

Recruitment and Retention of Hispanic Nursing Students: Through the Lens of Associate Degree Nursing Administrators and Hispanic Nursing Students

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Introduction

Hispanic population will be 30 % in US by 2050

Currently the Hispanic population is 11 %

New Jersey ranks 7 th in the US with 1,599,000 Hispanics

3 % of the Registered Nurses in US are Hispanics

45 % of pre-nursing Hispanic students leave college

**Creates a lack of diversity of
health care providers,
and lack of culturally competent
patient care**

Methods

A mixed methods convergent research design was conducted by electronic surveys, non-electronic surveys, telephone interviews, and focus groups to compare nursing program administrators at seven community colleges in a Mid-Atlantic state, in the US, and the perceptions of fifteen Hispanic nursing students regarding the challenges, barriers, and obstacles of Hispanic nursing students.

Research Questions

- 1) What strategies do nursing school administrators use to attract and recruit Hispanic students?
- 2) How do nursing school administrators and students perceive the success of their processes to obtain applicants?
- 3) How are Hispanic nursing students attracted to associate degree schools of nursing?
- 4) What obstacles, barriers, and challenges do nursing students experience, according to the nursing school administrators and the Hispanic students?
- 5) What support services are perceived by Hispanic students as being effective or non-effective?

Summary of Barriers That Might Prevent Hispanic Students to Apply to Nursing School

Category	n	Subcategory
Language Barriers	13	Broken English
	9	Professors lecture fast
Money	13	No financial aid
	10	Pay out of pocket
	8	Nursing expensive
	3	Large families, must stay home
Support systems	1	Family out of country
	15	Help from family
	10	Single mom
	5	First generation college
Responsibilities	5	No child care
	7	Families to support
	8	Work and school
	3	Family priority
Psychological	5	Lack of confidence
	8	Intimidating to attend
	4	Lack of understanding, need translation

Results & Implications

- ❖ Written and verbal language barriers existed with the Hispanic student
- ❖ Lack of confidence in Hispanic students
- ❖ Family responsibilities largest barrier to attending college
- ❖ Lack of faculty understanding their barriers
- ❖ Create focus groups at colleges to meet with Hispanic students
- ❖ Recruit at local Hispanic community organizations, highs schools, etc.
- ❖ Involve family members in college activities
- ❖ Set up a local academic success center in the Hispanic community
- ❖ Offer summer internships to learn about the nursing profession
- ❖ Need for more effective recruitment of prospective Hispanic students
- ❖ Need for more support services for Hispanic students

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