

BACKGROUND

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Researchers from all areas of healthcare practice and institutes of higher education are setting their sights on the present and future nursing shortage which is inevitably in our foreseeable future. The Bureau of Labor Statistics reported registered nurses (RNs) were among the top occupations in terms of growth through 2022 (Bureau of Labor Statistics, 2013). As a nation we face a more daunting future in terms of supply and demand of available nurses to fill open positions. The "United States Nurse Workforce Report Card and Shortage Forecast" projects a shortage of nurses across the United States between 2009 and 2030, with the hardest hit areas being the South and West (Jurascheck, Zhang, Ranganathan & Lin, 2012). As a practitioner and educator, another concerning factor is the level of education our future nurses will be required to obtain as means to uphold quality of care for their clients. The Robert Wood Johnson Foundation, in partnership an

nurses obtain a baccalaureate degree? Research shows baccalaureate-prepared nurses improve the quality and safety of care delivered to their clients. A study of cardiac clients in the Intensive Care Unit (ICU), both in Europe and the United States, reported data indicating 4.9 fewer deaths occurred per 10,000 clients as a result of the ICU being staffed with "a higher percentage of nurses with bachelor's degrees" (Heede et al., 2009). Aiken et al. indicated a link between higher levels of nursing education and client outcomes, stating a 10% increase in the proportion of nurses holding BSN degrees decrease the risk of patient death within 30 days of admission and the odds of failure to rescue by 5% (Aiken et al., 2003). If research promotes increasing the numbers of baccalaureate nurses at the bedside, then why is the healthcare industry at risk of not meeting their goals? The answer is multifaceted, but fingers point towards a couple reasons: 1) dwindling applicants to baccalaureate programs and 2) attrition from these programs. The traditional 4-year nursing degree can be intimidating leading students to veer away from nursing or pursue a 2-year associate degree. Further complicating decreased enrollment is the overall number of baccalaureate programs. The National League for Nurses (NLN) reported of 1,869 nursing programs in the United States, 710 baccalaureate, 1,092 associate, and 67 diploma programs (National League for Nursing, 2014). This represents a major challenge to undergraduate baccalaureate programs.

The next problem faced is attrition. Attrition continues to plague most institutions of higher education. Nursing students are not immune, and may be at higher risk than other programs of study due to a unique set of circumstances surrounding their degree. Students enrolled full-time in a traditional 4-year baccalaureate nursing program encounter multiple stressors which differ from previous

2014)A question healthcare consumers should ask is why worry whether

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After completing consent and pre-test tools students were

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From an investigator's view this study was a learning experience providing valuable outcomes which will be used to replicate further studies. It appears as if students do value the implemented techniques and many reported their use outside the classroom setting. Improvement in both GSE and RS scores lead this investigator to believe the study achieved the goal of improving resiliency in this cohort of nursing students. However, the continued effect on this cohort and future cohorts should be the area of focus when planning a longitudinal study.

It is no surprise interventions aimed at self-efficacy and self-regulation have the ability to set students up for success in a nursing program. Many students enter programs not realizing the rigor and expectations expected of them leading to burnout and fatigue. As educators it is imperative to guide students down the path of success persevering through roadblocks we encounter along the way. In understanding the important role resiliency plays in navigating the way down life's path; the same concept can be applied to student progression through a nursing curriculum. As within any healthcare population treatment must be individualized to meet client needs. Following the same line of thought, no two students are created equal. Some come from backgrounds where needs were met, support was offered, and coping mechanisms well developed; this may not be the same scenario as another individual from a disadvantaged background. Implementing techniques to foster resilience may help struggling students succeed by gaining insight in how to control emotions, \hat{A} % port