

**Short Term Goals: 1.** Increase access to nursing education programs

**Program Objectives 1:** Describe and document Nursing Program Directors' perspectives regarding recruitment and retention of American Indian students.

**Sub-Objectives 1.1.** Describe current AI student application and enrollment in ND Nursing Programs.

**Proposed Activities:**

- a) Develop interest survey instrument.
- b) Create data collection protocols.
- c) Secure IRB approval.
- d) Electronic survey distribution.
- e) Data collection and follow-up reminders for survey participation.
- f) Data analysis.

**Outcomes/Evaluation Indicators:**

Document Perspectives of Nursing Program Directors regarding Recruitment & Retention of American Indian students in nursing schools  
Descriptive statistics reflecting:  
-Current AI student enrollment in ND Nursing Programs and pre-nursing programs.  
-Annual number of AI applicants to ND Nursing Programs.  
-Percentage of AI students annually accepted to ND Nursing Programs from eligible applicant pool.  
-Primary reasons for non-acceptance of AI Nursing Program applicants.

**Partners:** PD, Evaluation Team (Dr. Secor-Turner, Dr. Klug, Kara Falk, Jane Strommen)

Consultants: Next Steps Co-Directors, RAIN Staff, ND Department of Labor, ND Center for Nursing

**Sub-Objectives 1.2.** Describe current ND Nursing Program recruitment and retention strategies for AI students.

**Proposed Activities:**

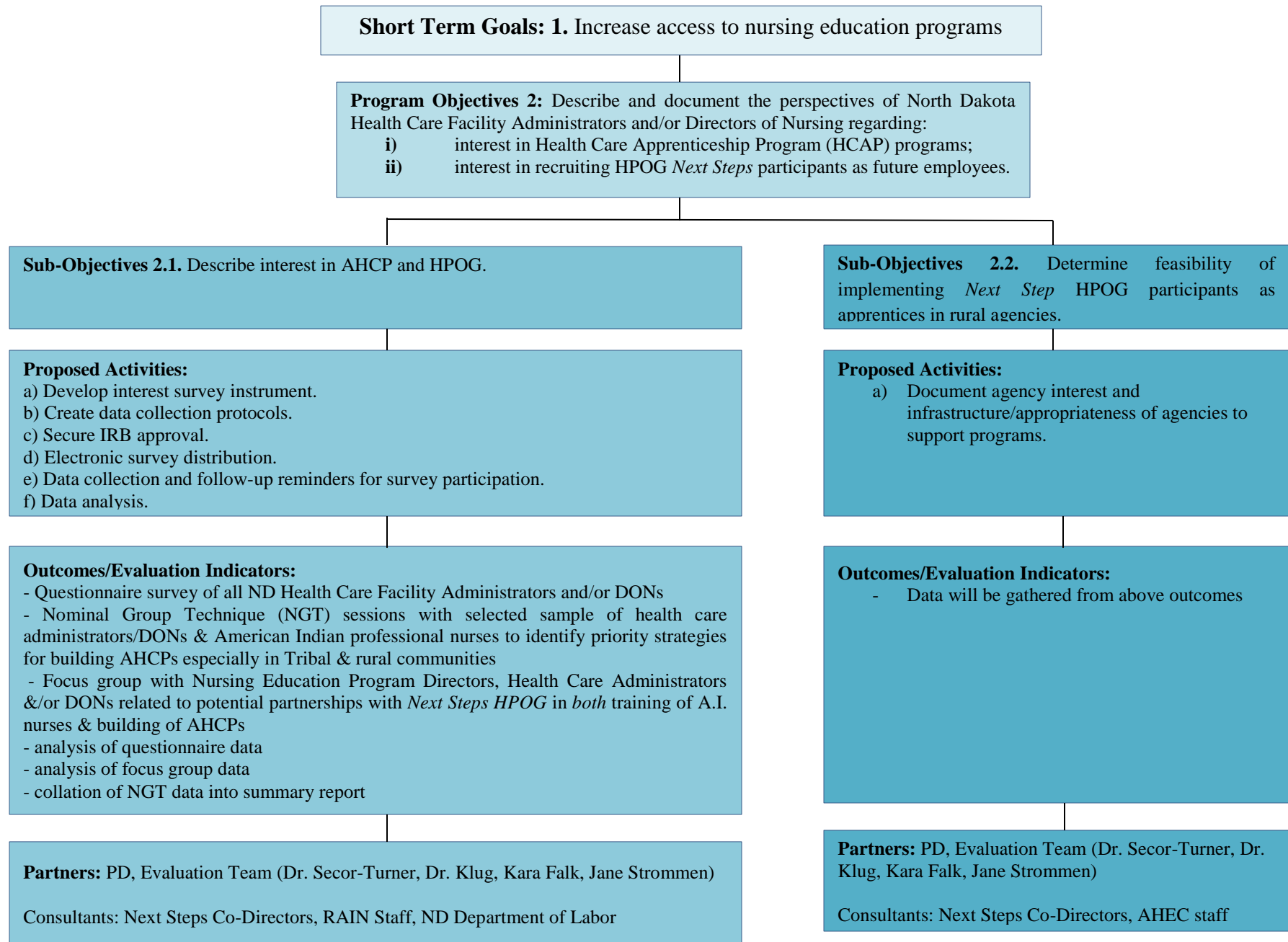
- a) Conduct focus groups with Nurse Educators, Nurse Administrators, rural Health Care Administrators, RAIN program staff, AI nurses and AI students at Annual Tribal American Indian Conference.

**Outcomes/Evaluation Indicators:** -Summarize and analyze focus group data.

- Identify priorities and strategies for recruitment and retention of AI pre-nursing and nursing students to licensure.
- Create summary report of focus group findings.
- Generate recommendations for recruitment activities at subsequent annual conferences.

**Partners:** PD, Evaluation Team

Consultants: Next Steps Co-Directors, RAIN Staff, ND Department of Labor, ND Center for Nursing



**Short Term Goals: 2. Pilot a Health Care Apprenticeship Program (HCAP).**

**Program Objectives 3:** Establish and evaluate implementation of “pilot program” by establishing at least 3 HCAPs in rural North Dakota settings near or in reservation communities.

**Sub-Objectives 3.1.** Develop North Dakota Nursing Apprenticeship Program

**Proposed Activities:**

- a) Identify potential interest of ND Health Care Administrators/DON in partnering with: 1) NDSU, 2) AHEC, 3) ND Dept. of Commerce, 4) Dept. of Labor in developing an AHCP.
- b) Develop and revise program policies and protocols for student placement in health care facilities.

**Outcomes/Evaluation Indicators:**

- Questionnaire survey of all ND Health Care Facility Administrators and/or DONs
- Nominal Group Technique (NGT) sessions with selected sample of health care administrators/DONs & American Indian professional nurses to identify priority strategies for building AHCPs especially in Tribal & rural communities
- Focus group with Nursing Education Program Directors, Health Care Administrators &/or DONs related to potential partnerships with *Next Steps HPOG* in *both* training of A.I. nurses & building of AHCPs
- analysis of questionnaire data
- analysis of focus group data
- collation of NGT data into summary report

**Partners:** PD, Evaluation Team (Dr. Secor-Turner, Dr. Klug, Kara falk, Jane Strommen)

Consultants: Next Steps Co-Directors, RAIN Staff, ND Department of Labor & AHEC Staff

**Sub-Objectives 3.2.** Place 4-6 ACF *Next Steps* HPOG participants as apprentices in at least 3 HCAP sites under MOU agreements.

**Proposed Activities:**

- a) Develop longitudinal evaluation strategies of “pilot” *Next Steps* students.

**Outcomes/Evaluation Indicators:**

- Generate mixed methods survey instrument and interview protocol for longitudinal student outcome evaluation.

**Partners:** PD, Evaluation team, CCCC staff

Consultants: Next Steps Co-Directors, ND Department of Labor, community agencies

**Short Term Goals: 2. Pilot a Health Care Apprenticeship Program (HCAP).**

**Program Objectives 3:** Establish and evaluate implementation of “pilot program” by establishing at least 3 HCAPs in rural North Dakota settings near or in reservation communities.

**Sub-Objectives 3.3.** Recruit nurses in the ND Apprentice program.

**Proposed Activities:**  
a) Collaborate with agencies to identify preceptors for individual mentoring.

**Outcomes/Evaluation Indicators:**  
-Generate evaluation methods for evaluation of successful, high quality mentoring experiences.

**Partners:** PD, Evaluation Team  
  
Consultants: CCCC, Next Steps, ND Department of Labor,

**Sub-Objectives 3.4.** Retain nurses in the ND Apprentice program.

**Proposed Activities:**  
a) Collaborate with agencies to assess strategies that assist graduate nurses to successfully complete the NDAP.

**Outcomes/Evaluation Indicators:**  
-Monitor number of students enrolled in NDAP and completion rates.

**Partners:** PD, Evaluation Team  
  
Consultants: Next Steps Co-Directors, CCCC, Department of Labor Staff

**Sub-Objectives 3.5.** Compare and contrast work experiences of nurses who participated in NDAP to non-participants.

**Proposed Activities:**  
a) Compare and describe licensing and employment experiences of NDAP and non-NDAP nurses using surveys and individual interviews.

**Outcomes/Evaluation Indicators:**  
-Summarize and analyze survey and individual interview data.

**Partners:** PD, Evaluation team  
  
Consultants: Next Steps Co-Directors, CCCC

**Short Term Goals: 2.** Pilot a Health Care Apprenticeship Program (HCAP).

**Program Objectives 4:** Describe and explore the impact of participation in HCAP pilot options on the successful attainment of professional licensure AND employment among American Indian nursing student participants in the *Next Steps* HPOG project.

**Sub-Objectives 4.1.** Year Two: describe licensing & employment experiences over 6 months for 4-6 “pilot” *Next Steps* HPOG students who participate in an HCAP

**Proposed Activities:**

- a) Track “pilot” *Next Steps* students recruited for, and willing to enter HCAP through to licensure & jobs HCAP
- b) Interview and survey “pilot” students at 2 points along the first six months of their HCAP experience

**Outcomes/Evaluation Indicators:**

4-6 pilot students selected for HCAP experience by January 2013  
Total of 2 Surveys & 2 interviews (one administered every 3 months) completed for both groups by August, 2013  
-Data analyzed and summarized on the pilot HCAP by September 2013\*

**Partners:** PD, Evaluation Team (Dr. Secor-Turner, Dr. Klug, Kara Falk, Jane Strommen)

Consultants: Next Steps Co-Directors, CCCC, Department of Labor

**Sub-Objectives 4.2.** Year Two: describe & explore comparisons of licensing & employment experiences among 4-6 *Next Steps* students who do *not* enter HCAP

**Proposed Activities:**

Interview and survey 4-6 “non-pilot” *Next Steps* students who were on the same educational trajectory as the “pilot” students in the “pilot” students in the HCAP, but *not* in an HCAP

**Outcomes/Evaluation Indicators:**

4-6 “non-pilot” students selected as comparison group by January, 2013

**Partners:** PD, Evaluation team to design survey instruments and interview guides

**Short Term Goals: 3.** Create a “health career pipeline” for high school students to plan and pursue opportunities in nursing and health care careers.

**Program Objectives 5:** Develop, implement, and evaluate a summer pilot program for reservation-based high school students and *Next Steps* adult students to be enrolled in an Introduction to Health Careers (IHC) course, including a clinical “shadowing” component in Tribal Health Programs.

**Sub-Objectives 5.1.** Fifteen Spirit Lake high school students will complete IHC course at CCCC.

**Sub-Objectives 5.2.** Fifteen Spirit Lake *Next Steps* HPOG participants will complete IHC course at CCCC.

**Sub-Objectives 5.3.** Evaluate IHC.

**Proposed Activities:**

- a) Develop IHC course objectives and materials.
- b) Develop IHC course schedule.
- c) Recruit students for IHC.
- d) Plan and coordinate implementation of IHC course at CCCC for 4 weeks.
- e) Plan and coordinate clinical shadowing placement with Tribal Health Programs.
- f) Teach and implement IHC course.

**Outcomes/Evaluation Indicators:** IHC course

**Partners:** PD, Evaluation Team, CCCC, Mt. Sinai medical students

**Proposed Activities:**

- a) Compare and describe licensing and employment experiences of NDAP and non-NDAP nurses using surveys and individual interviews.

**Outcomes/Evaluation Indicators :**

-Summarize and analyze survey and individual interview data.

**Partners:** PD, Evaluation team, CCCC