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The male of the species: a profile of men in nursing

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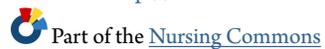
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Summary Statement:

• Why is this research or review needed?

- An empirically based profile and insight into the perceptions of male and female nurses, about men in nursing in Australia is lacking.
- Decisions to recruit more men into nursing should be based on an understanding of men's concept of nursing and the challenges faced by men who enter nursing.
- Recruiting men (or women) into nursing can be costly and understanding what will attract men and help them stay in the nursing profession may have a positive impact on recruitment processes and workforce stability.

• What are the key findings?

- The main influencing factors for choosing a career in nursing were similar for men and women.
- Significant misconceptions about men in nursing have existed and these continue to have a negative impact on recruiting men into nursing and on the men who are currently employed as nurses in the profession.
- There is a lack of awareness of the career opportunities offered to men in nursing and this limits recruitment potential.

• How should the findings be used to influence policy/practice/research/education?

- To help influence recruitment policies and retention practices for men in nursing.
- To support men in nursing and bolster an understanding of the perceptions and experiences of being a man in nursing.
- To offer targeted recruitment to attract more men into nursing.

Key Words: Men in Nursing, Quantitative Research, Survey, Workforce Issues, Nursing Labour Markets