PROGRAM

What is SHINES?

SHINES is a 2-week summer immersive experience where students are exposed to a rich curriculum that provides in-depth insights into the role of nurses, how to navigate academia, and how to prepare a professional portfolio.

In 2024 we will be offering work experiences or certifications.



IMPACT OF SHINES

- Cohen's d was used to calculate overall effect size (impact) of SHINES program on learning using a pre and post surveys. *Significance*: small (d = 0.2), medium (d = 0.5), and large (d = 0.8).
- The Cohen's d for SHINES cohorts 2022 and 2023 respectively were d= (2.1 and 2.7) = (large effect sizes)

The survey items with the greatest difference in pre and post mean scores are the following three statements (in ranked order):

1. I know the steps that I need to take to pursue a career in healthcare or nursing
2. I can identify resources that will help me become academically ready to apply for college
3. I know what nurses do and how their role uniquely benefits patients, families, and communities.

Voices of Students

“This program gave me lifelong connections and a mentor, and I am forever grateful”

“I learned how to find a pulse and how to wrap and sprained ankles. I also learned how to make a resume and about race and health”

“I have gained connections with people, as well as a more determined goal to work in a health profession”.

SHINES CURRICULUM HIGHLIGHTS



- ❖ Health Profession Stations/Simulations (including CPR training)
- ❖ Race and Health (2-day)
- ❖ Speed Mentoring: Pathways to Nursing and Healthcare
- ❖ Introduction to Service-Learning Project: Social Determinants of Health and Health Equity
- ❖ Writing Workshop
- ❖ Resume/Mini Cover Letter Writing and Interview Practice
- ❖ Anatomy Sim Lab
- ❖ Tour of our mobile clinic
- ❖ Meet community college and university representatives



LESSONS LEARNED

- Finding the right cohort size: more is not always better
- Funding is the biggest effort



PROMISING PRACTICES



“Cleaned” the curriculum

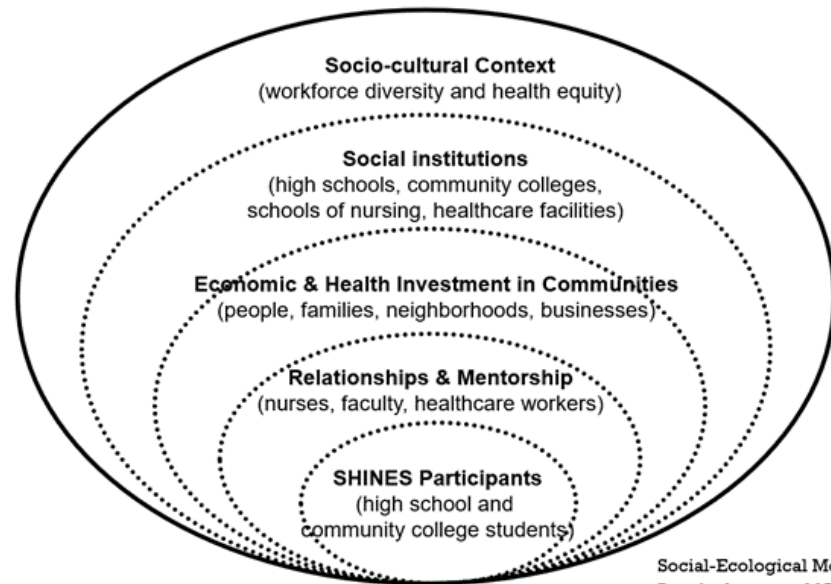


Bringing in volunteers from the community



Sphere of influence

SHINES: Sphere of Influence



Social-Ecological Model, Bronfenbrenner, 1979

VIDEO (3 MIN)



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COMPETE, COMPLETE, AND REPEAT: A HIGH SCHOOL HEALTHCARE MENTORSHIP PROGRAM

Grantee Organization: Mt. Calvary Missionary Baptist Church



Presenter: Andrea S. Poynter, Ph.D., MSN, RN-CNE

DESCRIPTION OF HIGH SCHOOL HEALTHCARE MENTORSHIP PROGRAM

- Intentional pursuit of diverse student groups:
 - under-represented minorities (Black Americans, Hispanic Americans, Asian, other)
 - economically disadvantaged
 - LGBTQ students
- Prepare and provide access to high school students for future healthcare roles:
 - Mentorship with minority healthcare professionals
 - Job shadowing opportunities at the local health care center
 - Community Service
 - Tutoring Services: High School Work, ACT Prep, College Readiness, CPR Certification
 - Healthcare Summer Internships

PROMISING PRACTICES

Recommendations

- College/Career Mentoring is Invaluable
- Job Shadowing at Healthcare Facilities expands the students' horizons
- ACT Prep early should be encouraged early and often
- Community Service that speaks to SDOH is needed
- CPR Certification should be a minimum requirement
- College tours help to increase interest in attending college and pursuing health careers

LESSONS LEARNED

Power in Partnership

- Recruitment needed in the schools
- Healthcare facilities need to take ownership of program
- Your team helps to drive the dream
- Educational resources for parents are needed also
- Keep the bar high, they will rise to it





NURSING DIVERSITY CAREER CAMP

Meritus Medical Center

Presenter: Rebecca Shumaker, MSN, RN, NPD-BC

DESCRIPTION OF PROGRAM

Purpose: to introduce the profession of nursing to high school students

Target Audience: 9th grade students who are male, ethnic minority or disadvantaged

Objectives:

1. Increase interest in nursing
2. Increase enrollment of diverse students into health care related programs and nursing programs

PROGRAM STRUCTURE

- Partnership with WCPS/CTC and HCC
- 5-day summer camp
- Two additional workshops
- Students receive one course credit
- Qualification for applying for a medical related apprenticeship
- Free of charge

ADVERTISEMENT, RECRUITMENT AND APPLICATIONS

- Nursing DEI Resource Council Members visited schools
- WCPS staff and guidance counselors assistance
- Community groups (i.e. Girls Inc., local church congregations, etc.)
- Student application including a letter of intent

5-DAY SUMMER CAMP

Day 1: Introduction to Nursing as a Career Choice, Safety, Hand Hygiene

Day 2: Medical Surgical, Maternal Child, Pediatrics, Vital Signs

Day 3: Emergency Nursing, CPR/First Aid Training

Day 4: Community, Outpatient Care

Day 5: Field Trip – Meritus Tour, Simulation Lab Experience

2 FOLLOW-UP WORKSHOPS

HCC Workshop

- Simulation Lab Tour
- Presentation about program and financial aid
- Vital Signs workshop

Meritus Workshop – May 6, 2024

- Stop the Bleed Training
- Narcan Training
- Review of health care related opportunities for junior and senior year

PROGRAM RESULTS

- 63% diversity rate
- Increased awareness of Apprenticeship MD Program – 44% to 100%
- Increased interest in Apprenticeship Program – 66% to 83%
- Increased interest in Health Occupations Program – 39% to 44%
- Increased “extremely interested” in nursing by 40%

LESSONS LEARNED



QUESTIONS