

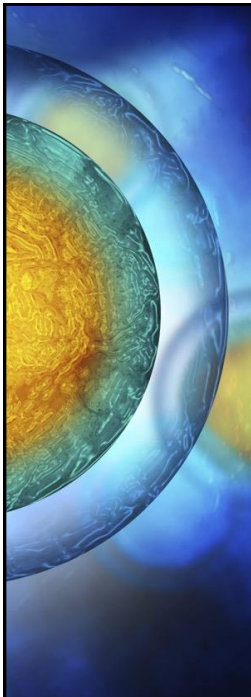


Career Intention of Baccalaureate Student Nurses:

Understanding the Barriers, Enablers and Predictors towards Public/Community Health Nursing

DATE: October 17, 2022 PRESENTED BY: Angie Docherty

1

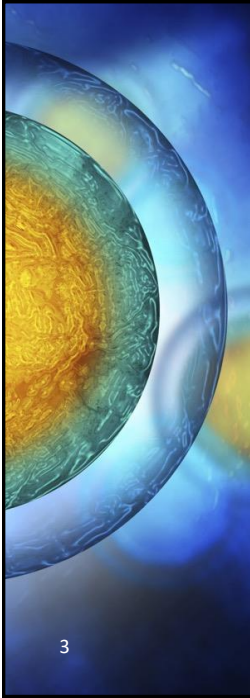


Research Team OHSU School of Nursing

- Angie Docherty, NursD, MPH, RN
- Heather Voss, PhD, RN
- Heather Franklin, MPH
- Nathan Dieckmann, PhD



2



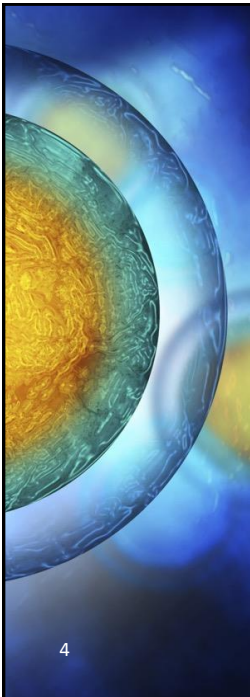
3

Study aims:

1. Determine initial career intention of nursing student nurses enrolled in Baccalaureate programs in Oregon
2. Assess whether nursing education variables predict career intentions towards public health/community (PH/CH) nursing.



3



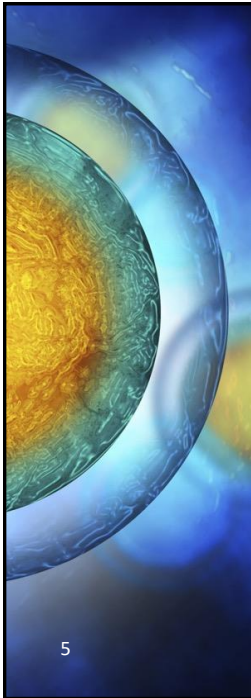
4

Why does this matter?

- AACN Baccalaureate Essentials highlight the continuum of care and the importance of population health
 - But how many new RNs want to work in Population or Community Health (PH/CH) settings?
- Compelling evidence of an Oregon (national?) problem:
 - RNs are not evenly distributed
 - RN turnover in PH/CH = 29%
 - RNs in PH/CH twice as likely to retire in the next 5 years
 - New RNs prefer hospital settings as a starting point (OCN 2017, 2018, 2020).



4

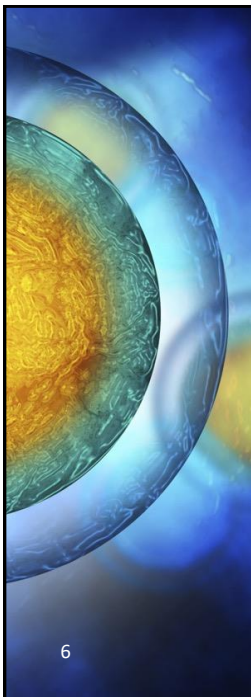


Career intention and nursing education?

- Larsen et al. (2012):
 - Students more likely to transition into PH more than 1 year after graduation
 - Students placed in traditional PH setting less likely to choose a career in PH at graduation than students not placed in this type of clinical site
- Zahner & Henriques (2013):
 - Field experience in a local health department was the only experience associated with stronger interest in a public health career



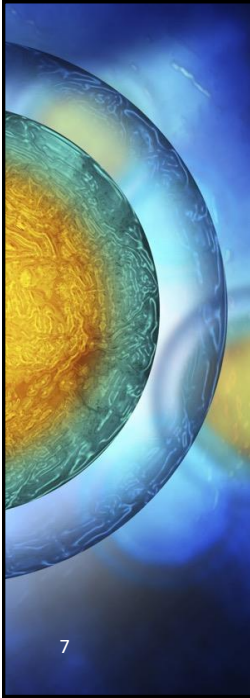
5



- The mixed findings, and lack of recent research, leave knowledge gaps in career intentions
- They suggest that we don't really know about the influence of nursing education programs, placements or curricula
 - Are we making a difference?



6

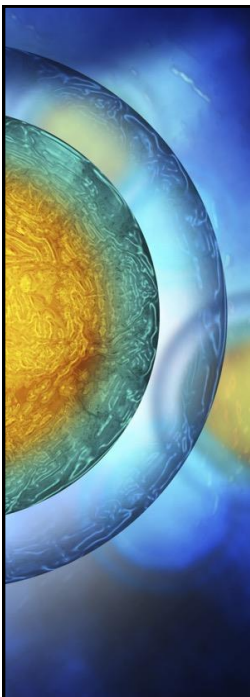


Method

- Cross-sectional survey targeting baccalaureate and accelerated baccalaureate nursing students across 11 schools in Oregon
 - Standard descriptive statistics were used to summarize participant responses to determine initial career intention (Aim 1)



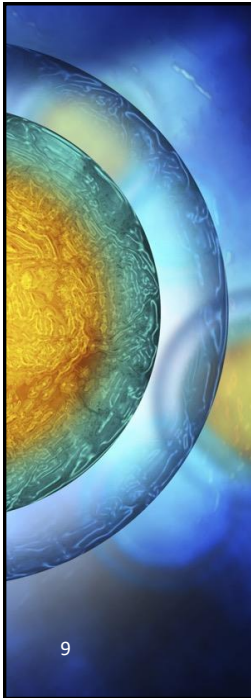
7



- Multiple linear regression assessed whether nursing education or other variables predict career intentions towards public health/community (PH/CH) nursing (Aim 2)
 - We looked at separate career intention outcomes:
 - Intention to work in public health or community nursing *immediately* after graduation
 - Intention to work in public health or community nursing *later in career*
 - Whether intention *changed* during their program



8



Results

- Response 20% (n=546) representing all nursing programs
 - Predominantly female, white, junior/senior students
- Almost 50% had, or currently, worked in a PH/CH setting
 - 48% had completed at least one PH course in their nursing program
- On entry to nursing school: 35.7% reported moderate to strong interest in PH/CH nursing.
- During nursing school: 41.3% reported moderate to strong interest in PH/CH nursing.



9

9

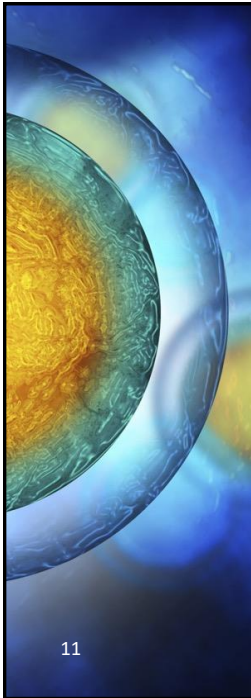
Career intention at program entry and currently (at the point of completing the survey).

On entry to your program, what level of interest did you have in working in the following areas of nursing?			What is your current level of interest in working in the following areas of nursing?		
N=497	n	%	N=496	n	%
Public Health/Community Nursing			Public Health/Community Nursing		
No Interest	177	32.4	No Interest	131	24.0
Slight Interest	124	22.7	Slight Interest	138	25.3
Moderate Interest	129	23.6	Moderate Interest	139	25.5
Very Strong Interest	66	12.1	Very Strong Interest	86	15.8
Acute Care Nursing			Acute Care Nursing		
No Interest	34	6.2	No Interest	24	4.4
Slight Interest	61	11.2	Slight Interest	59	10.8
Moderate Interest	127	23.3	Moderate Interest	114	20.9
Very Strong Interest	270	49.5	Very Strong Interest	297	54.4
Mental Health/Psychiatric Nursing			Mental Health/Psychiatric Nursing		
No Interest	197	36.1	No Interest	192	35.2
Slight Interest	150	27.5	Slight Interest	132	24.2
Moderate Interest	98	17.9	Moderate Interest	122	22.3
Very Strong Interest	50	9.2	Very Strong Interest	47	8.6
Long Term Care Nursing			Long Term Care Nursing		
No Interest	310	56.8	No Interest	304	55.7
Slight Interest	118	21.6	Slight Interest	115	21.1
Moderate Interest	49	9.0	Moderate Interest	58	10.6
Very Strong Interest	17	3.1	Very Strong Interest	16	2.9
Hospice/Palliative Care Nursing			Hospice/Palliative Care Nursing		
No Interest	235	43.0	No Interest	196	35.9
Slight Interest	144	26.4	Slight Interest	145	26.6
Moderate Interest	78	14.3	Moderate Interest	106	19.4
Very Strong Interest	37	6.8	Very Strong Interest	46	8.4



10

10



- The strongest predictor of PH/CH career intention was career intention *when starting* nursing school
- The second strongest predictor was *a history of working* in a PH/CH setting
- Nursing education variables such as having a population health or community focused clinical placement, *did not add significant predictive influence*
- Similarly, having population health focused didactic content *did not add significant predictive influence.*



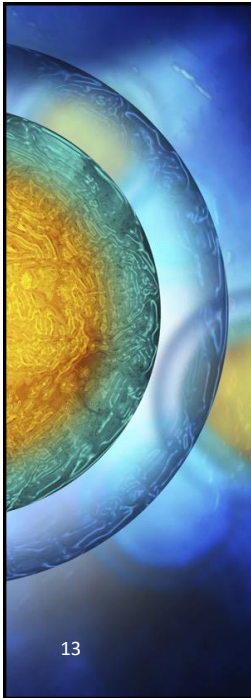
Regression models predicting intention to work in PH/CH nursing:

- (1) immediately after graduation
- (2) later in career

Predictor	Standardized Models	
	beta	
	95% CI [LL, UL]	
	Immediately	Later in career
Salary Level is Important	-0.190**	-0.010
	[-0.341, -0.040]	[-0.154, 0.133]
Flexibility is Important	0.212***	-0.015
	[0.059, 0.366]	[-0.159, 0.130]
New Graduate Transition is Important	-0.189**	-0.076
	[-0.328, -0.051]	[-0.208, 0.056]
Mentoring is Important	0.146	0.121
	[-0.004, 0.296]	[-0.021, 0.263]
Prestige is Important	0.006	-0.106
	[-0.120, 0.132]	[-0.226, 0.015]
Tuition Reimbursement is Important	0.062	0.046
	[-0.043, 0.168]	[-0.056, 0.149]
Potential for Career Advancement is Important	-0.136	-0.060
	[-0.276, 0.004]	[-0.198, 0.078]
I Consider Public Health/Community Nursing to Be A Challenging Area of Practice	-0.084	0.055
	[-0.181, 0.013]	[-0.039, 0.150]
I Consider Public Health/Community Nursing to Be A Prestigious Area of Practice	0.164**	0.109*
	[0.066, 0.262]	[0.011, 0.206]
I Consider Public Health/Community Nursing to Be A Rewarding Area of Practice	0.226***	0.345***
	[0.113, 0.338]	[0.234, 0.456]
I Have Been Advised That I Need Acute Care Experience Before Working in Public Health/Community Nursing	0.007	0.089**
	[-0.071, 0.086]	[0.013, 0.166]
Woman versus Other Gender	0.057	0.346**
	[-0.217, 0.332]	[0.080, 0.612]
Rural versus Urban	-0.085	0.021
	[-0.302, 0.132]	[-0.178, 0.221]
Educational Attainment	-0.122	0.036
	[-0.267, 0.023]	[-0.106, 0.178]
Parent's Educational Attainment	-0.124**	-0.006
	[-0.219, -0.029]	[-0.097, 0.086]
Receiving Financial Aid	0.124	0.099
	[-0.111, 0.359]	[-0.126, 0.325]
Working/Worked in Public Health	0.348***	0.087
	[0.133, 0.563]	[-0.124, 0.297]
At entry, intention to pursue career in Public Health/Community Nursing	0.502***	0.554***
	[0.388, 0.616]	[0.447, 0.660]

Note: **Indicates p<0.05. ***Indicates p<0.01

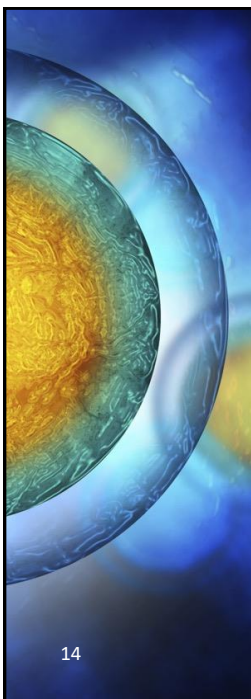




- If students perceived salary or access to a new graduate transition program as important, this *decreased immediate intention* to work in PH/CH nursing
- If flexibility was perceived as important, this *increased the intention* to work in PH/CH nursing
- Being advised that acute care experience is needed before working in PH/CH nursing *significantly decreased* the intention to enter PH/CH nursing workforce at the point of graduation



13

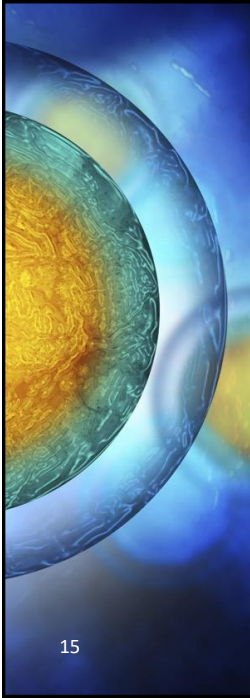


Discussion

- Our results present mixed findings in terms of PH/CH career intention
 - *During nursing school*, just over 5% developed more interest in this area of nursing
 - Nursing curricula and placements *seem to lack impact* in promoting PH/CN career intention
 - Positive predictors of career intention towards PH/CH nursing were all *external to nursing education* and largely *fixed prior to entering the program*



14

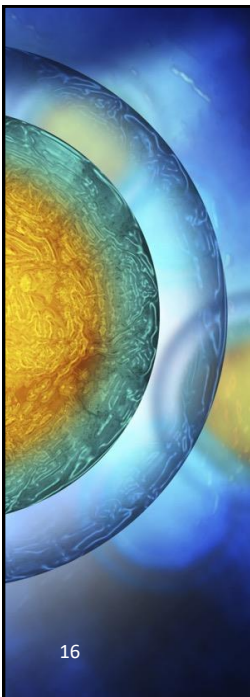


Limitations

- Self-report and cross-sectional data
 - Meant that some students were in the early stages of their program and some in late stages.
- Almost half had experience of PH/CH settings prior to nursing school
- Students were also at multiple schools across Oregon.
 - Although this adds to the richness of the data, not all students will have had similar access to clinical sites or learning experiences.



15

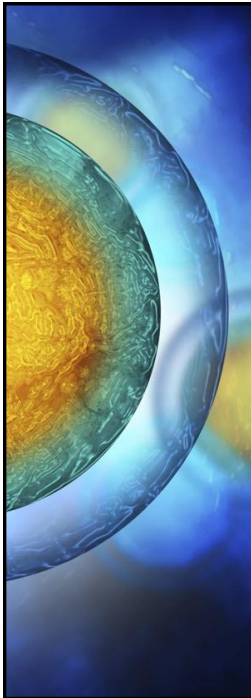


Conclusions

- Students may be entering nursing school with largely fixed intentions
- Nursing education and clinical placements may not be fully articulating, demonstrating, or distilling the nuances, knowledge level, and required skills to inspire interest in PH/CH settings.



16

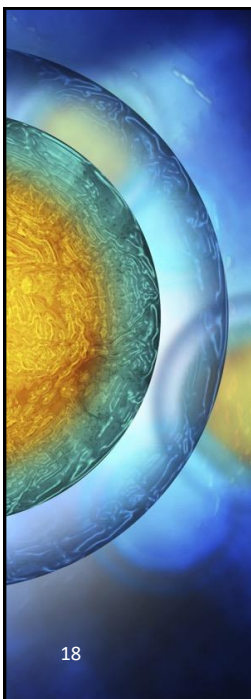


Recommendations

- Educators need to develop greater pre-nursing outreach and understanding of the drivers towards PH/CH nursing in order to:
 - Promote broader spheres of nursing prior to program entry
 - Build curricula and passion for PH/CH nursing
- We also need to look at how PH/CN nursing is embedded into curricula and explore how public health placements are structured within the context of other clinical placements



17



References

- American Association of Colleges of Nursing. (2021). *The essentials: Core competencies for professional nursing education*. <https://www.aacnnursing.org/AACN-Essentials>
- Larsen, R., Reif, L., & Frauendienst, R. (2012). Baccalaureate nursing students' intention to choose a public health career. *Public Health Nursing*, 29 (5) 424–432. Doi: 10.1111/j.1525-1446.2012.01031.x
- Lent, R. W., Brown, S. D., & Hackett, G. (2000). Contextual supports and barriers to career choice: A social cognitive analysis. *Journal of Counseling Psychology*, 47(1), 36–49. <https://doi.org/10.1037/0022-0167.47.1.36>
- Oregon Center for Nursing. (2017). Characteristics of the nursing workforce in Oregon, 2016. https://oregoncenterfornursing.org/wp-content/uploads/2017/09/Characteristics-of-the-Nursing-Workforce-Report_Final.pdf
- Oregon Center for Nursing. (2018). The demand for nursing professionals in Oregon – 2018. <https://oregoncenterfornursing.org/wp-content/uploads/2018/11/2018-Demand-for-Nursing-Professionals-in-Oregon.pdf>
- Oregon Center for Nursing. (2020). Nursing maldistribution 2.0: The intersection between practice setting and years of experience. https://oregoncenterfornursing.org/wp-content/uploads/2020/06/Maldistribution-Study_Setting-and-Experience.pdf
- Zahner, S. J., & Henriques, J. B. (2013). Interest in public health careers among undergraduate student nurses. *Journal of Public Health Management Practice*, 19(1) 62–69. doi: 10.1097/PHH.0b013e31824c60b7



18

18



Thank You