

**Questions for BPS Nursing Assistance Students
(Approximately 40 seniors from Melbourne High and Titusville High)**

1. What are your perceptions of working in the healthcare industry as a
 - a. Nursing Assistant
 - i. Responses
 1. Rewarding – helping
 2. More “hands on” than other nursing professions
 3. Can be demanding
 4. Task vary
 5. Underrated – Very important but not respected
 6. Lack of care – “Just a paycheck”
 7. Treated poorly by nurses – Nurses don’t help because it is “not my job”
 8. Lack of teamwork – older workers don’t trust younger workers
 - ii. Suggestions
 1. Need to pay more
 2. Need multigenerational team building/instruction
 - b. LPN
 - i. Responses
 1. Most employers don’t need them – Nursing Homes are the only ones hiring
 2. Looks easy
 3. Not responsive to patients
 4. Some experiences found them not to be helpful
 5. A lot of responsibility
 6. Important – Not as patient-centered tasks
 - c. RN
 - i. Responses
 1. Many did not get the opportunity to observe RNs so they didn’t really have any perceptions
 2. Hard workers
 3. Lots of school
 4. Saw some complain about lack of teamwork – Hierarchical structure is a problem
 5. Only saw them distributing meds or charting – looks boring
 6. Lack of care
 7. Not as personal
2. What would encourage you to work as a
 - a. Nursing Assistant
 - i. Take care of people
 - ii. Good starting point
 - iii. Stepping stone
 - iv. Gain skills and experience while working
 - v. Higher pay
 - b. LPN – No response
 - c. RN
 - i. Good pay
 - ii. Saves lives – Help people reach their potential

- iii. Stepping stone to career goal
 - iv. More experienced
 - 3. What would discourage you from working as a
 - a. Nursing Assistant
 - i. Responses
 - 1. Under 18 can't work in this capacity
 - 2. Pay – Do a lot and a lot of responsibility for little pay
 - 3. Patients can be abusive and intimidating
 - 4. Poop
 - 5. Underappreciated by patients and other staff
 - 6. Too many patients
 - ii. Suggestions
 - 1. Pair with mentor or advisor on the same floor for at least 3 months – prefer more than that – on-going relationship with mentor
 - b. LPN
 - i. Limited career opportunities
 - ii. Just a slower paced RN
 - c. RN
 - i. Responses
 - 1. Fast pace
 - 2. Hours
 - 3. High patient ratio
 - 4. Just giving pills
 - 5. No patient interaction
 - 6. Night shift – no patient interaction – just behind a desk
 - ii. Suggestion
 - 1. Need employer-provided stress management techniques
- 4. What is your preference for length of work shift?
 - a. 4 Hours?
 - b. 6 Hours?
 - c. 8 Hours?
 - d. 10 Hours?
 - e. 12 Hours?
 - f. Why?
 - g. Responses
 - i. 4 – 6 Hours so employees can work and go to school
 - ii. 8 -10 Hours with overlapping of shifts – not as tiring as 12 hour shifts
 - iii. 12 Hour shifts for more days off especially if you are a student or parent
 - iv. Flexibility (ability to change between length of work shifts at different life points) to accommodate work and family needs
- 5. We are thinking about highlighting the importance of nursing and healthcare careers to our community.
 - a. What platforms should we use?
 - i. Social Media
 - 1. Snapchat
 - 2. Instagram
 - 3. Facebook
 - 4. Twitter

5. Spotify and Pandora for stories
 6. YouTube – Videos
- b. What type of information would appeal to you?
- i. Short videos that highlight career functions
 1. Yes – stories
 2. YouTube – Paid Adds that you can't skip
 - ii. Video Testimonials from people currently employed in those roles
 1. Yes – Why career is important through how it has helped others from both patient and professional perspectives
 2. Nursing students and professionals talking about their career paths
 3. Inside of nice facilities
 4. A day in the life
 5. Past students – where are they now?
 - iii. Video Testimonials from patients receiving care
 1. Yes - stories
 - iv. Interactive career map
 1. Yes to include education and experience required, pay, basic info about position, prerequisites needed, links to employers, info on tuition reimbursement and/or local scholarships, info on application process
 - v. Other:
 1. Billboards
 2. Professionals talking to schools
 3. How to study for testing
 4. Professionals on campus – maybe a breakfast?
 5. Partnering with schools/universities