



The need for professional nursing to reflect the growing diversity in today's society reaffirms the goals of NSNA's Breakthrough to Nursing project. The BTN Committee chose this year's theme, "A Profession Moving Forward Through the Door of Diversity," to support BTN goals of increasing recruitment/retention of minority groups within the nursing profession, and increasing faculty awareness of the needs of minority students. To celebrate the upcoming 40th anniversary of the BTN project, we can look back at the past and recent history of Breakthrough to Nursing.

BY TONYA BROWN

"NURSING: A PROFESSION MOVING FORWARD THROUGH THE DOOR OF DIVERSITY"

2004 Award-Winning BTN Recruitment/Retention Projects

NSNA's Breakthrough to Nursing Project was originally established in 1965 to address concerns about the recruitment and retention of minority groups within the nursing profession. Then and now, recruitment of these groups is critical to ensure that nursing reflects society's growing diversity. The success and effectiveness of BTN projects has and always will depend on your energy and dedication. I commend those of you who are already actively working on BTN projects, and hope that those of you who aren't will be inspired.

NSNA has an awards program which recognizes outstanding BTN projects. Projects are submitted every spring by a specific deadline, along with an application that must contain all the requested information. The winners are judged by the Board of Directors Breakthrough to Nursing Committee, recognized at convention, and receive awards. Last year, Virginia Commonwealth University School of Nursing received the award for Most Creative BTN Project, and the Valencia Nursing Student Association from Valencia Community College received the award for the Most Successful Retention Project. The following are some highlights from both of these projects, which I hope will encourage you to initiate some projects of your own.

This year's Awards Ceremony is **Thursday, April 7, 2004**, in Salt Lake City. The deadline for submission to BTN projects is **March 2, 2005**. For information and applications, download this year's award booklet at www.nсна.org/pubs/pdf/AwardsBooklet2004-2005.pdf.

VNSA "PIN Pals" Mentorship Program

The Valencia Community College SNA in Florida established a mentorship program called "PIN Pals" to help guide high school students directly into the college's nursing program. The target population was from three area high schools with significant Latino enrollment. Retention of these students was ensured by assigning them peer mentors, upper level nursing students who could provide guidance and counseling. At the end of the semester, a celebration was held to congratulate "PIN" students on their completion of the semester and to give them an opportunity to choose new mentors for the following semesters. The project was a great success, providing both students and mentors with an opportunity for volunteering and forming friendships through support and education.

VCU SNA "To Be A Nurse Day"

The Virginia Commonwealth University SNA in Richmond, Virginia, launched "To Be a Nurse Day," with the assistance of the American Red Cross of Greater Richmond. The project, targeted at middle school students, involved teaching basic CPR and first aid to students, and thereby providing them with a "hands on" nursing experience. Various opportunities in nursing were discussed, and fun activities incorporated into the day, such as games, coloring, and nursing "quizzes." This project was also a great success, and well deserving of the award. ☺

The following Breakthrough to Nursing tools are designed to help you organize BTN projects, plan your nursing careers, and more.

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BREAKTHROUGH TO NURSING LEARNING TOOLS VISIT THE CAREER CENTER ON www.nsna.org

NURSING — THE ULTIMATE ADVENTURE VIDEO

Nursing—The Ultimate Adventure, is free to all schools with official NSNA chapters and BTN committees. (Student members of the BTN committee must be NSNA members). The ten-minute video is designed to promote interest in nursing careers to teens. Informative literature is provided to distribute to students after viewing. To request a copy, contact NSNA Headquarters nsna@nsna.org.

DISCOVER NURSING CAREER CENTER ON WWW.NSNA.ORG

NSNA's Career Center at www.nsna.org/career/index.asp is a resource for students who are both planning their careers and gathering basic information. The Discover Nursing page includes:

Nursing—The Ultimate Adventure

Information for junior and high school students interested in going to nursing school. Information about

nursing opportunities, how to apply for nursing school, and educational pathways for nursing education.

Is Nursing for You? If you are a licensed practical nurse, nurses' aide, working in an allied health field or want a second career...nursing may be for you.

"Nursing in the New Millennium" by Cynthia Saver

Where will the jobs for nurses be in the next five years? Which careers are hot and which are not? How is technology changing the way nurses practice and the skills they need?

"Tips on Being a Mom and a Nursing Student"

Article from *Imprint*.

"Juggling Nursing School and Family"

Article from *Imprint*.

Nursing Schools

Link to nursing schools to explore the entrance requirements, program of study, degree earned, and more.

Occupational Outlook for Registered Nurses

Provides excellent information about the nature of nursing, working conditions, qualifications, employment outlook and earnings.

Nursing Spectrum Careers in Nursing

Learn about traditional and nontraditional nursing opportunities.

On the Planning your Career page, you'll find resources for senior nursing students, new graduates, and registered nurses, such as:

Direct Links to hospitals with positions for new graduates.

“How to Choose the Right First Job” by Cynthia Saver

The job outlook for new graduates is bright but how do you determine the right job for you?

“Tips on Getting the Job You Want” by Paul Walden

The employment outlook for new graduates is promising, as we currently find ourselves in a nursing shortage similar to that of the early nineties.

“Preparing for Licensure as a Registered Nurse”**“Specialty Nursing—Learn About Opportunities in Different Nursing Specialties.”*****Career Planning for Nurses* by Bette Case**

An in depth guide to career planning.

(Discount for NSNA members.)

***Nursing Student to Nursing Leader* by Carol Andersen**

Learn from nursing leaders what nursing leadership is all about. (Discount for NSNA members.)

Nursing Spectrum Relocation Guide

Relocation tools to help you find the right job in the right location.

Nursing Spectrum Career Management

Help to get your career in shape and keep it in shape for all of your professional life.

Graduate Nursing Schools

Includes schools in the US and other countries, and distance learning programs.

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*The above information is excerpted from the BTN Guidelines, www.nсна.org/PUBS/GUIDELINES/brkthrgh.pdf.