

Strategy 1

Expand early pathways to develop a nursing workforce that is representative of the population of North Carolina

Strategy 1.3 The North Carolina Future of Nursing Action Coalition should partner with myFutureNC, the North Carolina Association of Nursing Students, and the Health Occupations Students Association to develop a speakers bureau to partner with youth-focused organizations, including religious communities, community centers, and community-focused volunteer/philanthropic organizations (e.g., sorority/fraternity alumni organizations). The goal of this speakers bureau would be to provide information and guidance to middle and high school students about health professional careers in nursing. Speakers should receive training, key messages, and resources for students interested in learning more about nursing as a career.

Desired Result

More North Carolina middle and high school students will learn about and develop an interest in careers in nursing through connection with trusted leaders and adults in their community.

Why does the task force recommend this strategy?

Increasing interest in careers in nursing and improving the diversity of the workforce will require a variety of strategies. While some students may seek guidance from counselors in the school system or learn about opportunities through Career and Technical Education (CTE) programs, others may look for guidance from other trusted people in their community (e.g., church or civic group leaders and members). Connecting and partnering with community leaders and groups outside of educational settings can help to identify new venues through which to reach students. Those making connections and providing informational presentations should use standardized outreach materials that cover important general topics (e.g., different forms of licensure and educational pathways).

Context

MYFUTURENC

myFutureNC is a “statewide nonprofit organization focused on educational attainment and is the result of cross-sector collaboration between North Carolina leaders in education, business, and government.”⁸ The organization supports several state collaboratives, as well as 15 regional collaboratives that “establish[] local goals, identify[] strategies and priorities to meet these goals, and work[] as partners of myFutureNC.”⁹

NORTH CAROLINA ASSOCIATION OF NURSING STUDENTS

The North Carolina Association of Nursing Students (NCANS) is the organization for pre-licensure nursing students in North Carolina that supports “nursing students in making the important transition from students to licensed nurses.”¹⁰ Through its participation in the Breakthrough to Nursing initiative, NCANS seeks to enhance the nursing workforce through a focus on “recruitment and retention, minority recruitment, men in the profession, young students, non-traditional students, and mentoring and support of all enrolled in professional nursing programs.”¹¹

HOSA FUTURE HEALTH PROFESSIONALS

HOSA Future Health Professionals is a career and technical student organization “for students who are or have been enrolled in a Health Science Education program or are interested in a healthcare career. The mission of HOSA is to empower Future Health Professionals to become leaders in the global health community through education, collaboration, and experience.”¹² HOSA Future Health Professionals has both middle and high school divisions with locally organized chapters.

KEY RESOURCE NEEDS



Funding will be needed for administration of a speakers bureau-style program and production of related materials.



Once developed, awareness of the program will need to be raised through community connections.