

# Attrition in Nursing Education: An Integrative Literature Review

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## ABSTRACT

- Explored recent published literature on the topics of:
  - Nursing school attrition rates
  - Factors contributing to attrition rates
  - Strategies to help improve attrition rates to stay

## OBJECTIVES

- ▶ To decrease nursing student attrition, which academic strategies should be implemented?
- ▶ What barriers impact attrition rates in nursing education?
- ▶ To decrease attrition for new graduates in the workforce, what strategies should be implemented

## LITERATURE REVIEW THEMES

- Academics
- Support
  - Friend
  - Family
  - Faculty
- Financial Challenges

## BACKGROUND

- More than 235,000 nurses needed by 2030
- Faculty shortage led to decrease nursing school admission
- After graduating nurses are leaving their positions within one year:
  - Lack of resources
  - Lack of support
  - Stress
- Nursing programs are rigorous
- Students are unprepared to complete program
  - Lack of mentorship
  - Lack of faculty support
  - Lack of financial stability
  - Lack of study habits
  - Stress

## THEORETICAL FRAMEWORK



## EXPLORING BARRIERS IMPACTING NURSING ATTRITION

- Lack of financial resources
  - Must work while in school
  - Difficulty affording school
  - Lack of scholarship
  - Do not qualify for scholarship/grants
- Students struggle with academics
  - Lack of study habits
  - Lack of faculty support
  - Lack of mentors
- Lack of social support
  - Family support
  - Mentor support
  - Faculty support

## METHODOLOGY

- ▶ An integrative review
  - MEDLINE
  - CINAHL
  - PubMed
  - Academic Search Complete.
- ▶ Key words:
  - nursing student attrition
  - strategies for attrition,
  - resiliency
  - persistence
  - academic support
  - academic performance
  - nursing faculty attrition
- ▶ Peer reviewed articles
  - 2019-2024
  - English language

## BREAKING DOWN THE BARRIERS

- Holistic approach
  - Individualized
- New faculty
  - Leader development
  - Education incentives
  - Salary increases
  - Opportunities for advancement
- Tutoring services
- Mentorship from graduates
- Require qualification for nursing program entry
  - TEAS test
  - ACT scores
- Encourage use of resources
  - Open, effective communication
  - Library resources
  - Counseling
- Financial advisor
  - Assistance with forms
  - Scholarships
  - Grants

## REFERENCES

Provided on handout

