

NON-LICENSURE NURSING INTERNSHIP PROGRAM

Abstract

U. S. Bureau of Labor Statistics (2017) reported approximately 600 open nursing positions in central-Missouri hospitals. Implementing strategies to recruit high school students can help fill these positions. Providing a non-licensure nursing internship program (NLNIP) for high school students may help increase interest in the profession and increase recruitment of future nurses. The primary purpose of this project is to examine attitudes and beliefs of high school students towards nursing and assess their perceptions after participating in a non-licensure nursing internship program (NLNIP) that subsequently will serve as a recruitment program for future nurses. 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 hours 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. The NLNIP promoted interest in high school students to seek nursing as a career, thus providing a key benefit to nursing schools by potentially increasing future enrollment.

Keywords: basic nurse skills, community service, competency and knowledge, high school programs, internship programs, non-licensure programs, nurse reputation, nursing shortage, safe activities and skills, student attitudes and perceptions, transition to adult careers.