
A Summer Immersion Program to Improve Advanced Practice Nursing Workforce Diversity

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Disclosures

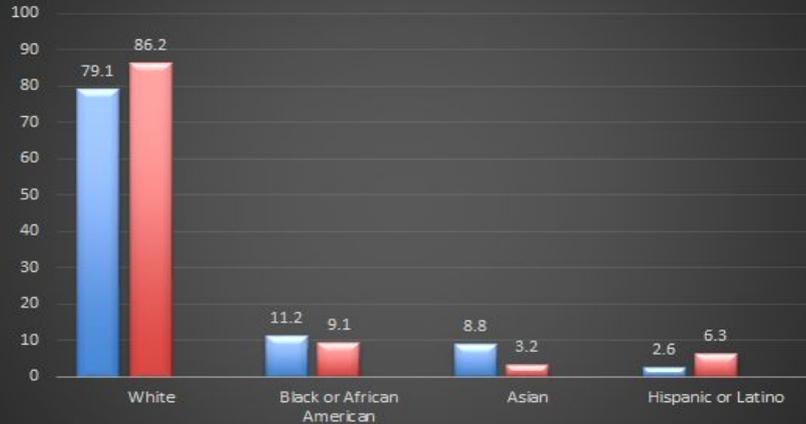
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Objectives

1. Describe the collaboration between a historically Black college/university (HBCU) and a predominately white institution (PWI) to increase advanced practice nursing workforce.
2. Identify pipeline program strategies that are important to increasing APN workforce diversity.

Diversifying the nursing workforce is intentional

NPs by Race 2018 vs 2020



- As of November 2019, 78 million Americans were living in a health professional shortage area.
- Diversity within the healthcare workforce has shown to increase outcomes of minoritized populations.
- Patient comfort, trust, cultural understanding, and engagement all benefit when a practitioner's and patient's race and language align.
- In 2020, 15.3% of enrolled MSN students were Black/AA (AACN).
- In 2020, 13.6% of MSN graduates were Black/AA (AACN).
- Current DNP statistics are unavailable

Nursing education is historically controlled by the racial hierarchy

- Barriers to graduate nursing education

are structural and social.

- Structural Racism

- Lack of faculty diversity

- Access to higher education

- Cost

- Lack of knowledge awareness

- Lack of inclusion

- Microaggressions



- Effective Strategies include improving the recruitment and retention of Black nurses and creating organizational culture of inclusion.

- Mentoring networks

- Clinical exposure

- Peer support

- Leadership and professional development

LEAHP : Leading to Equitable Access to Health Professions

To improve nursing workforce diversity in advanced practice nursing.

To promote collaboration between Historically Black Colleges/Universities (HBCUs) and predominately white institutions (PWIs).

To design effective strategies to increase access and reduce barriers to advanced practice education.

Summer Immersion Program

1 week

4 rising seniors and 1 recent graduate from 2 HBCUs

4 were first generation college students

Program components:

- Intro to APN practice
- Professional development
- Communication
- Building mentoring network
- Health Equity lecture
- Clinical exposure with various NP specialties alongside NP students (next slide)
- Stipend for participation





Participant Feedback

Describe how the LEAHP program has helped to prepare you in determining your career aspirations.

The LEAHP program has helped prepare me to determine my career aspirations of becoming a nurse manager and helped me to formulate the next steps in achieving this goal

Clarified the different roles and programs requirements, expectations, and outcomes

Before participating in this program, I didn't have any aspirations of going to graduate school. This program changed my mindset and helped me with my pathway to graduate school.

The LEAHP program has exposed me to an entirely new network. I am walking away from the program with resources and contacts of people in my aspiring field.

LEAHP has further confirmed my pediatric aspirations and it has opened so many new doors on how I will be able to achieve those dreams. I have learned that the field of nursing is limitless.

Participant Feedback: Suggestions for future Cohorts

- The session should be two weeks minimum
- Extended one on one time to discuss the professional journey
- Extend hands-on time with NP students
- Offer a graduate school sample schedule
- Continue to support us throughout matriculation through the initial nursing position and throughout graduate school

Setting goals for the future of LEAHP



Partner with the MSN program to offset application cost for LEAHP scholars



Develop a bridge program for LEAHP scholars that offers early admission to DUSON MSN program



Ongoing contact for persistent mentorship with scholars



THANK YOU

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