MOTIVATING HIGH SCHOOL STUDENTS TO START STUDYING NURSING AS A CAREER.

LITERATURE REVIEW

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There are chronic shortages of personnel working in healthcare services, which is projected to rise to 12.9 million by the year 2035 globally. A half of these healthcare staff comprises of nurses and midwifery. This is an issue that needs long term solution from concerned stakeholders and entities. The research question of this investigation focused on how to motivate high school students to choose nurse as a career.

The aim of this study is to find out how to motivate high school students to start studying nursing. The purpose is to provide information that might be used to recruit new nursing students.

The researchers conducted this investigation using literature review method. In literature review, a report is given based on similar previous studies.

Five articles were appraised for results publication after inclusion and exclusion. The researched found that establishing of pathways programs and Collaboration among stakeholders, were the main theme on how to motivate high school student to enter nursing.

Keyword/tag (subjects): High school students, motivation, career choice
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1 INTRODUCTION

According to World Health Organization report (2013), the deficiency of healthcare taskforce will be 12.9 million by the year 2035. Placing Nurses and midwifery into proportion, they represent 50% of the taskforce. Whereas this stand, the populations across the globe is rapidly growing causing challenges in the provision of health care services. Rapid population growth, retiring of nurses, and a steady decline in the supply of registered nurses, have been mentioned as significant factors influencing the available number of registered nurses, (Lin, Juraschek, Xu, et al, 2008). Another mentioned factor is intensification in aging persons whom by the year 2050, people with 60 years will be 2 billion up from 900 million in 2015. Also, the demand and supply for care among patients and families who are afflicted with noncommunicable illness has been identified as a challenge in nursing industries. These shortages have a direct negative implication to patient’s safety and health, (Ka, 2004).

The shortage of healthcare personnel has been projected to have a Significant impact in Finland in the next decades, (Heilmann, 2010). In a study conducted in Australia show that by 2025, the country (Australia) will experience shortages of nurses by 109,000, (Annette, Lorraine, Shane, et al, 2015). In a similar year, United States of America has been projected to have a disparity of 500,000 registered nurse, (Gordon & Cops, 2010). The demand for nurses has been projected to keep on increasing, (Healthcare, 2014).

As a result, this study seeks to answer a question, how to motivate high school students to choose nursing as a career? The aim of this study is to find out how to motivate high school students to start studying nursing. The purpose is to provide information that might be used to recruit new nursing students. It might be a tool to help the concerned institution and government department to find how to encourage and motivate the selection of nursing
The effective way to overcome nursing shortage is through setting an academic development program in various areas, (Lin, 2008).

2 MOTIVATION FOR CHOOSING NURSING AS A CAREER

2.1 High school student

A high school student is a person of age between 9 to 17 studying advanced level after elementary or compulsory school but lower level than college. High school age defers within the country’s education system. In the United Kingdom and Australia, they are regarded as a secondary student or junior secondary students and senior secondary student. In Finland it is referred to as upper secondary, (Finnish national of education, 2017). It is anticipated that those who complete high school studies would have to make a decision about their future career professional. Some might be decisive about what they want to choose while others may not. For those who are undecisive tends to seek guidance from other sources like relatives, teachers, or professional teams, (Buikstra, Eley, & Hindmarsh, 2007). If nursing education recruiters and other stakeholders could exploit this opportunity to reach high school student, the chances of influencing their career choice toward nursing studies are high. This is according to previously conducted research which has shown that numerous entities like parents, career adviser, and tutors could positively or negatively influence young high school student during their nursing career choice, (Annette, Lorraine, Shane, et al, 2015). This can be achieved through various channel organized by health professions and career advisers at high school, (Frasers, Christian, Simkins, et al, 2003).

From a previous study conducted, it is noted that high school students show less interest in nursing. Some student had a perception that nursing education is mended for female, while others perceived it is costly to study nursing whereas earning is low. Others understood that their role will only be to work
with the dying and ill patients, (Katz, 2007). High school perception in nursing has drawn negative stereotype image which is a “strong force,” (Pool, 2002). This has gone to the extent that nursing career is seen as an inferior job, need low quality of education or intellectual capability since their only main job is to take care of patients, (Kay, 2015). This demonstrates a vacuum in knowledge and promotion of healthcare among high school student which results to negatives impact towards long term recruitment strategies, (Christian & Fraser 2001).

As acute scarcity of nursing continues to be a global challenge in health service, a global wise comprehensive approach should be conducted to enhance strategies that could be used to counteract this crisis. There is a need in development of proper and effective recruitment strategies that targets those who complete their studies in high school to join nursing programs. According to survey conducted in Ireland, 90% of undergraduate nursing student became familiar with their career course while at second level of studies, (Kelleher, & O’ Connor, 2013). To support this research, Stevens (1993) mentioned the importance of persistence inclusion of high school students in activities and personal interaction with nurses which tends to influence their choice in a career decision. In a project conducted at the Northern Kentucky University of Nursing and with a local high school in Northern Kentucky region, High school students were given chance to engage with nurse's stuff and participate in "nursing career day" where numerous clinical skills, simulation, nursing duties, and laboratory function was demonstrated. By the end of the activity, 94% of high school participants showed affirmative interest to join nursing studies, (Gormeley, Frerick, & Adele, 2009).
2.2 Career choice in nursing

Career choice is mentioned as a decision to take a professional or occupation role, which is acquired through experience and postsecondary formal education, (Price, Hall, Angus, et al, 2013). When choosing a career, personal social-culture life is considered, (Karunanayake & Nauta, 2004).

The nursing field has been greatly impacted by the shortages of qualified professional personnel within the last decade. The situation is predicted to deteriorate in the coming decades, (Sigma Theta Tau International, 2001). Although the situation recently seems to increase significantly, the number of enrolments of nursing graduate, undergraduate programs, and shortages of qualified nurses persist worldwide. Reasons advanced for this phenomenon could be an array of causes including declining interest in nursing career, and an upsurge in the occupational options that are available for women which are lucrative, prestigious and financially viable, (American Association Colleges of Nursing, 2002).

There is an urgent need for the nursing profession to recruit young people, to replace the increasing number of aging nurses going on retirement. Thus, there is a need to influence their perception and decision regarding nursing as a career choice while they are young. Most young people make choices grounded on "stereotyped" and "idealized" imageries deprive of detailed understanding to the prospect available. As a result, providing the right knowledge on what nursing is, in comparison with the information young people get from the media, can significantly change their attitude and stimulate the desire to consider themselves as future nurses. Also, the profession should allure to the critical intellectual talents and creativeness that youthful generation could developed, (Foskett & Hemsley-Brown, 2001).

To promote nursing as a career choice requires formulation of info and campaigns that are precisely formed to transformed "Student's attitudes", discernment, and acquaintance about nursing careers. The theory of "plan behavior" is sought to explain step by step, a process followed by a student in making a career choice as significantly important. This theory is vital during
envisaging the purposes and comportment correlated to career planning among adolescence, (Lepre, 2001). Students generally have the notion that nursing job is not so executives, monetarily viable, could not progress to a researcher level, and is categorized as an important profession, (Unholz, 2003). There is little knowledge about the various nursing career prospects in the field of “teaching”, “research” and “management”, among high school students, (Grossman, Arnold, Sullivan, Cameron, & Munro, 1989).

Nurses have the great responsibility to influence young people perception by presenting them with right info about the challenges and stimulating field of nursing and the enormous prospects that nursing career could gain. This can be done through partaking in career day circuses, schoolroom exhibitions, and other available means to teach students about nursing. Nursing must be presented as a worthwhile career opportunity for youthful age at a very early stage of their studies. Because young people generally show low interest in the nursing field, it is important that nurses continue to brainstorm on the how to identify and implement projects targeted on teaching young people value of nursing and presenting nursing as a honorable, stimulating, and fulfilling career, worthy of deliberation. (Hoke, 2006).

2.3 Motivation

Motivation is a persistence towards achieving a certain objective. A Motive is a drive which cause a certain action to be taken. It is the inner force, movement or urge which stimulate an individual to start or continue doing something, (Lambrou, Kondodimopoulos & Niakas, 2010.)

Motivation is divided into intrinsic and extrinsic (Dave, Dotson, Cazier, et al, 2011). Intrinsic motivation occurs while student finds personal satisfaction of what he or she is studying and about to graduate for. This is done out of self-interest, determination, competence, excitement and positive attitude towards the field of studies, (Cerdán, 2017) Whereas extrinsic motivation is attributed by external factors which influence student behaviors such as; tutor’s participation, unsupportive management, set institutional programs, content of
the studies, peer group mates, lack of clear career path and life situation, (Nilsson & Stomberg, 2008).

The impact of motivation is associated with; directing behavior to a certain objective hence affecting the choice in which student nursing makes. It influences the enthusiasm and energy applied during studies. According to Frasers et al (2003), apart from finance and study points, motivation has been acknowledged as a key obstacle for those who completed high school toward joining of nursing course.

3 AIM, PURPOSE AND RESEARCH QUESTION

The aim of this study is to find out how to motivate high school students to start studying nursing. The purpose is to provide information that might be used to recruit new nursing students. The research question is: How to motivate high school students to choose nursing as a career?
4 METHODOLOGY

4.1 Literature review.

The method used in this research is a literature review. The literature review gives a synopsis of a report found in the same literature of study which has been previously researched. In the literature review, the report provides up to date, enhanced and comprehensive information on the topics that had been published. The details published in the literature review should be improved, focused and understandable to the audience. This method gives readers a piece of transparent information on what had been studied and how the current findings is a shred of significant evidence. (Baker, 2016, Cooper, Booth, Britten et al., 2018.)

A literature review provides a comprehensive view of research done in a specific area of study. This gives a sense to the body of research which is done in a field without the reader necessarily accessing each individual research report in the articles, (Aveyard, 2014).

A literature review process begins by selecting a research topic. This is done by formulating of specific questions that need to be investigated, coming up with the aim and purpose of the research, determining inclusion and exclusion criteria, performing the searching terms and words as you assess the quality of studies, analyzing and summarizing, (skills for learning, 2018). Finally, the investigated data is presented as a result and in the discussion, (Tella, Liukka, Jamookeeah, et al, 2014).

The importance of the literature review, is to help to stress out the purpose of research subject by highlighting theoretical context in a more particular theme of study, giving "synthesized" indication of current "evidence," identifying of the previous method used, mentioning what had been researched before and what have to investigate: this stress out the significance of the research and filling the gap in the research studies. It also gives a definition of keywords and variables which are relevant to the research topic, (Baker, 2016). The review makes a critically analyses in a section of the published information by
relating the researched studies, summarizing, and categorizing theoretical context, (Rayner, 2015.) A literature review gives a researcher a strong foundation and credibility for research investigation. Moreover, it rationalizes the relevancy of the study, (Rayner, 2015.) This idea is supported by (Ramdhani, Amin, & Ramdhani, 2014) who mention that well-established topic review, it discusses the needs of critique to promote expansion and diversification of information. Whereas diversification of information is exploited, Bond & Acheson (2017) mention that there must be clear understanding of the main theory.

4.2 Article selection process

From Jamk University of Applied Sciences Library which provides electronic databases for the research study data, the researchers selected the most suitable study data for the research work. The databases CINAHL and Academic Search Elite were chosen, and search was carried out separately from each database.

Using PICOS approach, the aim was to find out how to motivate High School Students to start choosing nursing as career; Population or participant of this study (P) were High School Students phenomenon of interest/intervention (I) was Motivation, comparators/context (C) was Career Choice, and their outcome (O) and type of study (S) was based on choosing peer-reviewed studies conducted and published in English. This approach is illustrated in table 1 below. The restriction of selection to the study was articles from 2008 to 2019. This was to ensure that only recent publication about the research study was chosen, thus providing only updated evidence-based information. (Liberati et al. 2009).

<table>
<thead>
<tr>
<th>Population</th>
<th>High school students</th>
</tr>
</thead>
<tbody>
<tr>
<td>Phenomenon of interest</td>
<td>Motivation</td>
</tr>
<tr>
<td>Context</td>
<td>Career choice</td>
</tr>
<tr>
<td>Study</td>
<td>English, Literature review, from 2008 to date</td>
</tr>
</tbody>
</table>

Table 1; PICOs
An inclusion and exclusion criteria were developed for the research study by the authors. The purpose of this criterion was to evaluate or assessed articles to be taken into consideration as shown by table label (2) below. Scientific articles that did not meet the standard were excluded from the study.

<table>
<thead>
<tr>
<th>Inclusion</th>
<th>Exclusion</th>
</tr>
</thead>
<tbody>
<tr>
<td>Articles with keywords, high school students, recruitment, nurse career</td>
<td>Duplicate articles</td>
</tr>
<tr>
<td>choice, motivation, with its synonyms</td>
<td></td>
</tr>
<tr>
<td>The articles were written between 2008 and 2019, English publication,</td>
<td></td>
</tr>
<tr>
<td>full-text access, relevance based on titles. Relevance based on abstract</td>
<td></td>
</tr>
<tr>
<td>The relevance of articles after full article reading and does answer the</td>
<td>Articles which doesn't answer the</td>
</tr>
<tr>
<td>research question.</td>
<td>research question</td>
</tr>
</tbody>
</table>

Table 2 Inclusion and exclusion criteria

The process of data searching is based on the main keywords, "high school students" OR "secondary level" and "career choice" and "motivation" OR "inspiration." To dig and find the articles for investigation, the researcher used Cinahl databased and Academic Search Elite database. Based on inclusion and exclusion criteria, the table label 3 and Flow chat label figure 1. below shows the process of data search.
From the keyword searched, Cinahl database N=246 and Academic search elite database N=82 articles were found. The number was scaled down; Cinahl N=97, N=92, N=30, N=15, and Academic search elite N=48, N=43, N=19, N=12, based on the year 2008-2019, English language, Full text accessed, and reading title respectively. The total number of articles combine from the two databases N= 27 and N=21 after removal of duplicate N=6.

Further inclusion and exclusion are done by considering the relevance of articles after full reading; exclusion N=16 which did not answer the research question and or had a low evaluation score below 15. The articles included N=5, did answer the research question and had a score above 16. The final appraised N=5 is selected for result analysis.

From the appraised articles, the researchers agreed indeed the 5 articles do answers the research questions. The difference in scores only resulted from their subjective opinions, based on the parameters of; titles and abstract, introduction and aim, method used, samples given, data analyzing, ethic and bias, results, transferred skills, and generality implication of the articles. The average score from both researchers as shown on the appendix table label 5, is 26. (Hawker, Payne, kerr et al, 2002).

<table>
<thead>
<tr>
<th>Keywords</th>
<th>CINAHL</th>
<th>Academic Search Elite</th>
</tr>
</thead>
<tbody>
<tr>
<td>“High School Students” OR “Secondary level”</td>
<td>246</td>
<td>82</td>
</tr>
<tr>
<td>AND</td>
<td></td>
<td></td>
</tr>
<tr>
<td>“Career Choice”</td>
<td></td>
<td></td>
</tr>
<tr>
<td>AND</td>
<td></td>
<td></td>
</tr>
<tr>
<td>“Motivation” OR “Inspiration”</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

*Table 3, keywords used in searching and number of articles*
Database search Cinahl
N= 246

Inclusion and Exclusion based on;
Year 2008-2019 =97, Language = 92
Full Text=30, Title = 15
N=15

Academic Search Elite database
N= 82

Inclusion and Exclusion based on;
Year 2008-2019 =48, Language = 43
Full Text=19 Title = 12
N=12

Inclusion and exclusion of Articles based on year, language, full-text accessed, and title from both database.
NO= 27

Duplicate
N= 6

Number of articles after removal of duplicate = 21

The relevance of Articles based on Full-Text reading
NO= 6

Excluded Articles
(Doesn’t answer the research question)
N= 16

Articles Appraised
NO= 5

Figure 1, A chat indicating articles selection process
4.3 Content analysis and data extraction

This research study utilizes the knowledge of content analysis during the investigation. Content analysis is a method used to study and analyzing of communicating materials which are published in a form of audio, written paper, films or any media form. Analyzing is done through evaluating and categorizing key themes without losing the ideas but confirming its significance to the audience. It is characterized by targeting mainly the framework and theme while assessing the comparison. (Graneheim & Lundman, 2004). This method is used to deduce implication from the content of text record while observing the realistic paradigm, (Hsieh & Shannon 2005).

The articles chosen were examined using content analysis. This process involves the finding of general information to a more specific one through inclusion and exclusion criteria, (Hall, 2017). In content analysis, it examines the previous studies which have been conducted, then researcher narrows its scope down into a more focus insight while keeping the intended meaning, (Burns & Grove 2005). This study involves finding articles with common theoretical research after conducting a search with the main key search terms. Then the process proceeds to establish articles based on the year, language, titles, abstract reading, full-text reading and finally the research is analyzed with the relevant articles that answer the research question.

A system qualitative review for the selected articles was conducted by the two researchers giving a separate score. Systemic review summaries the outcome of carefully chosen evidenced based articles and provide relevance of these articles to the research study, (Dixon-wood, Sutton, Shaw et al., 2007). In a table labeled table 5 in Appendix, it shows the score numbers that was given separately and averagely.

The articles (N=5) used in this investigation were published in the year 2018 (N=1), 2016 (N=1), 2010 (N=1), 2009 (N=2), and 2012 (N=1). The location where articles were published are the United State of America (N=3), and Ireland (N=1). From the appraised articles, (N=3) used a qualitative method, (N=1) used a quantitative method, (N=1) used and qualitative-quantitative
method. Data were analyzed using electronic mail survey (N=1), descriptive
correlational survey (N=2), and content analysis (N=2).
5 Results

<table>
<thead>
<tr>
<th>Main theme</th>
<th>Sub theme</th>
</tr>
</thead>
<tbody>
<tr>
<td>Establishing of pathways programs</td>
<td>1. Formation of nursing academy to inform and educate high school students about nursing field.</td>
</tr>
<tr>
<td></td>
<td>2. Organizing summer programs for high school students.</td>
</tr>
<tr>
<td></td>
<td>3. Formations of strategies aimed at recruiting and retaining high school students to nursing</td>
</tr>
<tr>
<td>Collaboration among stakeholders</td>
<td>1. Strengthening cooperation between health care professionals and guidance counselors.</td>
</tr>
<tr>
<td></td>
<td>2. Providing career guidance counsellors with appropriate information about nursing field.</td>
</tr>
</tbody>
</table>

Table 4. Summary of Main themes and sub theme identified from the appraised articles

From the research conducted, establishing pathways programs and Collaboration among stakeholders, were the main theme on how to motivate high school student as illustrated in table 4 above. Firstly, organizing pathway programs and extracurricular activities was found as an approach to attract high school students to enter nursing. This was achieved through the formation of the nursing academy, summer programs and formation of strategies aimed at recruiting and retaining high school students, (Gormley, et al 2009, Manney, et al. 2010, Murray, et al. 2016, and Kelleher, et al. 2012). During the nursing academy, students were provided with information about nursing courses and career. Also, academic deficiencies and inaccuracies held by high school students were addressed, (Gormley, et al, 2009, Manney, et al, 2010).

Summer programs and camps were designed to bring high school students together with the purpose of equipping them with supplemental instructions in the subject areas that will enhance their readiness to succeed in nursing college entrance. In the job shadowing session, they were; taught basic health skills, work etiquette, and exposed to the various clinical setting, attending lectures and demonstration, (Kelleher & O’ Connor, 2012). Information about stages of academic, financial planning, the application process, college entry,
and persistence to college graduation was shared through a workshop, (Gormley, Frerick, & Adele, 2009, Manney & Marjorie, 2010). Students were also, familiarized with different nursing roles that enhance their academic skills and prepare them into a nursing career, (Murray, Pole, Erica, Ciarlo, & Holmes, 2016)

The strategic program aimed at recruiting and retaining high schools’ students into nursing were formulated. The recruiting strategies include the use of promotion media devices like DVD'S, training packs, clinician-led seminars, and organized tours to hospital and School of Nursing, (Kelleher & O' Connor, 2012.) In retaining strategies, health career club was formed to meet high schools’ students’ financial needs through scholarship and funding of year-round mentoring programs, (Murray, Pole, Erica, Ciarlo, & Holmes, 2016.)

Secondly, collaboration among stakeholders was found to influence high school student's ability to choose a career in nursing. To this regard, strengthened cooperation between health care professionals, career guidance counselors, School of nursing, and K-12 teachers, boost advocacy and promotion of nursing career among high school students, (Rudel, Moulton, & Arneson, 2009). The research established that a significant percentage of high school students always seek information from career guidance counselors about nursing (Kelleher & O’ Connor, 2012). To provide the student with accurate and current information, it was suggested an intensification of cooperation between healthcare and Career guidance counselors. This could be done through frequently visitation by clinical professions, nurse schools structured programs, and media presentation, (Kelleher & O’ Connor, 2012). Owing to that parents play a significant role in career decision making, they were also involved through workshops designed to provide information about academic, financial preparation, entry requirements and application (Rudel, Moulton, & Arneson, 2009).
6 Discussion

The shortages of nurses today posed a great burden on the healthcare system. The phenomenon is global and is projected by previous research studies to worsen if there is no enaction of a long-term solution to counteract the situation. One of the reasons for these shortages is the declining number of applicants into nursing programs (Gore, Rickards, Fray, et al, 2016). The focus of this research was to find out how to motivate high school students to enroll in nursing programs.

This research found that to advocate nursing as a viable career choice, a collaborative engagement among various stakeholder is paramount. The mention stakeholders in the results include healthcare professions, career guidance, and counselors, nursing faculties, and grade k-12 teachers (). Collaboration is essential for adequate dissemination of information and promotion of nursing career. This collaboration involved visitation of clinical personnel to high schools, media presentation on the promotion of nursing, designed workshops targeting high school students' parents, and career counselors and guidance.

In addition, from the results of appraised articles, pathways into nursing programs, summer camps, and job shadowing, constitute a great drive to enroll many high school students into nursing programs. Skills acquisitions and familiarization into various nursing roles and responsibilities are also identified to be a strong motivating push among high school students when considering a career in nursing. Also, the programs served as a means of informing parents about the application process, entry requirements into nursing programs, financial considerations, and available scholarships.
Limitation and ethical consideration

The research was limited only to "high school students," thus failing to take into consideration the view of students from other advanced levels of education, who might be thinking of choosing nursing as a career choice in future.

The results of this investigation were only confined to the final selected articles in the database to ensure quality and integrity. Also, all the policies and terms towards accessing and publication of the material were kept into consideration. In addition to the above, stringent measures such as sticking to the research theme in order to avoid falsification of results, and plagiarism of research articles were carefully followed.

7 CONCLUSION

It is clear from data the collected that collaboration among various stakeholders (career counselors, clinical personnel, k 12 teachers, parents, and school of nursing) tend to promote high school student's motivation towards nursing enrolment. Furthermore, setting up of structured programs and supplementary events create an enabling environment for recruitment and retention of high school students in nursing.

This research work is beneficial to school of health targeting to recruit students into nursing program, health care providers aiming to improve service delivery, and government health agencies to come out with policies that targets recruitment and retention of nurses. It also gives more insight to high school students to see opportunity in nursing industry.
8 REFERENCES


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Rayner, A., 2015, *Research Methodology and Literature review*, University of Malaysia Sabah.


# APPENDIX

<table>
<thead>
<tr>
<th>Authors, Country &amp; year</th>
<th>Purpose and aim of the study</th>
<th>Research method or instrument</th>
<th>Samples</th>
<th>Main results</th>
<th>Average scores</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sean Kelleher, Caroline Dalton O'Connor (2012)</td>
<td>To establish how frequently CGCs in Ireland discuss nursing as a career with senior cycle second level students and/or their parents. 2. To determine secondary school CGCs preferred mechanisms in providing accurate information on nursing as a career for senior cycle second level students</td>
<td>Quantitative</td>
<td>700 CGC</td>
<td>44% of the responded were frequently asked about nursing career by high school students while 10% by parents. -91% recommended to increase collaboration between health care professionals and CGC.</td>
<td>28</td>
</tr>
<tr>
<td>Teri a Murray, David C. Pole, Erica M. Ciarlo &amp; Shearon Holmes (2016)</td>
<td>to describe a collaborative project designed to recruit and retain students from underrepresented minorities and disadvantaged backgrounds into nursing education.</td>
<td>qualitative</td>
<td>392 high school students</td>
<td>The establishment of professional nursing programs and health career club helped the enrollment of 21 students into nursing program and 185 in baccalaureate nursing.</td>
<td>28</td>
</tr>
<tr>
<td>Ronalda Manney &amp; Marjorie A. Fonza-Thomason, (2010) U.S.A</td>
<td>To develop an outreach program to help increase the enrolment of students from the urban core, and to help assure that they are prepared in every way to persist to graduation.</td>
<td>qualitative</td>
<td>High school students</td>
<td>A mentoring program called pathway was developed to motivate high school students who are inadequately represented in the society to join nursing as a career.</td>
<td>25</td>
</tr>
<tr>
<td>Denis K Gormley, Judi A frerick &amp;</td>
<td>To increase interest in nursing as a career among</td>
<td>qualitative</td>
<td>124 high school during career day</td>
<td>A great percentage of high school students who</td>
<td>26</td>
</tr>
<tr>
<td>Researcher(s)</td>
<td>Focus</td>
<td>Methodology</td>
<td>Findings</td>
<td>Table Score</td>
<td></td>
</tr>
<tr>
<td>--------------------------------------</td>
<td>-----------------------------------------------------------------------</td>
<td>------------------------------------</td>
<td>--------------------------------------------------------------------------</td>
<td>-------------</td>
<td></td>
</tr>
<tr>
<td>Adele Dean, (2009) U.S.A</td>
<td>local high school students in order to impact the nursing shortage and improve the health of Northern Kentuckians</td>
<td>and 45 high school students during summer camps</td>
<td>participated in the project, express their strong willingness to consider nursing as a career choice in the future.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Rebecca J Rudel, Patricia Moulton &amp; Keth Arneson (2009) U.S.A</td>
<td>To elucidate career decision-making influences on today’s youth, particularly from the viewpoint of high school counselors, to support understanding of how best to promote nursing as a health career choice</td>
<td>Quantitative and qualitative Interviewing of high school counselors from 5 rural and urban high schools. Grade 9-12 high school in rural in Midwestern state.</td>
<td>The article found out that parents, peer, time, money, career fair, and interaction with recruitment agencies having significant influence in career decision making among high school students.</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Table 5 A table showing some of information that was used in the research purposed.