

“Education is the most powerful  
weapon which you can use to  
change the world.”

— **Nelson Mandela**



# Influential Factors Among Female Black and Latina Nurses and Students for Entering Nursing in California Through the Vocational Nursing Route

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# Race/Ethnicity and Nursing: What We Know....

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- Black, Latinx, and Native American populations are underrepresented in medical professions in the United States
- Nursing specifically has an urgent need
  - Nursing has a great impact on health care at the individual level
  - **3.8 million** nurses currently employed in the United States
  - **423,248** currently licensed in California



(Grumbach & Mendoza, 2008; Williams, et al., 2018; Brokaw, 2016; U.S. Department of Labor, 2018; Kaiser Family Foundation, 2018)

# Importance of a Diverse Nursing Workforce

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- Service to underrepresented minority communities
- Building trust to possibly decrease health disparities
- May improve access to health care for people of color
- May assist in improving nursing shortages



(Xue & Brewer, 2014; Nivet & Fair, 2016; Juraschek et al., 2012)

# Seminal Reports

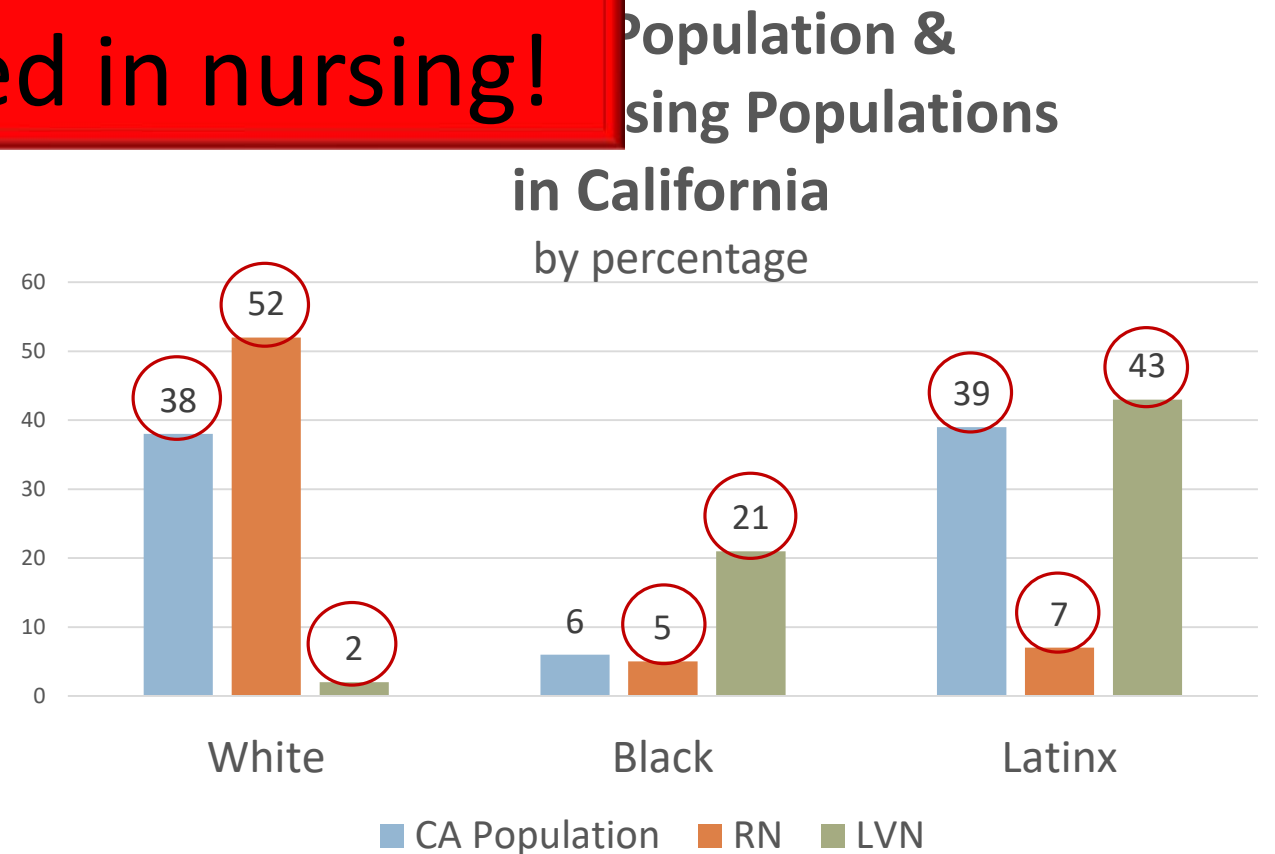
Organization	IOM (2002)	Sullivan Report (2004)	IOM (2010)	NLN (2016)	AACN (2016)
Title	Unequal Treatment: Confronting Racial and Ethnic Disparities in Health Care	Missing Persons: Minorities in the Health Profession	The Future of Nursing: Leading Change, Advancing Health	Achieving Diversity and Meaningful Inclusion in Nursing Education	Position Statement
Findings	Poor access to healthcare due to geographic location, language barriers, and cultural awareness	States benefits of diversifying the healthcare workforce	Current nursing educational system is not conducive to minority education	Profession to achieve improved access to care and treatment for minorities	Importance of diversity, inclusivity, and equity in connection with improving culturally appropriate health care
Recommendation	Increase minorities in the profession to decrease health disparities	Increase diversity in health care workforce	Redesign current educational nursing system	Increase diversity in health care workforce	Increase diversity in health care workforce

**Negligible change...**

Underrepresented  
minority populations  
ARE  
interested in nursing!

- Two licensures to enter into nursing
  - Licensed Vocational Nurse (LVN)
  - Registered Nurse (RN)

LVNs represent the most diverse group of nurses!



(California Healthcare Foundation, 2017)

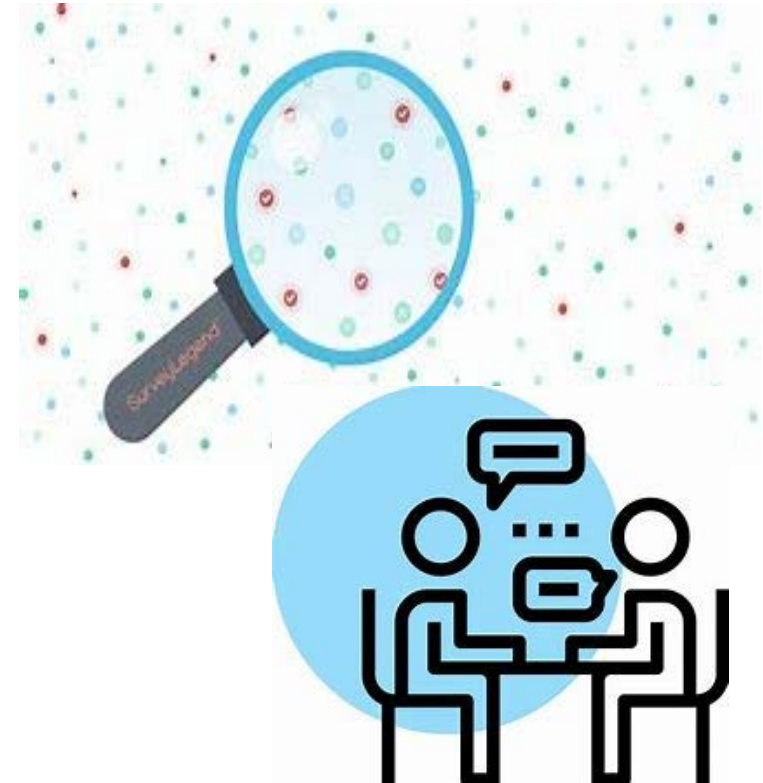
What Factors Among  
Female Black and Latina  
Nurses and Students  
Influence their Decision to  
Enter Nursing in California  
Through the Vocational  
Nursing Route?



# Study Design

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- Methodology
  - Qualitative descriptive design
- Data Collection
  - In-depth interviews
- Data Analysis
  - Thematic coding



(Mirriam & Tisdell, 2016; Sandelowski, 2009)



# Study Design

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- Inclusion criteria

- Self-identify as Black and/or Latina
- Self-identify as female
- Enrolled in a vocational nursing program in CA  
or
- Attended a vocational nursing program in CA  
in last 5 years
- Have completed their primary education in the United States



7 Interviews  
Completed

5 Interviews  
Pending

- “Modesta”
  - 22-year-old
  - Latina
  - Currently enrolled in a vocational nursing school at her local community college
- “Sabrina”
  - 33-year-old
  - Black female
  - Currently enrolled in a vocational nursing school at her local community college
- “Serafina”
  - 28-year-old
  - Latina
  - Graduated from a vocational nursing school at her local community college

# Why the LVN route?

- “So I started doing my own research online and then I met up with the counselor at school...And I even have had a counselor tell me, women like you..people like you referring to being a female and also Hispanic or Latina he said, people like you don't make it. You need to change your major. So actually RN was my initial goal but after having met with that counselor I dropped a couple classes because he said, you're not gonna make it...so that ultimately docked me points on my RN application. And so I thought to myself, well I have all these pre-reqs done, what can I do in the meantime?...I actually got accepted into the VN program...yeah the VN was kind of a second option.”
- “...so I went to medical assistant school and so I worked as a medical assistant while I was trying to finish my prerequisites for nursing school. So after I finally finished you know trying to apply and apply and get into the programs [RN] and not getting picked. So I decided to do LVN as a second option because you can also do LVN to RN bridge, so either way it was going to be a long nursing process.”
- “I did try to get into a BSN program...but my score my TEAS test just wasn't competitive enough...I went to [a community] College for it and I applied for their associate's degree program as well...the counselor said, you know, you should apply for the LV just to have it as a backup and I was like, I don't want to do the LV and, you know, it's just one semester difference in my mind. But then my science courses were expiring...I applied so [LVN] was my plan B. I figured I had already tried various times to do a BSN or ADN and it's just so competitive here in California.”

Do you feel  
your  
race/ethnicity  
influenced  
your career  
choices in  
anyway?

- I do believe so because growing up my parents worked in the fields...And my parents always told us, you know, I don't want this for you. And they threw us in the fields too. When I was a teenager my uncle owned, was co-owner of a large agricultural company here. So he offered us summertime jobs. And they kind of used that as a teaching, like, this is not what you want for yourself because it's hard backbreaking work."
- "...I don't think race has anything to do with it. I do know now being around the industry that there are a lot of African-Americans and most are registered nurses. But it wasn't something that I just saw growing up...I didn't see any kind of real careers growing up so like my auntie there is the only one that went to college and graduated and had a career-career. Everyone else just worked or just yeah they just worked so..."
- "Like growing up in high school, I already knew that, you know, college wasn't an option for me because I kind of messed up in the 10th grade. So even the counselors at that stage would be like maybe look into a vocation or trade, you know, what do you want to do? I remember a counselor even telling me I did my makeup pretty so maybe I can go into beauty school and I was like the options were just never really for me."

# Importance of this Research

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- Gives a voice to Black and Latina LVNs that is currently not found in the literature
- Nursing pipeline studies are needed
- Inequalities in nursing education
  - Entrance exams
  - Chancellor's score
- Influences on counseling for nursing education
- Starting point for future research



# A Special Thank You...

To the participants...



To my committee members!



To my beautiful family!



For my scholarship!



To my amazing cohort & professors!