

# Retention and Recruitment of Men in Nursing: A Global Challenge

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# Learning Objectives

1. The learner will increase their understanding of issues faced by men in nursing.
2. The learner will be able to consider strategies to increase the number of males in the nursing profession

# Background

- **Shortfall of 60,000 FTEs by 2022**
- **Men represent 5.8 % of RNs in Canada**
- **Elusive and untapped human health care resource**

CIHI, 2008

Tomblin Murphy et al., 2009

# Background Cont'd

- **Discrimination**
- **Social Isolation**
- **Sexual stereotypes**
- **Lack of recruitment strategies**
- **Nursing as a female profession**
- **Lower satisfaction rates**

# Purpose

**To explore issues faced by men in their work setting**

# Research Questions

1. What are the reasons that men enter the profession
2. What is the extent to which male RNs express satisfaction /dissatisfaction with various components of their work
3. How does level of satisfaction/dissatisfaction relate to male RNs intentions to stay or leave their jobs

# Methods

- **Descriptive qualitative design**
- **Purposive and snowballing sampling**
- **Focus groups**

# Methods

**Focus groups: 16 men from 21-63 years of age**

**Semi-structured interviews: 1-2 hours**

# Results Question 1:

## *Why Men Enter Nursing*

**Family encouragement**

**Family/friends in health care**

**Life experiences**

## *Men's Voices:*

“I kind of floated around a bit and I did not listen to my mother...she’s an ICU nurse...she said you do the opposite of what I say so here we go...and I listened to her” [entered nursing]

“I had a close buddy of mine and he went into nursing a year before I did...I always saw the medical shows on TV and thought it was fascinating”

“I didn’t want to be a nurse [before his illness]... during that time [in hospital] I saw the compassion...it was during that time that I realized this is exactly what I want to do and I haven’t regretted it since”

# Results Question 2:

## *The rewards of being a nurse*

“I’ve been in nursing for 11 years and it has been extremely gratifying. I love what I do”

“...being able to help..it is rewarding beyond what I did expect”

## *Transitioning into practice*

“I came in, this is basically my first shift and I’m the only one who has a piece of paper [RN degree] to do it and I went ..wait a minute”

“...with nursing school you’re given almost no responsibility and then you get a paper that says you, you basically can hold people’s lives...you can do everything now”

## *Work Environment*

**“..there isn't a lot of full time work available”**

**“They make you work full time hours but they don't back you with the benefits and perks of being there full time”**

## *Feeling underappreciated*

“We’re in the process of trying to resolve a lot of issues in the hospital but management is being resistant on a lot of things”

“...the only people managers seem to listen to in the hospital are government officials”

# *Gender Issues*

## **Becoming visible**

**“...you become for the first time in your life a visible minority”**

**“...because I was the man among women I felt like I owed it to myself to prove that I was smarter”**

## *Gender Issues*

### Difficulty with patients and colleagues

“...in some cases I’ve had nurses that say “no you got to have somebody else go in there...this is somewhat of a pet peeve of mine...if it was a female going in to see a male there would be no question”

“...when I started nursing there were nurses who told me that nursing is for women”

## *Gender Issues*

Not just “a nurse”

“A lot of times people will say “oh you're a nurse, it's like...I'm a nurse...it's not like you're a female doctor or male nurse”

“...if they do call you a nurse it's always male nurse, so you're not just a nurse...”

# Results Question 3:

## *Intentions to leave*

**Multiple stressors and fear of burnout**

**“I don’t know if it’s worth it health wise...you’re running, you’re overloaded”**

**“It’s why I moved out of front line...it was extremely taxing physically”**

# Conclusions

## *Managerial and administrative support*

- **address gender issues**
- **review workload issues**
- **opportunities for career advancement**
- **review orientation practices**
- **mentoring programs**

**Thank you**