



MARQUETTE
UNIVERSITY

College of Nursing
Nurse Anesthesia

CRNA Career Pathway Recommendations for International RNs

Sangjung Kim, BSN, SRNA

Background & Significance

- U.S. projected to be majority-minority country by 2043, emphasizing the need for a diverse healthcare workforce.
- A diverse healthcare workforce enhances patient experiences and continuity of care, as patients often prefer providers who share their racial, ethnic, and cultural backgrounds.
- Nurse anesthesia is underrepresented by minority groups, especially those from Asian/Pacific Islander backgrounds.

Problem

- The lack of diversity underscores the imperative need to address the unique challenges faced by internationally educated nurses, as diversifying the CRNA workforce becomes pivotal to ensuring equitable healthcare delivery.
- **Aim:** To identify the challenges Korean nurses face when entering U.S. nurse anesthesia and provide educational modules that foster an understanding of effective strategies to address these identified challenges.
- **Objectives:**
 1. Conduct literature review and survey among Korean SRNAs to identify the challenges that they faced in the U.S.
 2. Validate the results with qualified expert panels by achieving a 70% consensus on these challenges.
 3. Develop and deliver an educational module to Korean nurses to address challenges and facilitate their pursuit of a career as a certified registered nurse anesthetist in the U.S.

Evidence Synthesis

- PubMed, CINAHL, Scopus, and Medline
- Keywords: 'International educated nurse', 'Immigrated nurses', 'Korean Nurse immigration', international nurse challenges, 'advanced nursing practice and international nurse', and 'Certified registered nurse anaesthetist and diversity'.
- Exclusion: last 10 years (2013-2023), international nurses, immigrated nurses
- 164 article found; titles reviewed, and articles scanned for relevance
- 11 articles found

Literature Findings

- Dahl et al. (2022) - Challenged face by international educated nurses
- Jun et al. (2021) - Challenges that Korean Immigrant Nurse Practitioners faced in the U.S.
- Takeshita et al. (2020) - Patient Experience Ratings & Concordance
- Ma et al. (2019) - Race/Ethnicity Concordance & Healthcare Utilization

Methods & Setting

- Quality improvement project
- Setting: USA & South Korea
- Participants: Convenience sample of Korean SRNAs, qualified expert panel, and Korean nurses who are attending the educational module.
- First Step: conduct an initial survey among Korean SRNAs in order to identify the experienced challenges when entering nurse anesthesia programs in the U.S.
- Second Step: analyze data from initial survey and validate the results with qualified expert panels by achieving over 70% consensus on these challenges.
- Third Step: create an educational module that help immigrated Korean nurses overcome the identified challenges.
- Last Step: deliver an educational module to Korean nurses and conduct pre and post assessments.

Measures

- Achieve a 70% consensus among expert panels regarding challenges when international nurses seek to enter nurse anesthesia programs in the U.S.
- Deliver the developed educational module to Korean nurses and illustrate a change in knowledge via pre & post assessment.

Sustainability of the the project



International nurse mentorship (2018)



U.S. nurse mentorship (2021)



International Korean nurse community

- Enrolled members over 5,300
- Found by Sangjung Kim
- <https://cafe.naver.com/nurselab>

References

