

Title: **GEM-Nursing (Group Electronic Mentoring in Nursing)**

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Description and Background:

The Women's Bureau of the U.S. Department of Labor and the Tennessee Economic Council on Women have an exciting national demonstration project that links students, ages 15-21, with mentors in nursing occupations via a website, email and special events. Group Electronic Mentoring in Nursing (GEM-Nursing) encourages students to pursue nursing careers through innovation group e-mentoring. The project began as a pilot in the Women's Bureau Chicago regional office in 2002 as Group Electronic Mentoring in Healthcare Services (GEM-HS) with students and mentors in Illinois and Michigan. The Women's Bureau has asked the Tennessee Economic Council on Women (TECW) to lead the GEM-Nursing project in Tennessee and TECW is currently seeking nurse professionals and health care organizations to participate in the project as mentors, members of a nursing event steering committee and/or collaborative partners.

Purpose: Recent studies suggest that hospitals and other health care providers in many areas of the country are experiencing difficulty in recruiting registered nurses. The Bureau of Labor Statistics estimates the demand for registered nurses will increase by 26% between now and 2010 and an additional 443,000 replacement positions available. The Women's Bureau of the U.S. Department of Labor is addressing this crisis with GEM-Nursing, which will raise awareness in young people of education and career opportunities and the benefits of working in nursing fields and provide tools and encouragement to students and communities to address the workforce shortage in these fields. The Women's Bureau has asked the Tennessee Economic Council on Women to lead the GEM-Nursing project in Tennessee.

Target Audience- 100 *students*, ages 15-21, who are interested in nursing as a profession. 5-30 *professional nurses* (male and female) who have a commitment to promote nursing as an exciting career option for women and men.

Communication Methods:

1.E-mail Listserv 2. GEM-Nursing website 3. Nursing Clubs 4.Local/regional events

Mentors and mentees communicate with each other via a daily GEM-Nursing listserv called *Daily Digest*. Students use the listserv to ask educational and career development questions about nursing and allied health. Mentors can read the questions and reply with their answers. Mentors are also encouraged to initiate dialogue with students by sending an interesting story from their work experiences (ex. on a special assignment studying underwater organisms, one mentor wrote a weekly log to the listserv-students loved it). The listserv is the primary mode of communication between mentor and mentee.

The GEM-Nursing website will enhance the listserv by providing information on mentors (bios and pictures), calendar of events, career information, quizzes of the week contests, partner information, Daily Digest archive and pictures of events. The website for GEM-Nursing has not been designed yet but will follow the similar format of GEM-HS, an internet mentoring pilot project for health sciences. Go to www.gem-hs.org to check it out.

Nursing clubs are an idea created by the TN Economic Council on Women. In its efforts to conduct a statewide career campaign for girls and boys in TN, we are excited to use GEM-Nursing. Our primary mentoring focus for the rest of the year will be in healthcare, due in large part to the GEM-Nursing project and a grant from the HCA Foundation to promote healthcare careers to disadvantaged girls and boys in Warren County. The Council believes that students and healthcare providers will benefit more if they are able to interact with and form personal

relationships with one another. A nursing club would meet monthly, with a professional nurse in the GEM-Nursing program leading the meeting. Meeting topics will be left to the group, but the Council will provide suggestions. Council staff will begin a pilot nursing club in McMinnville (Warren Co.) with the help of a local hospital. For other groups, the clubs are optional, although strongly preferred.

Regional events will be used to kick-off the GEM-Nursing project which officially begins in September 2003. Events are a great way to bring students and mentors together, as well as raise public awareness about the program and its participants. The Council will spearhead the event but need volunteers for a steering committee. Contact the TECW office if interested in joining the steering committee.

Student Organization partners: The Tennessee Economic Council on Women will partner primarily with Health Occupation Students of America (HOSA) groups throughout the state to recruit at least one hundred student participants.

Guidelines: All participants must adhere to the guidelines set forth by the Women's Bureau. If a person/organization would like to organize a nursing club using GEM-Nursing as a tool, the person/organization must work the TECW in doing so and follow the guidelines stated by TECW.