



Center *for*  
Rural Health

University of North Dakota  
School of Medicine & Health Sciences

## North Dakota Nursing Needs: High School Student Survey

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the health of people in rural communities.*

## EXECUTIVE SUMMARY

### **Background**

The “Projected Supply, Demand and Shortages of Registered Nurses 2000-2020” (U.S. Department of Health and Human Services, 2002) report cited a six percent nationwide shortage of registered nurses in 2000 with this shortage increasing to 29 percent by 2020. North Dakota is currently experiencing a shortage of registered nurses (RNs) and licensed practical nurses (LPNs) with a greater shortage projected through the next 10 years (Moulton & Wakefield, 2003). Potential reasons for this shortage include a nationwide decline in the number of nursing graduates, aging of the nursing workforce, decline in relative salaries, an aging population, health care financing issues, and an uneven distribution of demand according to employment settings.

The Nursing Needs Study was recommended by the North Dakota Century Code Nurse Practices Act 43-12.1-08.2 in which the North Dakota Board of Nursing was directed to address issues of supply and demand including recruitment, retention and utilization of nurses. The North Dakota Board of Nursing then contracted with the Center for Rural Health at the University of North Dakota (UND) School of Medicine and Health Sciences to conduct the Nursing Needs Study.

### **Results**

In this report, results from the first high school student survey are presented. This data was collected from 568 high school students throughout the state of North Dakota through a voluntary online survey.

- **Demographics**

The average age of respondents was 16.16 years, and most students were Caucasian. Comparable numbers from each grade level 9-12 responded to the survey.

- **Future Plans for Education**

The majority of respondents plan on pursuing a four-year college education, based mostly on advice from their parents. Most students plan to obtain their education in North Dakota because they want to stay near home. Those students that plan to go to college out-of-state also cite a desire to stay close to home as a main reason.

- **Future Plans for Employment**

Twenty-nine percent (29%) of students plan to seek employment in North Dakota after completing their education. Most plan to do so because their family lives in North Dakota.

A little over one-third of students (38%) desire a career in healthcare. Of those students, thirty-eight percent indicated a preference for nursing over other healthcare occupations and most plan to obtain an RN degree.

- **Nursing as a Career**

Students who plan on pursuing a career in nursing listed making a difference in people's lives and the availability of nursing jobs as the main factors contributing to their decision. They indicated the opinions of teachers and the required education as the least important factors.

The majority of all students (61%) indicate that they would be likely to choose a career in healthcare if an employer agreed to pay tuition in exchange for the student working for them in the future. Students overwhelmingly agreed that nursing is an important profession and that nurses care for people in their time of need.

### **Summary**

A large number of high school students indicate a desire to pursue a career in nursing. Future surveys will allow for trend analyses and verification of this promising movement toward adequate staffing and a decrease in the nurse shortage.

## **NORTH DAKOTA NURSING NEEDS STUDY INTRODUCTION**

Health personnel shortages can negatively impact health care quality, through reduced health care access, increased stress on providers, and the use of under-qualified personnel. Also, shortages can contribute to higher costs by raising compensation levels to attract and retain personnel and by increasing the use of overtime pay and expensive temporary personnel. Workforce shortages, while a problem for the entire health care system, are likely to be most severe for rural/frontier regions and medically needy population groups such as the elderly. Eighty-one percent of North Dakota's 53 counties are health professional shortage areas. North Dakota also has the highest proportion of residents aged 85 and older, the age group with the greatest need for healthcare services. In North Dakota, this group is predicted to double in size by 2020.

Nurses are an integral part of the health care system providing nursing services to patients requiring assistance in recovering or maintaining their physical and/or mental health (North Dakota Healthcare Association, 2002). In the United States, nurses comprise the largest group of health care providers. They practice in settings ranging from public health to long-term care. The ability to provide accessible, high quality care depends on the availability of a nursing workforce with the requisite skills and knowledge. Over the past few years, research studies have identified clear relationships between nurse staffing and patient outcomes. For example, lower nurse staffing in hospitals has been linked to longer hospital stays for patients, as well as a number of complications such as pneumonia (e.g., Aiken, Clarke, Sloane, Sochalski, & Silber, 2002). Directly challenging the health care system's ability to provide quality patient care is a growing national and international disparity in nursing workforce supply and demand. North Dakota is not immune to this problem.

The Nursing Needs Study was recommended, in 2001, by the North Dakota State Legislature (NDCC Nurse Practices Act 43-12.1-08.2) to address potential shortages in nursing supply. Specifically, the North Dakota Board of Nursing was directed to address issues of supply and demand for nurses, including recruitment, retention, and utilization of nurses. To respond to this request, the North Dakota Board of Nursing contracted with the Center for Rural Health at the University of North Dakota School of Medicine and Health Sciences to conduct the analysis.

This study, initiated in 2002, was designed to obtain an accurate and complete picture of nurses in rural and urban areas of North Dakota, compare North Dakota's trends to national trends, and inform institutional and public policy. Currently in its fourth year, the study is approved to continue until 2012 by the North Dakota Board of Nursing and will continue to provide valuable information about the nursing workforce throughout this 10-year period of time.

## SURVEY RESULTS

The 2006 high school survey yielded responses from 568 high school students from throughout the state of North Dakota. Schools that agreed to participate distributed handouts to all students in their school. These handouts directed students to an online survey. Students who volunteered to participate were entered into a prize drawing. Participating students represented the following North Dakota counties: Benson, Bottineau, Burke, Cass, Divide, Foster, Grand Forks, Logan, McHenry, McLean, Mountrail, Ramsey, Stark, Steele, Stutsman, Trail, Walsh, Ward, and Williams.

### **Demographics**

The average age of the respondents was 16.16 years, with a reported grade point average (GPA) of 3.29. Almost all of the respondents were Caucasian (92%), and slightly more respondents were female (53%) than male (48%).

**Table 1: Number of Respondents by Sex and High School Class**

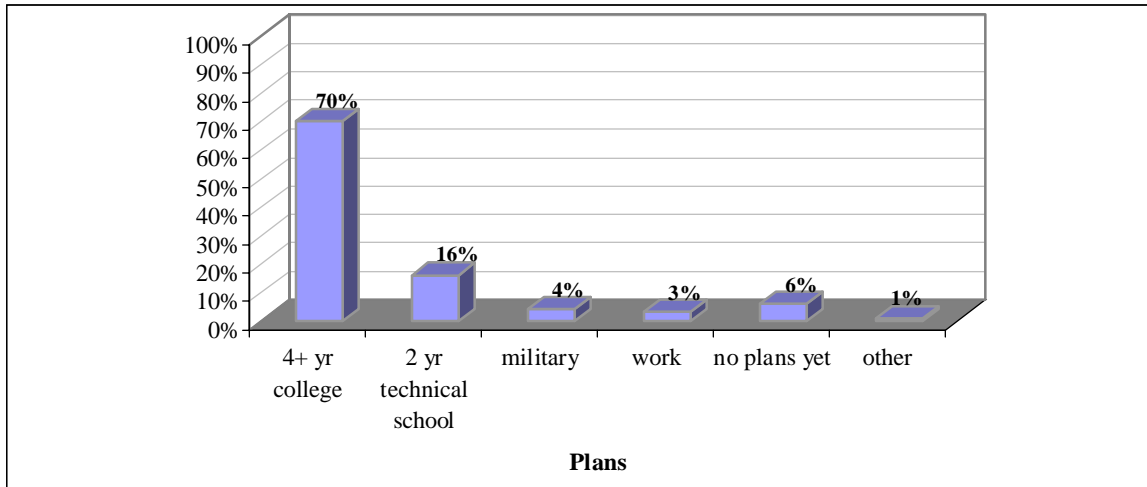
<u>Sex</u>	<u>Class Standing</u>				
	Freshmen	Sophomores	Juniors	Seniors	<i>Total</i>
Male	79	67	58	65	269
Female	81	81	56	79	297
<i>Total</i>	160	148	114	144	566

### **Post-High School Graduation Plans**

Ninety-three percent of students indicated that they had begun to think about a possible career.

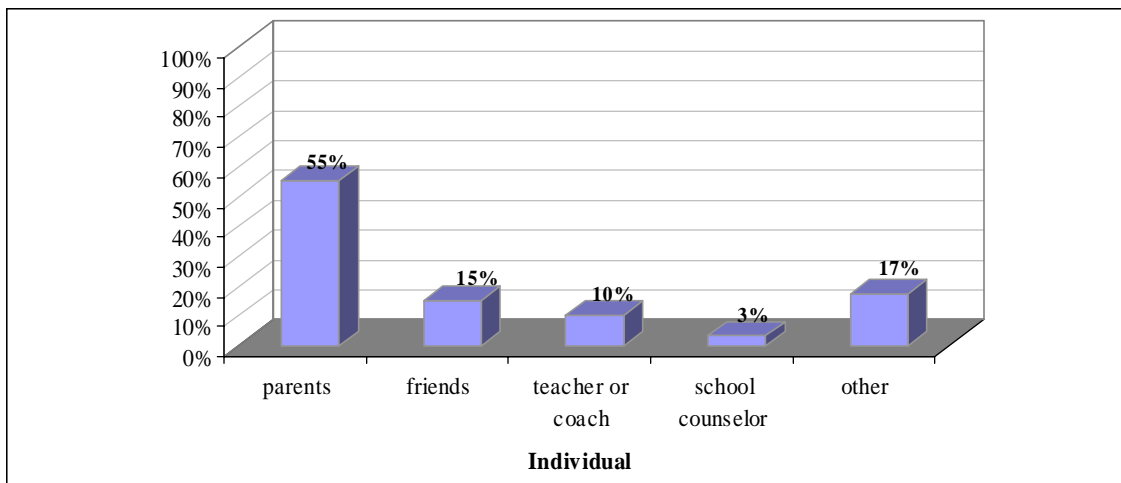
The majority (70%) plan to pursue a four-year college education (see Figure 1). Of students with a GPA of at least 3.00, 78 percent plan to pursue a college education. These findings are comparable to results from a North Dakota Healthcare Association (2002) study that found approximately two-thirds of North Dakota high school students plan to pursue higher education at a four-year college. Numbers of students interested in a technical education at a two-year college are also comparable (16%), with the North Dakota Healthcare Association which reported approximately 15 percent of respondents interested.

**Figure 1: Post-High School Graduation Plans**



Students were asked who has had the most influence on their decisions about future career plans. Over half of students (55%) indicated that their parents were the most influential (see Figure 2). These results are comparable with findings from the North Dakota Healthcare Association (2002), where students rated their parents as most influential, followed by friends. Teachers and counselors were rated as least influential.

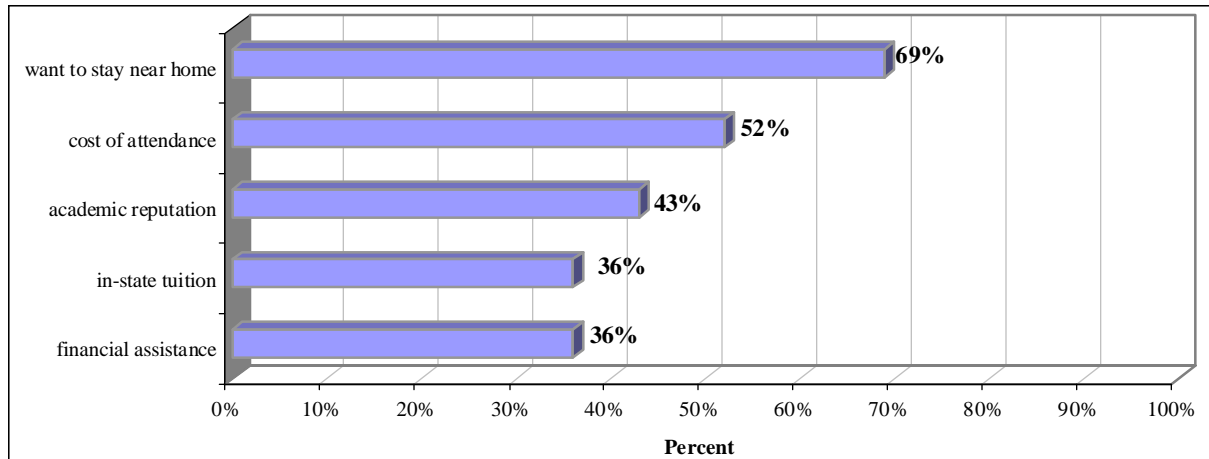
**Figure 2: Influence on Plans for Future Career**



Most students (73%) plan to continue their education in North Dakota. This number represents an increase over the 62 percent reported by the North Dakota Healthcare Association's (2002) study.

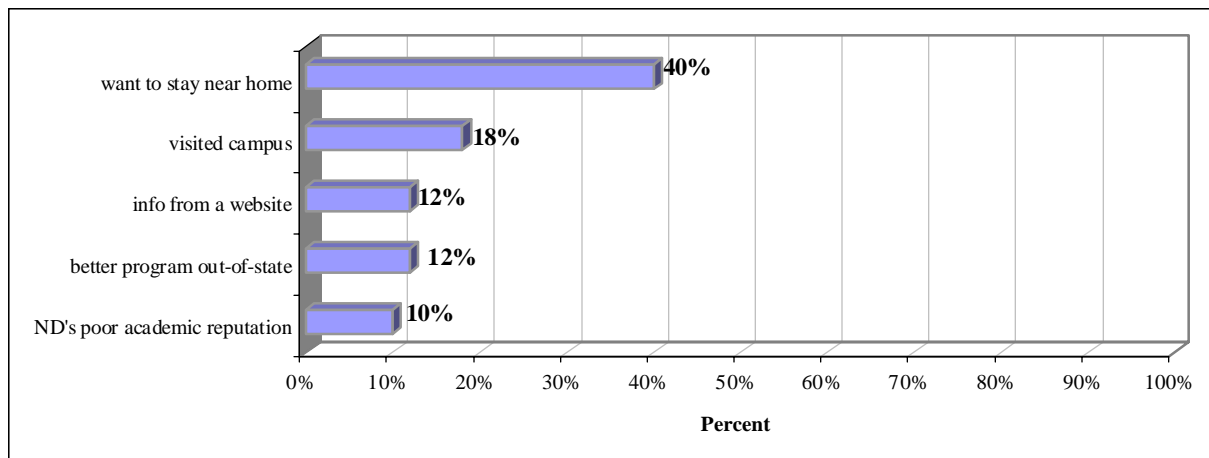
Students were also asked why they did or did not plan to go to college in North Dakota. The most commonly cited reason for planning to stay in North Dakota was a desire to stay near home (69%) (see Figure 3).

**Figure 3: Reasons for In-State Education**



A desire to stay near home was the most commonly cited reason (40%) for students who planned to pursue education out-of-state as well (see Figure 4). This finding was unexpected but can perhaps be explained by the location of the respondents. Over half of the students who indicated a desire to stay near home live in a county that borders another state. Perhaps these students plan to attend a college in Minnesota, Montana, or South Dakota that is close to their home.

**Figure 4: Reasons for Out-of-State Education**



Students were also asked to respond to the open-ended question “When you think of North Dakota as a possibility to obtain higher education, what is the ONE thing that would discourage you from going to college in North Dakota?” Text responses were reviewed for consistent themes. Four main themes of experience, quality, job opportunities, and weather emerged.

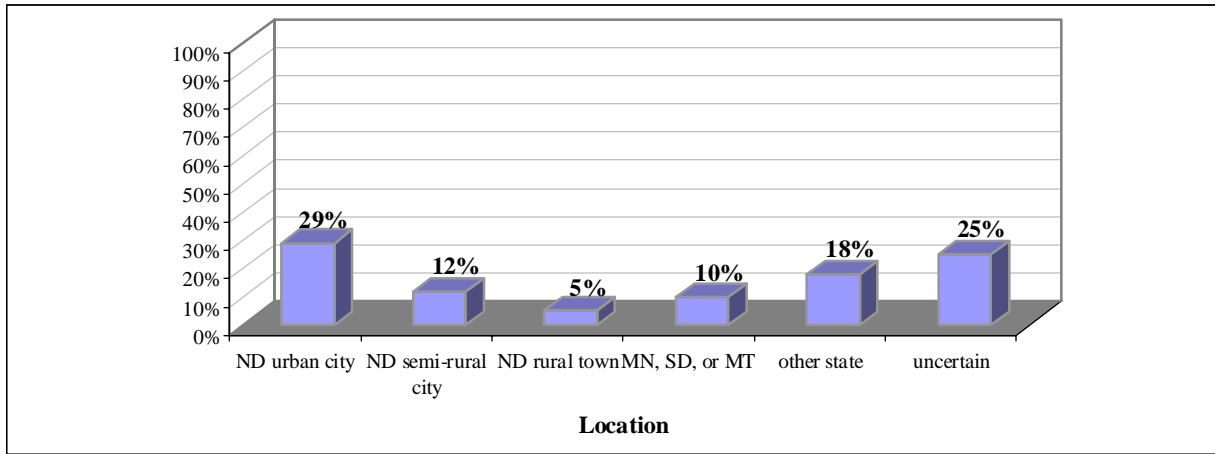
- Twenty-seven percent (27%) of respondents indicated that they would like to pursue education out-of-state in order to experience new things. Many of these responses mentioned living in North Dakota for their entire lives and simply wishing to experience life in another state. Others said that they felt North Dakota life was boring and elsewhere would have more activities and things to do.
- Nearly a quarter of respondents (23%) wished to pursue education elsewhere because they felt they could obtain a higher-quality education than in North Dakota. Also included in this category were responses that indicated the colleges in North Dakota did not fit the student’s needs or desires (e.g. program not offered, out-of-date technology, no Bible colleges).
- Eleven percent (11%) of students responded that they are discouraged from pursuing an education in North Dakota because of future job opportunities and salary. They indicated that pay was better in other states, there are few career options in North Dakota, and they believed that graduates from other colleges and universities would have more job opportunities made available after graduation.
- Finally, eight percent of respondents disliked the weather in North Dakota. Overwhelmingly, these students mentioned a dislike of cold winters.
- Other responses that occurred less frequently were those associated with high costs of North Dakota colleges (6%) and a lack of diversity in North Dakota (4%).

### **Future Plans for Employment**

Some students (29%) plan to seek employment in an urban area of North Dakota after completing their education. One-quarter of students (25%) are uncertain as to the geographic location in which they wish to work, thereby creating a potential for recruitment of these students to jobs in North Dakota (see Figure 5). The North Dakota Healthcare Association (2002) reported that 48 percent of students planned to seek employment in North Dakota after obtaining their desired education. This number is comparable with the sum of the three North Dakota categories shown in Figure 5 (46%).

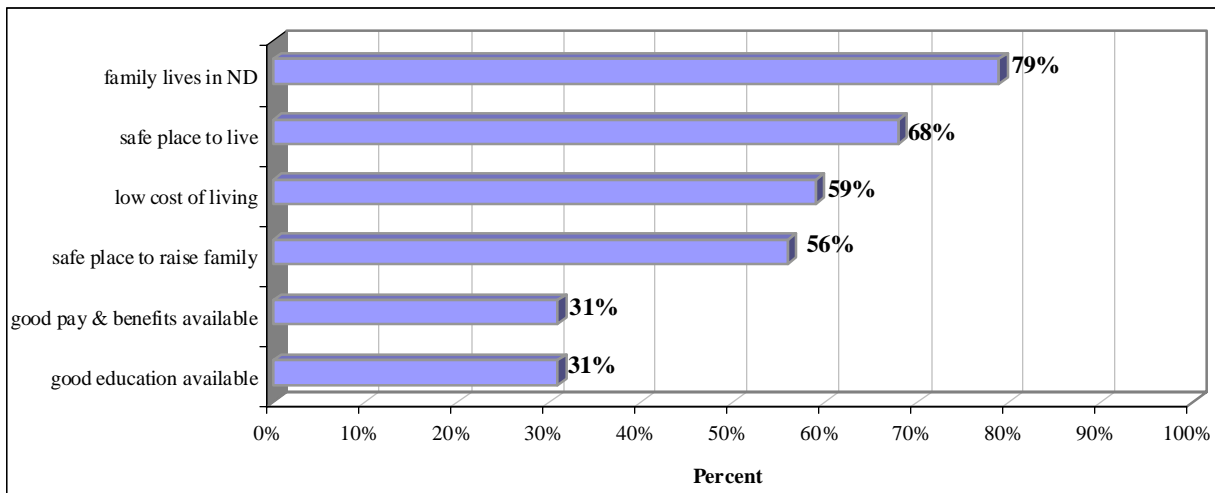


**Figure 5: Location of Future Employment**



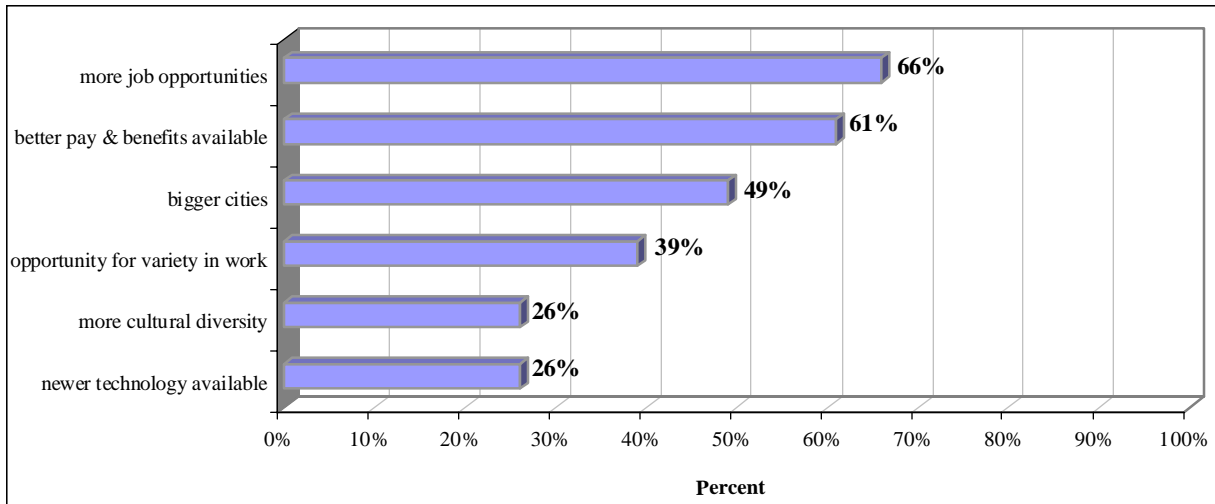
Of those students who plan to work in North Dakota, most (79%) plan to do so because their family lives in North Dakota. Additionally, many believe it is a safe place to live (68%) and a safe place to raise a family (56%) (see Figure 6).

**Figure 6: Reasons for Planning to Work in North Dakota**



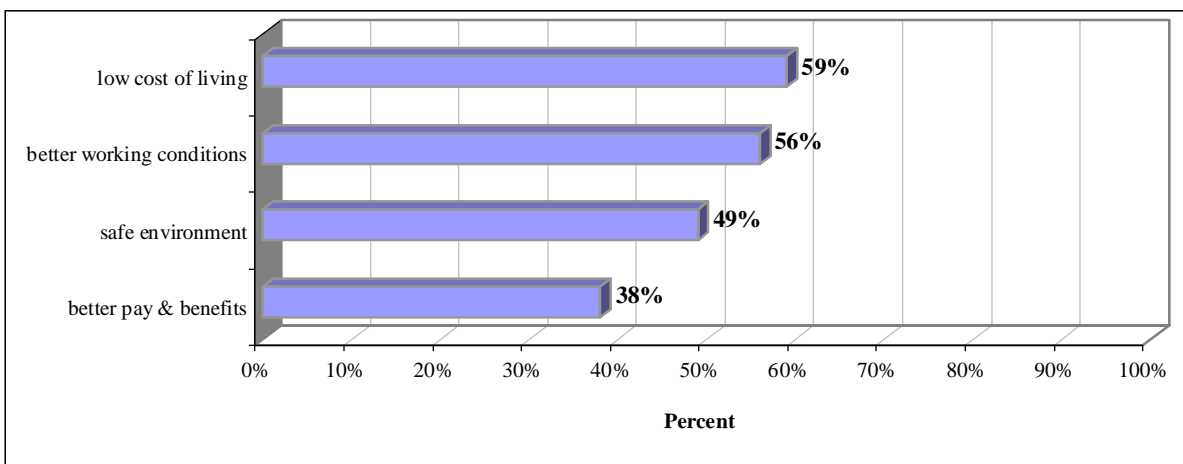
For those students who do not plan to work in North Dakota, 66 percent believe there are more job opportunities elsewhere and 61 percent believe they will find better pay and benefits in other states (see Figure 7).

**Figure 7: Reasons for Planning to Work Outside of North Dakota**



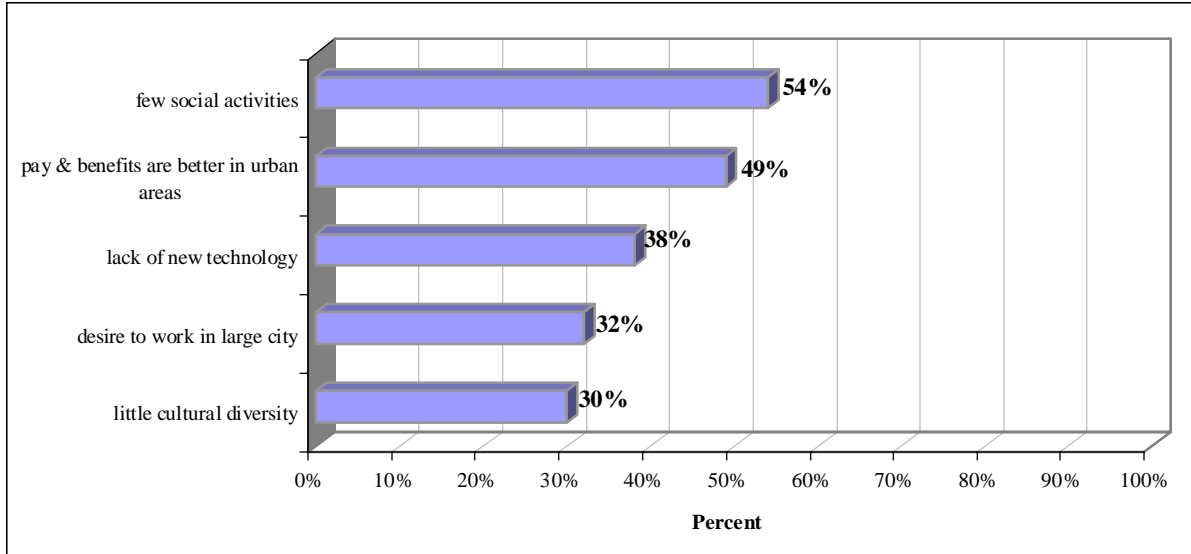
Many students (41%) responded that they plan to work in a rural area. Students stated a low cost of living (59%) and better working conditions (56%) as the main reasons they plan to work in a rural area (see Figure 8).

**Figure 8: Reasons for Planning to Work in a Rural Area**



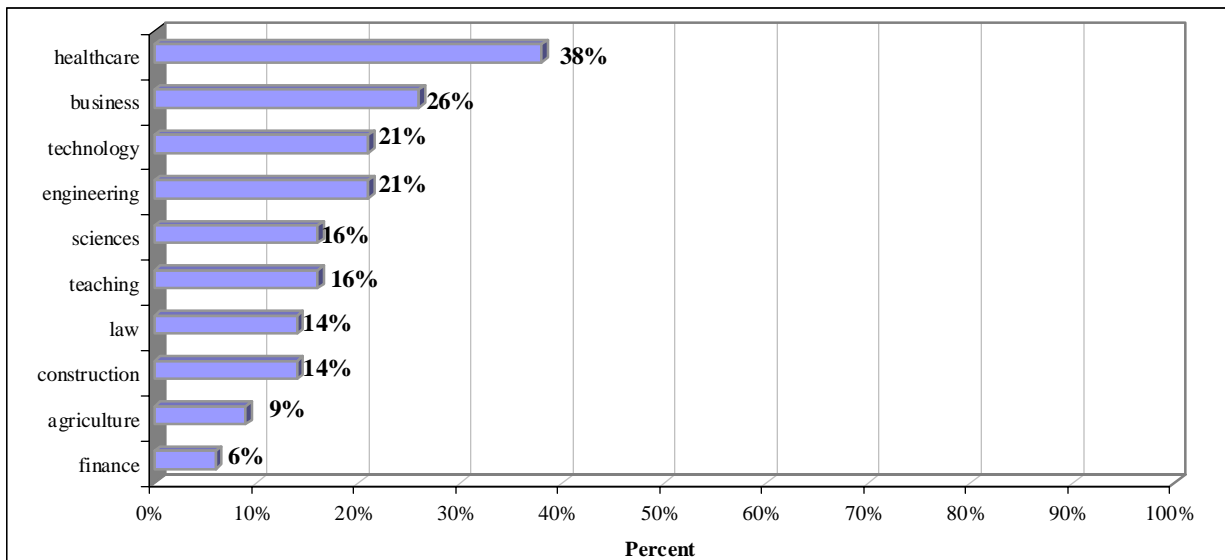
The majority of students (59%) do not plan to work in a rural area because of few social activities (54%) and better pay and benefits in urban areas (49%) (see Figure 9).

**Figure 9: Reasons for Planning to Not Work in a Rural Area**



When asked about the field of their future career plans, 38 percent of students indicated healthcare and 26 percent chose business. The least chosen areas were finance (6%) and agriculture (9%) (see Figure 10). The North Dakota Healthcare Association (2002) found similar trends but lower numbers in the most popular categories, with reports of 22.5 percent of students interested in healthcare and 12.5 percent of students interested in business.

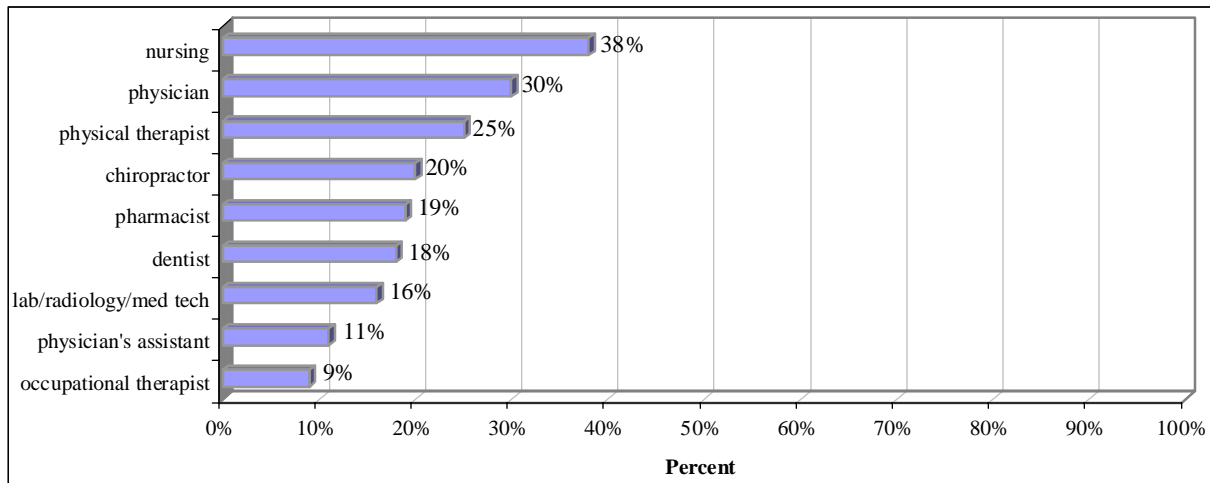
**Figure 10: Field of Future Career**



## Health Care as a Career

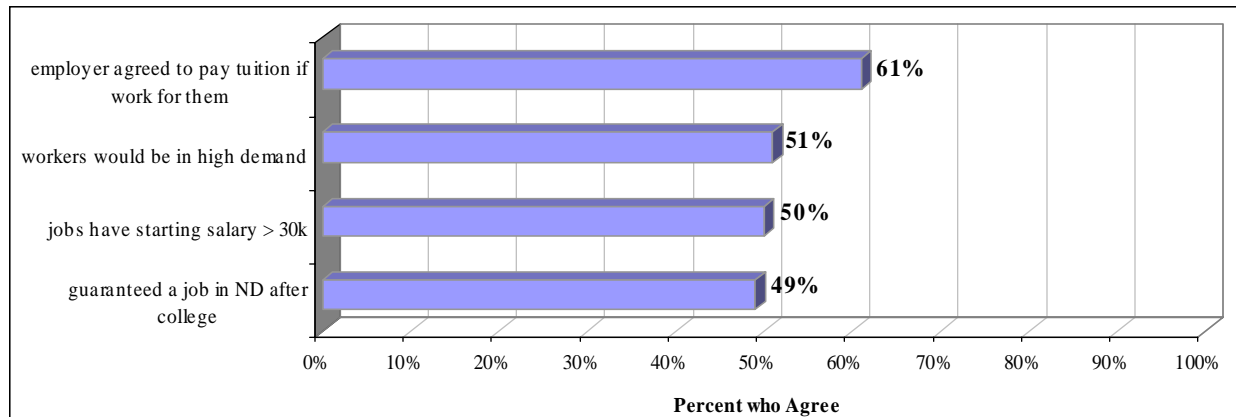
Of those that chose healthcare as a field, many (38%) indicated plans to become a nurse, followed by an interest in becoming a physician (30%) (see Figure 11). Similarly, the North Dakota Healthcare Association's 2002 study revealed that students interested in healthcare were most likely to express interest in careers as a doctor, physical therapist, and nurse.

**Figure 11: Area of Healthcare**



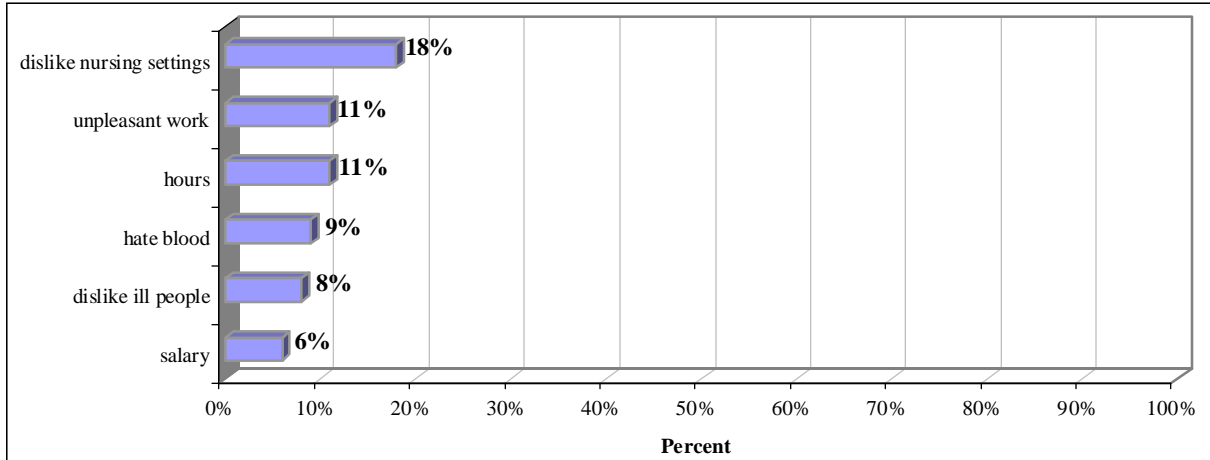
Students were also asked if certain scenarios would encourage them to choose a career in healthcare. Students responded the most to “if a local healthcare employer agreed to pay your college tuition in exchange for a guarantee that you would work for them after college, you would be more likely to choose a career in healthcare” (61%) (see Figure 12). The North Dakota Healthcare Association (2002) study found that students were most likely to agree that having college tuition paid in exchange for work would increase the likelihood of choosing a healthcare career. Similar to the findings shown below, agreement with the other three statements was slightly less but approximately equal for each.

**Figure 12: Scenarios that would Encourage Healthcare Careers**



Of those students who plan to go into a healthcare field other than nursing, the most common reason was a dislike of nursing settings (18%) (see Figure 13).

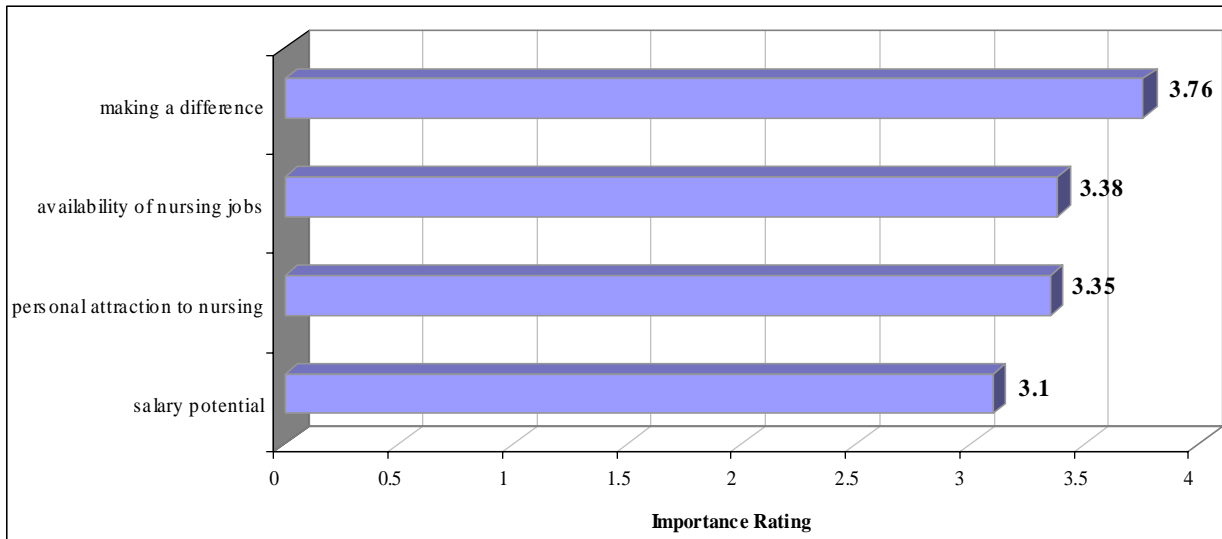
**Figure 13: Reasons for Not Planning on Nursing**



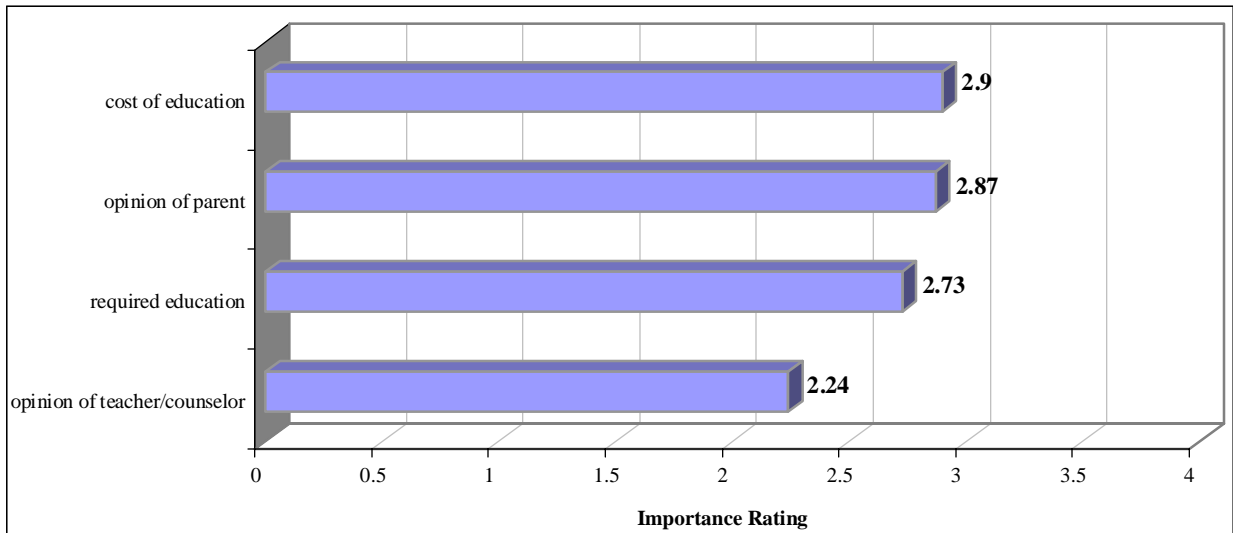
### Nursing as a Career

Students who planned on pursuing a nursing career were asked to rate the importance of several factors on their decision. They rated ten statements on a scale from less important (1) to more important (4). On average, the opportunity to make a difference in people’s lives was rated as the most important factor (3.76) (see Figure 14), while the opinion or experience of a teacher or counselor was rated as the least important factor (2.24) (see Figure 15).

**Figure 14: Most Important Factors in Choosing Nursing**

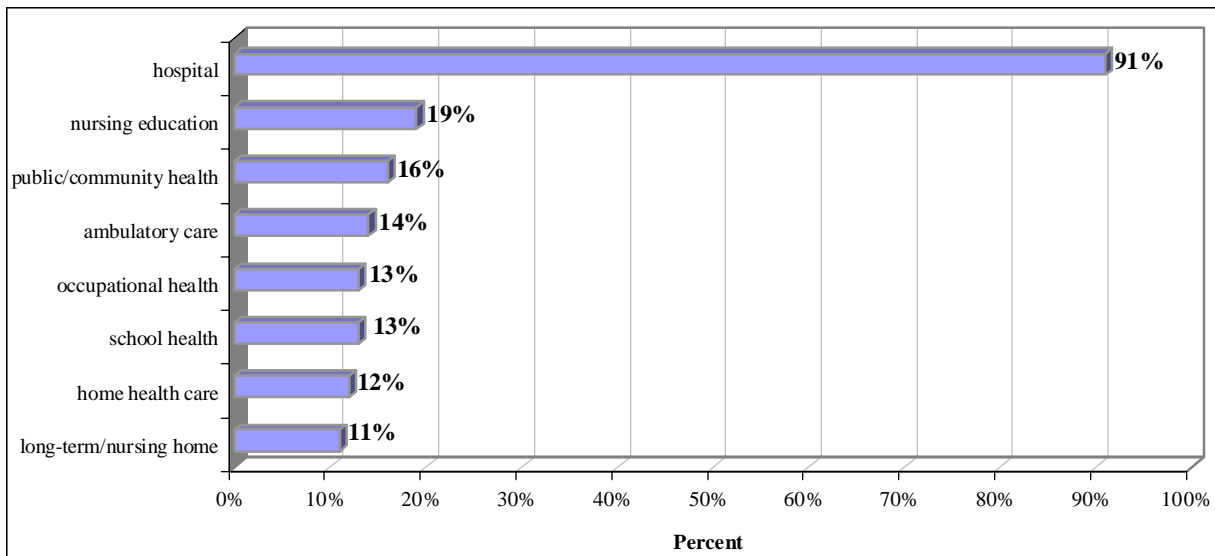


**Figure 15: Least Important Factors in Choosing Nursing**



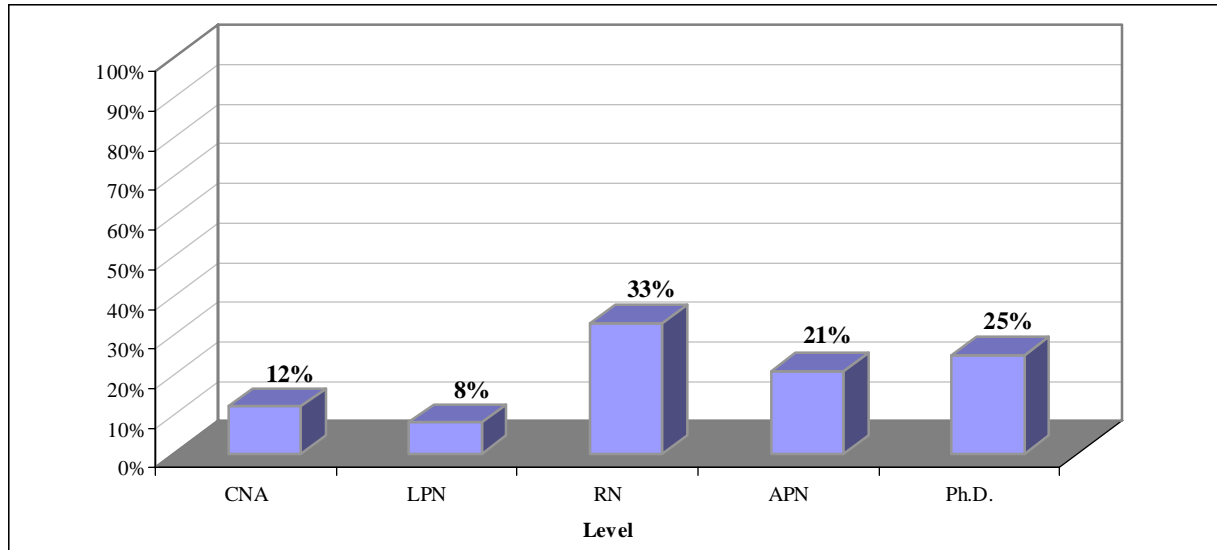
Of those planning to go into nursing, 91 percent chose hospital as the employment setting in which they would most like to work. Long-term care was chosen least (11%) (see Figure 16).

**Figure 16: Desired Employment Setting for Nurses**



A third (33%) of the students who wish to be nurses chose RN degree as the highest degree that they plan to obtain (see Figure 17).

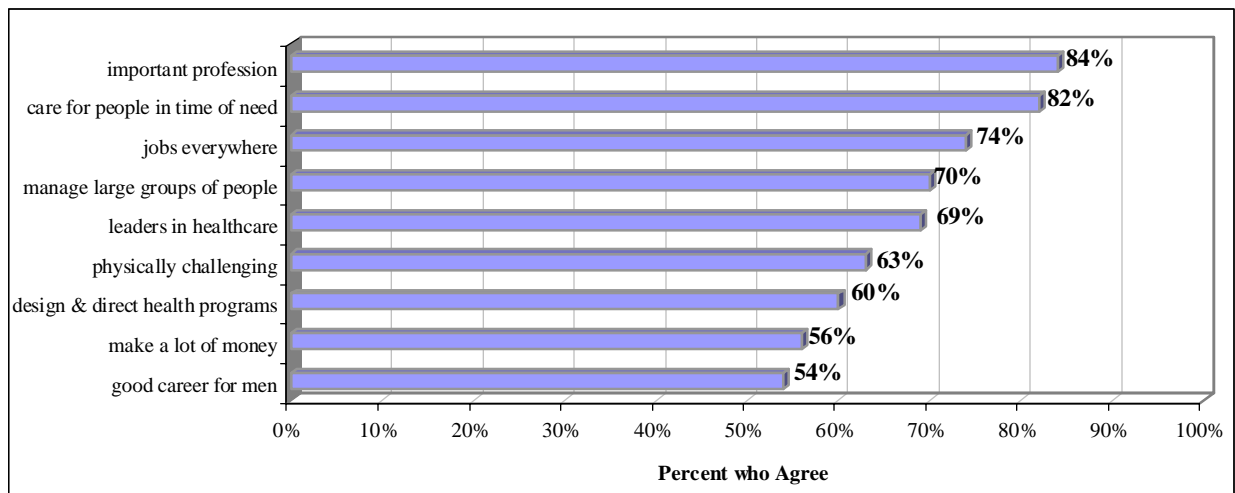
**Figure 17: Highest Degree Planned**



**Students Perception of Nursing as a Career Field**

Students were asked whether they agreed or disagreed with a variety of statements designed to evaluate their perceptions of nursing as a career option. The majority of respondents indicated that nursing is an important profession (84%) and nurses care for people in their time of need (82%). Fewer students felt that nursing is a good career for men (54%) and nurses make a lot of money (56%) (see Figure 18).

**Figure 18: Students' Agreement with Perception Statements**



Buerhaus, Donelan, Norman, & Dittus (2005) conducted a survey of nursing students and asked similar questions. Unlike North Dakota high school students, 90 percent of nursing students surveyed agreed that nursing is a good career for men and that nursing is physically challenging. Grossman and Northrop (1993) surveyed high school students in Florida and found that 72 percent believed that nurses managed large groups of people, 66 percent believed that nurses were leaders in directing and influencing national health policy and legislation, and 80 percent believed that a nursing career could be financially successful. Substantially fewer North Dakota students agreed that nurses make a lot of money. The geographic difference could play a factor in this difference, as could the significant amount of time elapsed between the two studies.

Of those who plan to go into nursing, 87 percent personally know someone who works in the field. Presumably, those students have derived some information about nursing from this relationship. Additionally, 88 percent of students who want to go into nursing as a career have taken care of an ill person.

In comparison, of those who do not plan to go into nursing, 86 percent personally know someone who works in the field. Additionally, 73 percent of students who do not want to go into nursing as a career have taken care of an ill person.

Stevens and Walker (2003), in their study of high school student's opinions of nursing, found that knowing a nurse or experience caring for an ill individual was significantly correlated with interest in nursing as a career. These results do not seem to correspond with the information gathered from North Dakota high school students. The two groups (interested in nursing and not interested in nursing) reported nearly equal rates of personally knowing a nurse. However, more students interested in nursing as a career have taken care of an ill person. It is likely that students who are interested in nursing-type careers are more willing to care for someone. It can not be inferred that experience caring for an ill individual leads to interest in a nursing career.

Students were asked to provide their own original responses to the question "When you think of nursing as a possible career choice, what is the ONE thing that would discourage you from obtaining a career in that field?" Responses were coded and four main themes of job activities, interest, education, and hours emerged.

- Various job activities were listed as discouraging factors by 29 percent of respondents. Blood was mentioned very frequently, and responses involving needles, surgery, germs, and caring for sick or elderly patients were also included in this category.
- Sixteen percent (16%) of respondents indicated a lack of interest in nursing or an interest elsewhere. These included responses such as "If I was a nurse, I wouldn't be able to be a teacher" and "I wouldn't want to be a nurse."
- Some respondents (12%) indicated no desire for the necessary education or the knowledge nursing requires. Many of these responses mentioned a requirement to go to school for a long time or no desire to acquire scientific knowledge or learn big words.



- Beliefs about the schedule nurses work discouraged 11 percent of respondents. Many mentioned nights and weekends, as well as desiring flexibility for family life.
- Fewer respondents (4% each) indicated they would not like to pursue nursing because of the inevitable experience with death, the social interactions involved, the stress and responsibility, and the belief that nursing was a female job.

Students were also asked if anyone had encouraged them to obtain a nursing degree at a college or university in North Dakota and what their reasons for suggesting nursing as a positive career choice. Few students indicated who encouraged them, although many listed rewards of a nursing career. High demand (18%), good pay (16%), good fit for personality (17%), and intrinsic rewards (16%) were frequently mentioned. Some students indicated that they were encouraged to obtain their education in North Dakota because of the high quality (13%) and proximity to home (9%).

## **SURVEY CONCLUSIONS & POLICY RECOMMENDATIONS**

Most of North Dakota's high school students plan to pursue higher education, many at a four year college or university in North Dakota. Reasons include affordability and reputation. One-quarter of high school students are unsure of where they would like to seek employment after obtaining their education. This sizeable percentage represents an excellent potential group for future recruitment to North Dakota jobs. Students cited healthcare as a desired field for a future career more often than any other area, and many students were interested in nursing. Of those students who were not interested in nursing, a dislike of nursing settings, tasks, and hours were frequently cited as reasons. Over eight percent of the male respondents indicated that they do not consider nursing as a potential career choice because it is a job meant only for females. These false beliefs reveal an important area for education. By eliminating the notion of nursing as a sex or gender specific job, the potential for recruitment is increased. Students who cited an interest in nursing often mentioned demand, pay, and intrinsic factors as reasons for pursuing this career.

### **Specific Policy Recommendations**

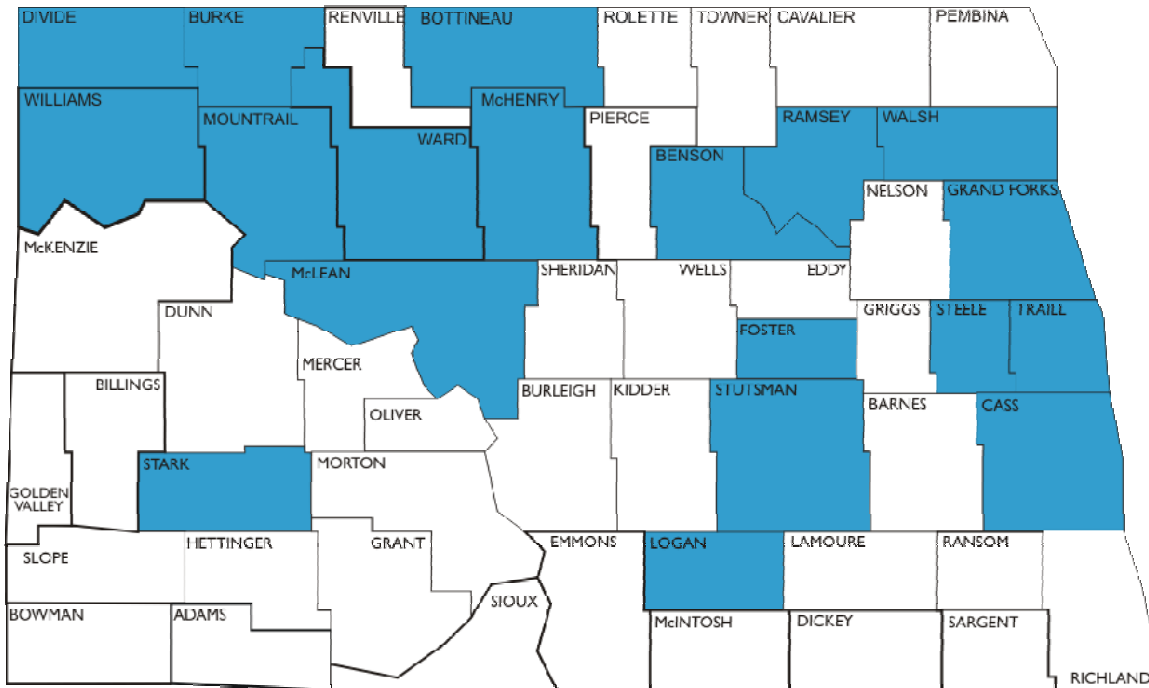
- Encourage students to consider pursuing nursing careers in North Dakota. Focus recruitment efforts on those students who are unsure of what geographic area they would like to seek employment and males who believe they cannot be nurses.
- Increase dissemination of accurate information regarding nursing as a career, including the wide variety of setting and schedule options and desire for both males and females in the nursing workforce.
- Continue or increase affordability and good academic reputation to draw North Dakota students to North Dakota colleges and universities.
- Encourage the development of programs to expose students to the benefits of a career in nursing, starting in grade school.

## HIGH SCHOOL STUDENT SURVEY METHOD

The high school student survey was designed to examine education and career plans of North Dakota's high school students (grades 9-12). The survey was developed using questions from multiple journal articles (Buerhaus, et al., 2005; Grossman & Northrop, 1993; Stevens & Walker, 1993) and the North Dakota Healthcare Association Study of Healthcare Career Perceptions (2002).

A stratified sample of schools representing urban (Fargo and Minot) and rural counties was selected to represent the eastern and western halves of the state. All schools in each of the selected counties were contacted and were asked if they would be willing to participate in the study. Twenty-five schools agreed to participate and distributed handouts to all students in their school. These handouts directed students to an online survey. Students who volunteered to participate were entered into a prize drawing. Participating students represented the following North Dakota counties: Benson, Bottineau, Burke, Cass, Divide, Foster, Grand Forks, Logan, McHenry, McLean, Mountrail, Ramsey, Stark, Steele, Stutsman, Trail, Walsh, Ward, and Williams (see Figure 1).

**Figure 1: Counties included in High School Student Survey**



Percentages were calculated using the total number of students that completed each item and rounded to the nearest percentile. Where possible, data was compared with numbers from previous research studies.

## References

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## North Dakota High School Student Survey 2005

In North Dakota, there is a concern about having enough health providers (for example nurses, laboratory technicians) in the near future. We would like to know what your future and your views about one component of the healthcare workforce- nursing. We are researching the University of North Dakota, and we are studying about nursing needs for North Dakota. The Center for Rural Health at the University of North Dakota. This study is paid for by the North Dakota State Board of Nursing.

This is an online survey with questions about you and your graduation plans, if you have completed the survey should only take about 15 minutes to complete. You don't have to do the survey, but it will help those who plan for the nursing needs in North Dakota, and you will have learned about nursing research. So, if you do the survey, please take it seriously and know that your answers are very important to us.

This survey is completely confidential; your name is not on the survey and so cannot be on any paper where the results of the study are reported. Information from this survey will be stored electronically on a secure server for three years, and only accessed by ourselves and the Institutional Review Board. After three years, the raw data from the survey will be destroyed.

At the end of the survey is a page that you can print out. It will have your unique number and a place for your name. You will need to print out the page, print your name on the paper and place it in the drop box at your school. This will be your entry for the drawing of the IPOD. We will be collecting these entry forms, they will be destroyed after the drawing and will not be linked to your survey results.

If you have any questions or would like to be informed of the results of this study, please contact Patricia Moulton, PhD at 701-777-6781 or Becky Rudel, PhD, RN at 701-777-4546 or the Center for Research and Program Development, UND at 701-777-4279.

So, if you agree to participate in this study, please begin answering the questions below. Thank you so much for your assistance in this research project.

### A Little Bit About You:

1. What is your zip code?

2. Which year are you in according to your high school guidelines (cumulative number of credits)?

- Freshman
- Sophomore
- Junior
- Senior

3. Please indicate your sex.

- Male
- Female

4. What is your date of birth (mm/dd/yyyy)?  /  /

5. What is your cumulative G.P.A?

6. What is your racial/cultural group?

- White, not of Hispanic origin
- Hispanic
- Black, not of Hispanic origin
- Asian/Pacific Islander
- American Indian/Alaskan Native
- Multi-racial
- Other

**7. Have you or are you currently taking a nursing related course (such as Certified Nursing Assistant)?**

- Yes
- No

**About Your Future Career Plans:**

**8. Have you started to think about a possible career for when you are an adult?**

- Yes
- No

**9. Who has had the MOST influence in helping you make decisions about your future career plans (choose only one).**

- Parents
- School Counselor
- Teacher/Coach
- Friends/Other students
- Other

**10. Who has had the LEAST influence in helping you make decisions about your future career plans (choose only one).**

- Parents
- School Counselor
- Teacher/Coach
- Friends/Other students
- Other

**11. Currently, what are your plans after graduation (choose one that best fits):**

- College (4+ Year)
- Technical School (2 Year)
- Military
- Work
- No plans yet
- Other, please specify

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**12. Do you see yourself continuing your education in North Dakota?**

- Yes
- No

**13a. If you plan to continue your education in North Dakota (question 12), why do you plan to go to college in ND (choose all that apply)?**

- My relatives want me to stay in North Dakota
- My teacher advised me to attend college in North Dakota

- Colleges in North Dakota have a good academic reputation
- I can get financial assistance
- The cost of attending college in North Dakota
- My high school counselor advised me to attend a college in North Dakota
- I want to stay near home
- In-state tuition
- Graduates from colleges in North Dakota gain admission to top graduate/professional schools
- Graduates from colleges in North Dakota get good jobs
- Colleges in North Dakota are ranked well in national magazines
- Information from a website
- I visited the campus of a college in North Dakota

Other, please specify

**13b. If you do NOT plan to continue your education in North Dakota (question 12), why do you want to go to college elsewhere (choose all that apply)?**

- My relatives want me to attend a college elsewhere
- My teacher advised me to attend college elsewhere
- Colleges in North Dakota do not have a good academic reputation
- I cannot get financial assistance
- The cost of attending college in North Dakota
- My high school counselor advised me to attend college elsewhere
- I don't want to stay near home
- Out-of-state tuition
- Graduates from colleges in North Dakota do not gain admission to top graduate/professional schools
- Graduates from colleges in North Dakota do not get good jobs
- Colleges in North Dakota are not ranked well in national magazines
- Information from a website
- I visited the campus of a college elsewhere

Other, please specify



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**14. Where do you see yourself seeking employment after you have completed your education?**

- An urban city in North Dakota (such as Fargo, Grand Forks, Bismarck/Mandan, Minot)
- A semi-rural city in North Dakota (such as Dickinson, Williston, Jamestown, Wahpeton)
- A rural town in North Dakota (such as Hettinger, Belcourt, Langdon, Crosby)
- Minneapolis/St. Paul, MN
- Other Minnesota city
- South Dakota
- Montana
- Other state
- Outside of United States
- Uncertain

**15a. If you plan to work in North Dakota (question 14), why do you plan to work in North Dakota (choose all that apply).**

- Family lives in North Dakota
- Good education programs are available
- Good pay and benefits are available
- Have scholarship or tuition assistance that requires staying in North Dakota

- Low cost of living
- More job opportunities
- Safe place to live
- Safe place to raise a family

Other, please specify

**15b. If you do NOT plan to work in North Dakota (question 14), Why do you plan to work outside North Dakota? (choose all that apply).**

- Better pay/benefits are available
- Better working conditions
- Family lives outside North Dakota
- More cultural diversity
- More job opportunities
- Newer technology available
- Opportunity to work in variety of areas
- Bigger cities

Other, please specify

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**16. Do you plan to work in a rural area?**

- Yes
- No

**17a. If you plan to work in a rural area, why do you plan to work in a rural area? (choose all that apply).**

- Better working conditions
- Better pay and benefits
- Low cost of living
- More likely to receive student loan reimbursement
- More autonomy
- Rural areas are a safe environment

Other, please specify

**17b. If you do NOT plan to work in a rural area, why do you not plan to work in a rural area? (choose all that apply).**

- Few social activities
- Lack of new technology in rural areas
- Little cultural diversity in rural areas
- Only want to work in a large city, no desire to work in a rural area
- Pay/benefits are not comparable to urban areas
- Unfamiliar with the rural environment
- Want to live close to family who are in an urban area

Other, please specify

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### Your Possible Career Plans

**18. If you had to choose a career today, which field do you think you would likely enter (choose all that apply)?**

- Ag/Farming



- Business
- Computers/Technology
- Construction
- Engineering
- Finance
- Law
- Medical/Healthcare
- Sciences
- Teaching

**19. If you did not choose “medical/healthcare” in question 18b, please skip to question #32. If you chose “medical/healthcare” in question 18, in which of the following areas of study would you be most interested (choose all that apply)?**

- Doctor
- Nursing (i.e., Certified Nurse Anesthetist, Nurse Midwife)
- Physician’s Assistant
- Physical Therapist
- Occupational Therapist
- Dentist
- Laboratory/Radiology/Medical Technologist
- Pharmacist
- Chiropractor

Other, please specify

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**If you plan to go into Nursing...**

**20. If you plan to go into nursing, choose the following that describes the employment setting in which you would most like to work (choose all that apply).**

- Ambulatory care
- Home health care
- Hospital
- Long term care/nursing home
- Nursing education
- Occupational health
- Public/community health
- School health

**20a. Please indicate the highest level of nursing degree or certification you would like to obtain (choose only one).**

- Certified Nursing Assistant (CNA)
- Licensed Practical Nurse (LPN)
- Registered Nurse (RN)
- Certified Nurse Anesthetist / Nurse Practitioner / Nurse Midwife
- Doctoral Level Nurse

**20b. Do you personally know anyone in the field of nursing?**

- Yes
- No

**20c. Have you ever helped to take care of an ill person?**

- Yes

No

How important are the following factors in choosing a career in nursing? Please indicate the level of importance by choosing a, b, c, or d.

	Less Important			More Important
	a	b	c	d
22. Opinion/experience of parent	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
23. Opinion/experience of teacher/counselor	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
24. Opinion/experience of someone in healthcare	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
25. Availability of nursing jobs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
26. Availability of nursing jobs near where I live	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
27. Salary potential in nursing field	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
28. Length of time required to complete education	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
29. Cost of nursing education	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
30. Personal attraction to nursing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
31. Opportunity to making a difference in people's lives	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**If you do NOT plan to go into Nursing...**

**21. If you do not plan to go into nursing, please indicate your reasons (choose all that apply).**

- Salary
- I don't like sick people
- Hours
- It is unpleasant work
- I hate the sight of blood
- I don't like to wait on people
- I do not want to work in a nursing setting
- It is not important work

**21a. Do you personally know anyone in the field of nursing?**

- Yes
- No

**21b. Have you ever helped to take care of an ill person?**

- Yes
- No

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**Your Perceptions of Nursing as a Career Option:**

Please rate the following statements in regard to your personal opinions of nursing as a career choice by choosing a, b, c, or d.

	Strongly disagree			Strongly agree
	a	b	c	d
32. Nursing is physically challenging	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

33. Nursing is a good career for men
34. Nurses care for individuals, families, and communities during time of need
35. Nurses manage large groups of people
36. Nurses are leaders in directing and influencing national and international health care
37. Nurses are members of an important profession
38. There are jobs for nurses everywhere
39. Nurses design and direct health programs for businesses and athletic organizations
40. Nurses make a lot of money
41. If you knew healthcare workers would be in high demand, you would be more likely to choose a career in healthcare
42. If you knew many healthcare jobs have a starting salary of \$30,000 or more, you would be more likely to choose a career in healthcare
43. If you could be guaranteed a job in ND upon completion of college, you would be more likely to choose a career in healthcare
44. If a local healthcare employer agreed to pay your college tuition in exchange for a guarantee that you would work for them after college, you would be more likely to choose a career in healthcare

45. When you think of nursing as a possible career choice, what is the **ONE** thing that would discourage you from obtaining a career in that field?

46. When you think of North Dakota as a possibility to obtain higher education, what is the **ONE** thing that would discourage you from going to college in ND?

47. Has anyone encouraged you to obtain a nursing degree at a college or university in ND? What are their reasons for suggesting this as a positive career choice?

**Thank you for completing our survey.  
Please click the submission button now.**

