

# Serving Those Who Served: The MedVet to BSN Educational Option

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## Purpose

- To provide a description of the components of a federally funded project, the MedVet to BSN Option, which expedites the nursing education and career development of military medics.

## Significance

- In 2013, over 75,000 enlisted military personnel, including soldier medics, worked in collaboration with nurses and physicians to provide patient care services (US Department of Labor, Bureau of Labor Statistics).
- Congress created The Veteran Emergency Medical Technician Support Act; H.R. 235 to assist medics with their transition into civilian EMT positions as they leave their military assignments (Energy and Commerce Committee, US House of Representatives, 2013).
- Emergency medical training and military leadership skills also provide the military medic with an advantageous background for the registered nurse (RN) role.
- Approximately US 16 states, more so in the west, are predicted to have nursing shortages 2025 (US Department of Health and Human Services, HRSA, 2014).
- Ideally, nursing education for the experienced military medics can provide career opportunities for veterans who have served our country and positively impact the nursing shortage in selected states.

## Background/Recruitment

- A federal grant from the Health Resources and Services Administration (HRSA) funded the development of a MedVet Option in our baccalaureate nursing program for medics with military medical training.
- Approximately five to ten student veterans will be recruited each semester during the three year funding period for a total cohort of 25-50 veterans by 2017.

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## Goals of the Option are to:

- Develop and implement nursing career development strategies for student veterans**
- Provide academic credit for previous training through competency-based learning/ testing**
- Assemble a network of support**
- Educate nursing faculty on military culture, specific learning needs for student veterans, and available resources to promote student veteran success**
- Collaborate with on-campus and community veteran resources**

## Curriculum

- The MedVet students will be accepted into the five semester BSN curriculum that is offered to second-degree/career students.
- All student veterans will be placed in a single clinical group during their first nursing semester in a second degree/career course, after the first semester, they will assimilate into the traditional student courses.
- Faculty and students will receive continuing education to increase their understanding of the challenges faced by our returning student veterans, as well as the resources available on campus and in the community for student veteran success.
- All student veterans will participate in interprofessional education activities with students from other health care disciplines to enhance their communication and collaboration skills.

## Support

- Student veterans will receive professional development through positive organization behavior (POB) workshops and attain other supplementary support throughout their progression.
- Writing and test-taking experts will create toolkits for writing, presenting, and test-taking skills.
- University counseling services will be available to all MedVets and students and faculty will be briefed on how to access services as needed.
- Peer tutors specifically for MedVets.
- MedVet library with study skills resources.
- VetSuccess counselor for help with VA benefits, GI bill questions.

Table 1. Project Performance Measurement

Goal	Measurement/Instrument	Objective
NCLEX-RN Pass Rate	Percentage of MV-BSN students who pass on first attempt	<ul style="list-style-type: none"> <li>90% of students will pass within 4 months of graduation</li> </ul>
Student Satisfaction	De-identified web-based clinical evaluations	<ul style="list-style-type: none"> <li>Satisfaction scores <math>\geq</math> 85% in clinical experiences</li> </ul>
Career Transition Priority senior clinical placement Enrichment opportunities	Percentage of MV-BSN students in preferred clinical experience	<ul style="list-style-type: none"> <li>100% of students graduate within 5 semesters of enrollment</li> </ul>
Academic Course Credit	Percentage of MV-BSN students receiving information of enrichment opportunities	<ul style="list-style-type: none"> <li>100% of students enrolled in opportunities will complete capstone</li> </ul>
Transition to Campus/Civilian Life	American Council on Education standards Medicaid Nursing Assistant standards American Association of Colleges of Nursing and CON standards	<ul style="list-style-type: none"> <li>100% of prerequisite work that meets ACE standards will be accepted as transfer credits</li> <li>100% of students will score a minimum of 76% on nursing module and MNA exam; and perform all skills at basic competency levels</li> </ul>
Faculty Development	Qualitative data from focus groups to include satisfaction with support systems and perceived value of POB workshops	<ul style="list-style-type: none"> <li>100% of students will develop learning plans based on POB guidelines</li> <li>100% of students expressed positive perception of campus and community resources</li> </ul>
	Number of undergraduate faculty who attend $\geq$ 10 educational presentation/webinars during first 12 months of project Number of faculty able to meet presentation objectives	<ul style="list-style-type: none"> <li>100% attend at least 10 educational sessions</li> <li>100% of UG faculty able to list five academic and non-academic difficulties in student veterans and 1-2 strategies to effectively address each of those difficulties</li> </ul>

## Discussion

- Two cohorts of 3 and 4 students are currently enrolled in the Option.
- The HRSA grant PI and a project manager coordinate the Option and provide student and faculty support.

## Conclusions

- The MedVet Option of a baccalaureate nursing program can meet the educational needs of military medics and the public demand for nurses as veterans move into the civilian workforce.
- An assessment of outcomes can provide the framework for curricular and Option improvements and guide other programs of nursing education for medics.