



Breakthrough to Nursing Toolkit

Virginia Nursing Students' Association

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Questionnaire that will help guide you in a project direction:

Use chapter statics from last year to fill out this questionnaire.

1. What percentage of your chapter were new member recruits last year?
$$\frac{\text{Number of new recruits}}{\text{Total number of members}} * 100 = \underline{\hspace{2cm}}$$
2. What percentage of your BTN project focused on recruiting new members last year?
$$\frac{\text{Number of BTN recruitment projects}}{\text{Total number of BTN projects}} * 100 = \underline{\hspace{2cm}}$$
3. What percentage of your chapter were returning members last year?
$$\frac{\text{Number of returning members}}{\text{Total number of members}} * 100 = \underline{\hspace{2cm}}$$
4. What percentage of your BTN projects focused on retention of returning members?
$$\frac{\text{Number of retention projects}}{\text{Total number of members}} * 100 = \underline{\hspace{2cm}}$$
5. Using your best judgment, how diverse is the composition of your chapter in different aspects on a sliding scale from 1 to 10? (ethnicity, religion, experiences, age, degree type, men, etc.) $\underline{\hspace{2cm}}$
6. What percentage of your projects focused on encouraging younger students in your community to pursue nursing?
$$\frac{\text{Number of BTN recruitment projects focused on younger students}}{\text{Total number of BTN projects}} * 100 = \underline{\hspace{2cm}}$$
7. How many of your projects focused on encouraging student who attended your school but were not nursing majors to pursue nursing?
$$\frac{\text{Number of BTN recruitment projects focused on non-nursing majors}}{\text{Total number of BTN projects}} * 100 = \underline{\hspace{2cm}}$$
8. How many times throughout the semester did your BTN chair present on resources like financial aid, professional specialty organizations, VNSA or NSNA BTN efforts? $\underline{\hspace{2cm}}$

RESULTS!

Out of the 8 questions if your lowest score was question...

1. You may want give them resources like the *Prospective Nursing Student Resource Guide* from NSNA on page 18
2. You may want to look into doing a panel with students from different years or mentorship projects on page 12
3. You may want to look into doing a relaxation meeting on page 12
4. You may want to look into doing an Interview Workshop for RN Candidates on page 10
5. You may want to look into the BTN resources for chapters on pages 15-17
6. You may want to look into doing a Science Day on page 4
7. You may want to look into doing a Scrubs Camp on page 5
8. You may want to look into the BTN resources for chapters on pages 15-17

What is Breakthrough to Nursing?

- Started with the National Students' Nurses Association in 1965
- Mission is to mentor students in becoming sensitive to the diversity in our society
- Focus on recruiting, retaining and diversifying the field of nursing
- Focus on developing and implementing projects to help spread the mission of BTN at the state and local chapter

Don't have a BTN position? Create one!

- Revise your chapter bylaws
- Classify BTN as a board position and detail its responsibilities
- Vote as a board
- Start to develop projects in your local chapter that promote nursing
- Example:
"Breakthrough to Nursing Chair:
 1. Shall reach out to all levels of nursing students at (your schools name).
 2. Shall get the word out about joining NSA and chapter meetings.
 3. Organize at least one event at a local high school about nursing as a profession.
 4. Organize at least one event within your chapter to promote mentorship.
 5. Any other responsibilities you would like your officers to hold."

At the chapter level:

- Do an assessment of your chapter and community needs:
Where does your chapter lack in terms of diversity?
How could your chapter recruit younger students and second-degree students to pursue nursing, perhaps even your program?
How can you retain the current nursing student population in your chapter?
- Decide on a BTN project or a community event that you think would promote the recruitment, retention, and diversification of nursing in your chapter.
- Decide what your target group is.
- Get your boards thoughts and approval for the project.

Example of target groups:

- Students within your nursing program
- Student who are a nursing major but not accepted into a nursing program
- Nursing students who may be thinking about changing their major to nursing
- Nursing students looking for RN-BSN programs
- Nursing students who come from ethnically diverse backgrounds
- Men in the nursing field
- High school students looking to attend college/technical school
- Elementary school students
- Middle school students
- Second degree college students
- First generation college students
- First generation nurses

Project Ideas

Recruitment

Name of project: **Science Day/Night**

Origin of the project: California Nursing Students' Association

Many schools are receptive and interested in a “nursing” science night. Some schools already run a science night that your NSA chapter can participate in or you can run your own science night.

Step 1: Preparation

- Brain storm and outline your ideas for the event. Come up with a theme (preventive health, heart, lungs, etc.) Detail the stations that you would run (CPR station, first aid station, blood pressure station, etc.) Create a budget. Get other chapters members on board to help you.
- Contact all the schools you are interested in running this event at. Find the principal's email address online and explain your ideas for a science night in extensive detail. Do so as early as possible. It takes time to set up the event with the school. Decide on a date early on so that you can get volunteers from your school. Define a confirmed date, time, location, and point of contact with the school.

Step 2: Materials

- Get free resources from the Johnson and Johnson website (listed in the resources section) to give out at the event
- Order medical materials- animal hearts (<http://www.carolina.com/preserved-organisms/10748.ct>), CPR mannequins (reach out to someone at your school or a CPR instructor)
- Get items donated for a small first aid kit for each science night participant (try to get your chapter, nursing school, or outside hospital to donate)
- Recruit volunteers from your chapter to help facilitate the booths
- Don't forget tables, music, chairs, projectors and other necessary equipment.

Step 3: Advertise

- Have members of your association go to the school and talk to individual classes about the event (especially science and health classes)
- Leave flyers for teachers to hand out
- Leave flyers in the office for parents
- Hang information on bulletin boards, etc
- Ask the school to include the information in an email or remind students on the daily announcements

Step 4: Day of the Event

- Confirm where the school wants you to set up
- Make sure your volunteers have the information they need to arrive and facilitate the stations
- CNSA recommends two nursing students per station

Here are a few station examples from the CNSA. However, the stations can be modified to fit the theme. The CNSA tried to make their stations as interactive and learning-friendly as possible.

CPR Station: All you need are some volunteers and some willing participants! Here is a trial run we done in a classroom: <https://www.youtube.com/watch?v=0tI25vYm9TU&feature=youtu.be>

Heart station: This is the station that kids ALWAYS love.

You'll want some type of long table to set up animal's hearts and gloves for all the volunteers and participants involved. Let the kids get hands on and have fun with it! Explain to them the direction of blood flow, the function of the valves, and the different anatomical structures. Here is a recording of a practice test run explaining to the kids what is going on with the heart: <https://www.youtube.com/watch?v=Bv7Du8O5GmU&feature=youtu.be>

First Aid: This is your chance to show what you learned at the beginning of nursing school! Show the kids what you have put together in the first aid kit. Explain to them how to use each item in the first aid kit and let them practice on each other.

Nursing station: Usually this is where parents with the kids will come and ask questions. However, this is also the chance for the kids to leave with free stuff like coloring books. This is your opportunity here, as well as the other stations, to show all the different things a nurse actually is and actually does!

Name of project: **Scrubs Camp**

Origin of the project: Virginia, Iowa and Michigan Nursing Students' Associations

Purpose: To introduce the field of nursing and higher education to individuals not yet admitted into a nursing program. Scrubs camp content can be modified according to audience.

Goal: Plant the seed of nursing as a possible profession for your audience. To have individuals not yet admitted into a nursing program develop an interest and appreciation for the nursing profession. Directly shape young student perception of nursing.

There are several different ways to cater this event depending on the demographic of your audience. Scrubs camps range anywhere from a daylong event to a condensed mini version for large events.

Audiences can include:

- Elementary school students
- Middle School Students
- High School Students
- Boy and Girl Scouts
- Student committed to attend your university but not yet nursing majors
- Pre-nursing majors not yet admitted into a nursing program

Location of event

- Elementary, middle or high school
- At your university
- At an organization devoted to promoting diversity (Boys and Girls Club)
- At a career or health fair

Different ways to do the events

Lecture (recommended for elementary/middle school students)

Have a single person leading the content with the assistance of other nursing students.

Start off a conversation asking the young students questions like:

- What do nurses do?
- Where do nurses work?
- What types of nurses are there?
- What types of people can become nurses?

Then precede with teaching them basic skills- check reflexes, use a stethoscope, feed patients, sterile glove, PPE, etc. Have them try the skills out on each other.

- You can use stuffed animals to practice listening to breath and heart sounds.
- You can use applesauce and plastic spoons to practice feeding patients.

Facilitate games with the students. Ideas include:

- A sterile gloving competition- have the students put on sterile gloves correctly, put shaving cream in their hands, have them rub all over their hands, and then try to take off the sterile gloves without getting any shaving cream on their hands.

A PPE relay race- assign each student to a team. Students have to race one another in putting on and taking off PPE correctly. When the student is done, they tag the next student.

Stations (recommended for elementary/middle school students)

Have participants rotate between each station showcasing a different aspect of nursing.

Station ideas:

A hand-washing workshop. Teach the students how to properly wash their hands. Aspects such as duration and proper technique should be emphasized. At the end of the lesson have students test their knowledge by applying "special germ" soap and then pass their hands through a neon light to see if they efficiently washed away all the germs.

A mini vitals lab. At this station have the students practice taking each other's pulses in different places. Teach the students how to observe the rise and fall of a person's chest during breathing. Show the students how to take a manual blood pressure. Teach the students how to take temperature correctly. This station not only exposes the students to a very common instrument used by all nurses but it also superficially introduced them to the assessment process of nursing.

A craft station. Have students make their very own nurse's paper hat, color nurse coloring pages, bandage up an injured stuffed animal and make X-ray hands.

Schedule (recommended for high school/pre-nursing majors)

Create a schedule for participants to follow.

Schedule example:

8:00-8:30 am- Welcome breakfast

8:30-9:00 am- Tour of sim labs and nursing building lead by nursing students

9:00- 9:45 am- Skills Boot Camp: have nursing students teach and have participants practice taking vitals, putting on/taking off PPE, bandaging wounds, feeding patients, etc.

9:45-10:00 am- Break!

10:00-10:30 am- Academic Planning Workshop: have students write down a plan on how they will get admitted to a nursing program, get them familiar with the process, the timeline, and their academic and professional goals after they are admitted into the nursing program.

10:30-11:00 am- Student Panel: give nursing students of different years or semesters answer questions and give tips for nursing school.

Table at an event (recommended for career/health fairs and new student orientations)

A mini scrubs camp can be set up at a career/health fair/new student orientation as a mechanism for recruitment. Choose a few of the ideas listed above (mini-vitals lab, craft station, skills boot camp, PPE/shaving cream game, etc.) to include on the table. After, give the potential students information on why they should pursue nursing and resources they would need to access more information on your nursing program.

Cost:

- Try to get the supplies and equipment for this event donated by sponsor OR
- Have participants pay a reasonable fee- the chapter can either use the money to fund the event or use it as a chapter fundraiser
- It would be nice to provide some type of keepsake from the event- a t-shirt, a bag, a badge holder, etc.

Notes

- Scrubs camp can be a mentorship opportunity- connecting nursing students with potential students

- Try to get your chapters entire executive board, nursing school and member volunteers involved- BTN chairs, public relations chair, community outreach, treasurer, sim lab coordinator, outside hospitals, etc.

Name of project: **Interdisciplinary Collaboration**

Origin of project: Maryland Association of Nursing Students'

Purpose: This project aims to reach out to already establish summer day camps and educate their participants on how nursing fit into a patient's healthcare team.

Goals: Reshape participants' perception of nursing. Explain that nursing is more than just being at the bedside. Nurses are everywhere. Nurses are providers in clinics and hospitals, legislators and lobbyists on Capitol Hill, entrepreneurs, administrators, specialists, anesthetists, school nurses, researchers, professors, legal consultants for large firms, etc. Explain that the opportunities for nurses at this juncture in time are endless. Stress that nurses are a part of the healthcare team that is made up of physicians, physical therapists, social workers, occupational therapists, pharmacists, etc. Explain that no one role is more important than the other, but more so that everyone has a role to play in aiding the patient to get better.

MANS notes on their version- Cardiac Camp

- A one week summer day camp held in various cities throughout the nation.
- One session was held from August 3-7th at the University of Maryland school of Medicine and coordinated by medical students (Medical student coordinator was Connor Oates).
- The camp is open to all high school students who are at least 15 years of age.
- During this special week, high school students receive their CPR certification through the American Heart Association as well as receive basic lectures of the heart anatomy and physiology as well as engage in hands-on workshops and learn about healthy heart eating habits and exercises.
- But although the camp is geared towards high school students who are looking to pursue a career in medicine there is a time slot carved out for other healthcare professionals to introduce and present their roles on the healthcare team..
- The first question they asked the students were "When you hear the term nurse, what is the first thing that comes to mind?" They received answers like "cleaning poop", "overworked", "changing linen", "reports to the doctor". There was only one student that said "explain/educate", and it was because she had a prior experience with nurses due to a family member of hers being in the hospital for an extended period of time.
- Overall they thought it was a successful presentation and they enlightened many of the students, both the high school and medical students on what the nursing profession has to offer.

Name of Project: **To Be A Nurse Day**

Origin of Project: Virginia Commonwealth University Nursing Student Association

Purpose: Provide mentorship to local high school students interested in pursuing nursing.

Goal: Have high school students see nursing as a possible profession for them. Provide mentorship to those high school students.

Step 1: Designate a specific date where your nursing program will allow high school students \ interested in pursuing nursing to follow one of your schools nursing student's around for the day.

Step 2: Recruit nursing students to volunteer through your NSA.

Step 3: Advertise this day at local schools and student organizations. Provide an email address that participants can contact if they are interested.

Step 4: Match up a participant and a nursing student. You can have both sides fill out a personal questionnaire and match those that are alike.

Step 5: Educate the nursing students on what their goal as a mentor is to the prospective nursing students.

Step 6: Keep in touch with these students. Send them periodic emails with information about your nursing school and organization.

Name of Project: **Lub Dub Presentation**

Origin of Project: San Diego State University Nursing Students' Association

Goal: Promote higher education and to promote nursing as a profession.

Introduction: Lub-Dub, the sound of the human heart, was the inspiration behind the presentation. They were able to educate students about the anatomy of the heart by demonstrating different structures on a variety of dissected animal hearts and compare structure and function to the human heart model. Other topics covered included: eating heart healthy diets, exercising, and the importance of being CPR ready! Students were also given the opportunity to listen to their own heart sounds using a double-headed stethoscope.

- Can be done at a career fair or school presentation.
- Make a poster with information about the human heart, fun facts about the heart, explanations of what CPR is, why it is important, and information about your nursing school
- Brochures about nursing can be supplied by Johnson & Johnson.
- Have nursing students scatter stethoscopes around a table for the students to listen to their own heartbeats
- Display a model of the human heart. Point out different distinguishing features.
- Bring out real animal hearts for the students to see, touch (after gloving), hold in their own hands.
- With the chicken heart, pig heart, and cow heart, displayed in ascending order of size, demonstrate the different sizes, structures and complexities of the heart as a muscle
- Discuss diets high in fat content and demonstrate actual fat deposits (especially on the cow heart) and the importance of exercise

- After drawing the students in and educating them about the heart, talk to them about nursing and careers in health care

Cost:

- Poster Supplies: \$15
 - Animal hearts (cow, pig, chicken): \$15
 - Disposable gloves/aprons, plastic table cloth, hand sanitizer, disposable trays for animal hearts, garbage bags: \$25
 - Human heart model and plastic animal figurines- Loaned from nursing school \$0
 - Teaching stethoscope- Loaned from nursing school \$0
- Total: \$55.00

Notes

“Sometimes in order to get students, especially high school students, interested in their health you have to present them with new, exciting and interactive type of activities. Providing the students a chance to actually touch animal hearts, get involved, and ask questions at the table was something that was very beneficial and very rewarding. We were hopeful that after the students walked away, they were able to think about something that we taught them and incorporate it into their lives: be it something about a healthy diet, exercise, the need to be CPR trained, wanting to be a nurse or pursuing a higher education. Lastly, we learned the students felt it was just “cool” to touch a real animal heart. We learned that this is a very simple yet effective presentation. Students enjoy participating in the activity; this breaks any barriers to communication and allows for interactions and questions. Another lesson we learned was to identify a market that had animal hearts or would be able to order the hearts for us. The nursing students, when doing a presentation, are required to wear their uniforms. We needed to supply them with plastic aprons to cover their uniforms. It is essential to have enough assistance as the HS students needed to be monitored as so they did not walk away from the booth with contaminated gloves and to assist individuals with glove removal. This project is easy to arrange, organize, and reproduce. We will continue with this presentation at forthcoming community events.

Organize a big sister/brother mentor program to help freshmen acclimate to the program and offer them support.

Ask to be on the agenda for incoming freshmen orientation. Have a table with information about your chapter's activities.

Have a program with a panel of NSA leaders giving their tips on how to be successful in nursing school, test-taking strategies, and reducing stress.

Retention

Name of Project: **Interview Workshop for RN Candidates**

Origin of Project: University of North Florida Nursing Students' Association

Purpose: Help graduating nursing school students prepare for job interviews.

Step 1. Get volunteers

Those facilitating the workshop need to recruit faculty to help lead the event, as they have most likely been through and conducted several interviews themselves.

Create a schedule for the interview workshop. Example:

- Registration
- Welcome message (breakfast?)
- Pop quiz
- Presentation by faculty or hospital HR personnel including: the interview process, the kind of questions they will be asked- not exact questions, and tips and tricks
- Mock interviews facilitated by nursing students and faculty
- Have facilitators provide constructive feedback on areas where participants could improve
- Questions and Answer session
- Reflect and Debrief- let them know a feedback survey will be sent to them electronically

Step 2. Choose a date and time. Book a space.

Ideally, you need to pick a space big enough for 75% of the number invited to interview.

Step 3. Invite nursing students who are preparing to enter the workforce in the next few months. Set up an online RSVP system- www.eventbrite.com. You can create an event and get those invited to electronically RSVP!

Step 4. Recruit current nursing student and nursing professors at your school as volunteers. Perhaps you can ask a local hospital HR recruiter to speak at your event. Assign roles: scribes, registration tablers, individual who will present interview tips and tricks, interview leaders, question and answer facilitator.

Step 5. Create a Presentation (powerpoint, prezzi, etc.) It is a great interactive way to spice up your workshop. Perhaps have this lead by a hospital HR recruiter, experienced faculty member or advisor.

Step 6. Gather Materials. Paper agendas for all attendees, note Pages, dry erase markers, dry erase boards, flyers advertising your chapter, projector, computer, pen, chairs, tables, etc.

Step 7. Gather Feedback! A great thing about EventBrite is that it has a built-in Survey Monkey widget that allows you to get feedback from all who attended. This is key to improving your next workshop.

Mentorship programs vs BTN social events- depends on upon size, strength, and commitment of organization

Mentorship programs:

- Pair nursing student with middle/high school student in the community.
- Advanced nursing student vs beginner nursing student
- Pair faculty and student
- Pair nursing student in program with nursing student not in program
- Pair nursing students at different schools

BTN Social Events

Blood Pressure Cuff Social

Invite one group of students (students in the nursing program) to teach another group of students (students not in the nursing program) how to take manual blood pressure. Use this as a mentorship event- for the two groups of students to network and get to know one another.

FRieNds to RNs

A peer lead group driven to support and pass on knowledge through your schools nursing student's journey. Friends to RNs is geared toward mentorship and to better help answer and discuss all of questions and concerns in regards to nursing school. The purpose of the program is to create a network of nursing students so that everyone is given the same opportunities to succeed.

Give nursing students goody bags for finals. Can include things like mints, fruit snacks, pencils, erasers, a color page to relive stress, an inspirational quote, etc.

Relaxation meeting- mediating and yoga event

After a general body meeting, bring in a yoga or mediation instructor to lead a mediation or yoga session. In aims to reduce stress and prevent burnout.

Panel from various semesters of nursing school

Have a nursing students from each semester participate in a panel. Have them answer any questions that the potential nursing students may have. Have each person can give specific tips and tricks on how to prepare for a specific semester, year or difficult class. This can be adopted in various ways to fit your schools needs.

Diversification

Name of project: **Hands on!**

Origin of the project: California Nursing Students' Association (CNSA)

Goal of the project: to essentially "break barriers." As nurses, we aim to promote health and keep our communities safe from harm. A study was published in Colorado recently that showed the Latino population is thirty percent less likely to receive cardiopulmonary resuscitation (CPR) due to cultural barriers. Given that heart disease is the number one killer of men and women in the United States and the US is an incredibly diverse country, this is an issue that we should act on.

Note: this project includes hands only CPR- it takes an entire course to certify people. Hands only CPR would keep a patient alive in a community setting until EMS arrived.

Step 1) Find a team: members who are extremely active and passionate about serving our communities, members who are go-getters, clubs that have similar interests to yours (ex. such as a pre-nursing club, a health fraternity, Red Cross Club, or a paramedic program), invite other schools to participate or ask student paramedics to volunteer.

Step 2) Make a plan.

When do you want to have this event?

What time do you want to have this event?

Is there significance behind the date? (February is heart month, is there someone you are doing this in honor of, or just for the sake of planning)

Lock down a date, time, and location with your school or club. (CNSA started planning this event 4 to 5 months a head of time)

What kinds of teams do you want to have? (CNSA divided their volunteers into 6 teams: Community Health Education, Children's Station, Paramedics, Vital Signs, Fundraising, Miscellaneous, and Set Up/Take Down.)

Community Health had a table with heart health education. They created a game with several items with various amounts of sodium. They had students guess how much sodium is in each item, and described the impact that high sodium diets can have on your heart and blood pressure. In addition, they had several visuals about exercise and nutrition.

Children's Station: They had students ask for donations from various local councils and resource centers. They had MyPlate nutrition information, printed coloring pages, Potter the Otter books, and rhymes and riddles about fruits and vegetables. In addition, they had a table for Project ADAM (Automated Defibrillators in Adam's Memory), a nationwide campaign to prevent sudden cardiac death in youth by teaching CPR in schools. They worked with the local children hospital who were excited to bring giveaways prizes.

Paramedics: Their nursing students taught with student paramedics and CPR instructors.

*This is how they covered the liability issue- partner with someone who is certified to teach and who also has materials! CPR instructors supplied mannequins and giveaways such as T-shirts. This was a great way for different disciplines to collaborate

Fundraising: They had a table with their student nursing organization equipment to sell. Pre-nursing majors may be particularly interested in nursing items like syringe pens, I <3 Nursing T-shirts and CPR mask key chains!

Vital Signs: They taught how to take vital signs and why they are important.

Miscellaneous: They had students in charge of bringing heart healthy snacks, water, chairs and tables, music and also contacting the media to bring attention to their project.

Step 3) Talk to your advisors – you want to have them on board!

Step 4) Check in periodically with your teams to make sure you are all on the same page – are they having any obstacles with their task? Who could you go to for support?

Step 5) Tell your community this is happening! They contacted their local student government, the press, other organizations on campus, the children's center. They made a flyer to gain attention, created a Facebook event and asked for others to RSVP. They periodically posted updates for photos about the importance and excitement of the event.

Step 6) Ask for a few volunteers to take photos!

These were the approximate results for the California Nursing Student Association:

“This ultimately was a success because of the collaboration between so many people and organizations who have a similar goal. It was something that individually would have been more difficult to accomplish, but it seemed that each person who was involved had a different piece of the puzzle to contribute. We all brought our own tables and chairs, brought heart healthy snacks such as protein bars and bottled water, and most importantly, came with passion and excitement that day. Also for fun, we had boards for people who participated to sign!”

Volunteers/Contributors: 50 nursing students, 30 paramedic students, 4 faculty
Sacramento State Nursing, CSU Stanislaus, UC Davis, Sacramento State Paramedic Program,
Project ADAM, Health Education Council, CNSA

Participants: 200 people signed in, but estimated that 300 and 400 people learned hands only CPR that day.

Cost: \$35 – snacks + \$25 – boards, markers, food examples, printing flyers= \$60 approximate total

Set up date for your local NSA to visit a diverse organization where you can showcase the field of nursing to minorities in the field.

- Minority organizations on campus
- Boys and girls club
- All boys school
- Various religious organization
- Those interested in a second degree

Attend health fairs at high and middle schools, especially those in inner city's and rural areas.

Partner with other organizations on campus that showcase diversity

Resources

People:

- Fred Richardson- National Breakthrough to Nursing Chair
btndirector@nsnainc.org
- Alyssa Williams-Virginia Breakthrough to Nursing Chair
will24ac@dukes.jmu.edu
vnsabtnursing@gmail.com
- The Virginia Nursing Student Association Board of Directors
<http://www.vnsa.us/current-board-of-directors.html>

Social Media

- National Breakthrough to Nursing
Facebook: nsnabtn
Twitter: @NSNAbtn
Instagram: nsnabtn
Youtube: NSNA BTN Director
- Virginia Nursing Student Association
Facebook: VNSA- Nursing Students' Association
Twitter: @vnsapr
Instagram: vnsapr

Websites

- Career Center at nsna.org
<http://www.nсна.org/career-center.html>
- VNSA pre-made BTN power points and other information
<http://www.vnsa.us/breakthrough-to-nursing-resources.html>
- Johnson and Johnson Campaign for Nursing
<https://www.discovernursing.com>

Men in Nursing

- American Assembly for Men in Nursing
<http://www.aamn.org>
- Male Nurse Magazine
<http://www.malenursemagazine.com>
- Scholarships for men in nursing
<https://www.discovernursing.com/scholarships#requirements=male>
- Other online resources
<https://www.discovernursing.com/resources/online-resources#category=men-in-nursing>

Ethnic Minorities in Nursing

- National Coalition of Ethnic Minority Nurses
<http://www.ncemna.org>
- National Alaska Native American Association
<http://nanainanurses.com>

- National Association of Hispanic Nurses
<http://www.nahnnet.org>
- National Association of Indian Nurses of America
<http://www.nainausa.com>
- National Black Nurses Association
<http://www.nbna.org>
- Philippine Nurses Association of America
<http://www.mypnaa.org>
- Asian American/Pacific Islander Nurses Association
<http://aapina.org>

Nurses with Disabilities

- Non-profit called Exceptional Nurse
<http://www.exceptionalnurse.com>
- National Organization for Nurses with Disabilities
<https://www.facebook.com/NONDORG/>
- The Association of Medical Professionals with Hearing Loss
<https://amphl.org>

Information of Scholarships and Financial Assistance

- <https://www.discovernursing.com/scholarships#no-filters>
- <https://www.discovernursing.com/reimbursements#no-filters>
- For men in nursing
<https://www.discovernursing.com/scholarships#requirements=male>
- For ethnic minorities
<https://www.discovernursing.com/scholarships#requirements=any-minority,native-american,hispanic,asian,african-american>
- For nurses with disabilities
<https://www.discovernursing.com/scholarships#.WW6eRzPMY8U>
- Virginia Department of Health
<http://www.vdh.virginia.gov/health-equity/forms-and-applications/>

More on Johnson and Johnson Campaign for Nursing

- Material to recruit future nurses: why be a nurse, which path of nursing is for me, how to apply your healthcare experience, how to pay for nursing school, etc.
<https://www.discovernursing.com/future-nurses-start-here#.WW6YxTPMY8U>
- Material for students currently looking for employment: how to write a resume, how to ace an interview, how to advance your career
<https://www.discovernursing.com/launch-your-nursing-career#.WW6hpzPMY8U>
- Material on 104 different specialties in nursing
<https://www.discovernursing.com/explore-specialties#no-filters>
<https://www.discovernursing.com/meet-the-nurses#no-filters>
- Quiz to find the specialty that suits you
<https://www.discovernursing.com/diagnostic#.WW6aETPMY8U>
- Information on finding the right nursing school
<https://www.discovernursing.com/schools#no-filters>

What is the National Breakthrough to Nursing Chair working on?

NSNA is currently raising over \$7000 to give to students as financial prizes (aka scholarships)! Each week the NSNA BTN committee will give away \$250 to whichever nursing student tags the NSNA BTN committee on social media with a photo that best fits that weeks theme. For example, the theme may be about service projects that help your community. There will be specific criteria, rules and description of the theme posted online the week prior. The NSNA BTN committee will choose the winner and send them a \$250 scholarship. Every week is a new opportunity to win! Follow them on social media to know the theme for each week:

Facebook: nsnabtn
Twitter: @NSNAbtn
Instagram: nsnabtn
Youtube: NSNA BTN Director

What is the Virginia Breakthrough to Nursing Chair working on?

An alternative convention schedule for students not yet admitted into a nursing program! This includes high school students, pre-nursing major students, second-degree students and more. There will be at least one lecture or presentation facilitated during each break out session geared toward recruiting new members into the nursing profession, for example: a mini scrubs camp and nursing in a nutshell: the sociology of nursing.

Be sure to register for VNSA's 66th annual state convention on February 10th, 2018 at James Madison University.

Use #VNSA18 on Facebook, Twitter, and Instagram to stay updated. See you there!

Prospective Nursing Student Resource Guide

(revised from the NSNA website)

Are you considering applying to nursing school?
How do you choose a nursing program that is right for you?

Below are some considerations as you look at nursing programs.
Questions to ask:

Admission requirements: What admission standards does the program have?

- GPA?
- Math and/or science requirement?
- General education coursework?
- Admission exam requirement?
- Residency-is there preference for in-county or in-state students?

Full-time versus part-time: Some programs have a part –time option if this would facilitate your personal responsibilities.

Degree: What degree is awarded upon completion, associate, diploma or bachelors?

Graduation rates:

- How many of the students that are admitted graduate?
- How long does it take to complete the program?
- What happens if you do not pass a clinical course?
- How long before you can retake the course?
- How many times can you retake a course?

NCLEX pass rates: How well the students who graduate from any program do on the state board licensing exam (NCLEX®). This is extremely important as it is necessary to pass the NCLEX® to practice as an RN. See State Board of Nursing pass rates at: <https://www.ncsbn.org/index.htm>

Employment: Do students obtain employment in a timely manner upon completion and licensure?

Location: Where is the nursing program located, particularly as it relates to clinical site location? A significant portion of the nursing education usually occurs off-site at clinical facilities. Many nursing programs have more than one clinical site, and students are responsible for their travel arrangements to and from the clinical locations.

Cost: Most nursing schools can provide an estimate of these costs as well as the cost of tuition. Explore funding options through your community college's financial aid office.

- Consider the cost of tuition.
- Consider fees, uniforms, books, maintenance of health records, background checks, travel to clinical locations, and equipment such as stethoscopes.

State Board of Nursing approval: Is the nursing program approved by the State Board of Nursing?

Why does it matter? In many states the Board of Nursing determines whether or not a nursing program meets the minimum requirements to graduate nurses. If a program is not approved, those graduates cannot apply for licensure in that state. This is particularly important when considering a nursing program that is primarily *online*. This information can be found on each state's board of nursing website.

Does the program have full approval, initial approval, or provisional approval? If the program is not fully approved, you may want to consider another school. You can find this information by going to the State Board of Nursing in the state where the school is located. Here's the link to find the State Board of Nursing in the state you plan to attend nursing school: National Council of State Boards of Nursing <https://www.ncsbn.org/index.htm>

Nursing program accreditation: Is the nursing program accredited by a nursing education accreditor?

- Accreditation assures that high educational standards are in place, monitored and met; provides for access to federal grants and funding; and facilitates academic progression.
- Increasingly employers are only willing to hire graduates of accredited nursing programs.

What nursing organizations accredit nursing programs? There are three organizations that specifically accredit nursing programs:

- Accreditation Commission for Nursing Education (ACEN)
- Commission on Collegiate Nursing Education (CCNE)
- Commission for Nursing Education Accreditation (NLN CNEA)

Funding: What scholarships are available?

Does the school of nursing or the college/university have a financial aid office? Find out what resources, scholarships and loans are available through the college/university financial aid office.

College foundation often have scholarship opportunities specifically for nursing students.

Resources to find nursing education scholarship funds:

- Discover Nursing
<https://www.discovernursing.com/scholarships#no-filters>
- Organization for Associate Degree Nursing
<https://www.oadn.org/about-us/oadn-foundation>
- Foundation of the National Student Nurses' Association
<http://www.forevernursing.org/>
- American Association of Colleges of Nursing Financial Aid Directory:
<http://www.aacn.nche.edu/students/financial-aid>

Academic progression

Many nursing students continue their education after their initial entry into practice nursing degree. Facilitating seamless progression is supported by a multitude of national nursing organizations.

<https://www.oadn.org/about-us/position-statement>

<https://www.oadn.org/news/academic-news/item/4000-taking-next-step-nursing-education>

Joint brochure with AACN

<https://www.oadn.org/leading-initiatives/apin-news/item/4000-taking-next-step-nursing-education>

AACN Guide to Graduate Nursing

Programs: <http://www.aacn.nche.edu/publications/brochures/GradStudentsBrochure.pdf>

Transfer Nursing Students:

- Already a nursing student and looking to transfer?
- Have you talked to your current program about continuing?
- What coursework will transfer?
- Do you need to have copies of the syllabi of the courses that you have completed so the transfer program can evaluate the course.
- Do you need to submit an official transcript to the transfer school.
- Do you need to submit a letter of recommendation from your current school

If the nursing program closes while I am enrolled, what do I do?

- Consider what nursing program in the area accepts transfer students
- Determine what credits transfer
- Is loan forgiveness an option?
- The Department of Education is the resource for loan forgiveness