

Nurses *are Needed*

THE U. S. CADET NURSE CORPS
U. S. PUBLIC HEALTH SERVICE

*offers girls an extraordinary opportunity
for a Free Professional Nursing education*

"Be a Cadet Nurse---the Girl with a Future"

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Foreword

The shortage of nurses has created a drastic civilian emergency. The Armed Forces have called more than 50,000 graduate nurses to their ranks, leaving fewer nurses to care for rapidly increasing numbers of patients in hospitals and health agencies at home.

Only by preparing thousands of new student nurses can the problem be solved.

Last year 65,000 young women answered their country's call to study for the profession of nursing. But, the problem is not yet solved. The recruitment of student nurses is a *continuing* program. If we are to train enough nurses to maintain essential civilian nursing services and to meet future needs of the armed forces, an additional 60,000 *new* student nurses must be enrolled in schools of nursing during the year.

The public has had direct experience in the growing shortage of nurses. It has had to face curtailment of vital nursing services, even the closing of entire hospital wards. It has had to get along with *fewer* nurses at a time it needs many *more*. It has witnessed the curtailment of vital nursing service because there were not enough nurses to go around.

Already conscious of the problem, the public is highly receptive to information and suggestions about its solution. If the public is fully informed of the results to be obtained from recruiting new student nurses, of the program to train these students, and of the opportunities nursing offers to young women who enter its ranks, response to appeals for cooperation and assistance should be overwhelming.

The U. S. Cadet Nurse Corps

In July of 1943, the Congress unanimously passed the Bolton Act, establishing the U. S. Cadet Nurse Corps in the office of the Surgeon General of the U. S. Public Health Service. This action was taken at the urgent request of leaders in professional nursing and hospital groups. The Act provided funds to pay for the complete education of the minimum number of student nurses needed to maintain essential nursing service. Additional funds have been provided as the demand for additional student nurses has increased.

The creation of the U. S. Cadet Nurse Corps was of immeasurable help in recruiting young women as nurses. Before the Corps existed, many thousands of women attracted to nursing were unable to go into training for financial reasons. Others who could afford the education felt they were of more immediate help to their country in one of the uniformed women's services, or in a war industry.

Under the Cadet Nurse Corps program, the Government now pays for the education of young women who qualify for admission to participating schools of nursing. Some 96,000 Cadet Nurses—new student nurses admitted to schools last year, plus those already enrolled in schools of nursing who transferred to the Corps—are now studying under all-expense scholarships provided by the Corps program.

These scholarships include room, board, books, tuition, fees, plus a monthly personal allowance of from \$15 to at least \$30. Also provided are uniforms which identify Cadet Nurses as young women in the service of their country.

High school graduates and college girls in good health and with good scholastic records may enlist in the U. S. Cadet Nurse Corps if they meet individual requirements of the school of nursing they desire to enter. The age range is 17 or 18 to 35, depending upon school or State regulations.

This is not a Government nursing school program.—It operates only through already established schools of nursing. These schools, approved under provisions of the Bolton Act, receive allotments from the U. S. Public Health Service to

help meet the cost of equipping and instructing Cadet Nurses. Cadet Nurses are free to choose their own school.

Through accelerated courses, Cadet Nurses complete their education in from 24 to 30 months except in schools of nursing which require an additional six months training. They then become Senior Cadets, performing the work of graduate nurses under supervision, and receiving larger spending allowances. Thus Cadet Nurses receive paid nursing assignments earlier than under former nurse training programs.

By performing nursing services in hospitals where they study, Cadet Nurses begin to serve their country immediately. Upon entering a school of nursing, they help to release graduate nurses for duty with the armed forces and in critical civilian areas.

In return for the benefits received, Cadet Nurses pledge to remain in essential nursing, *either civilian or military*, for the duration of the war. *They may choose their field of nursing.*

The U. S. Cadet Nurse Corps offers very real inducements to young women who want to serve their country *now* and to prepare for their *future*. Because of these inducements, the nursing profession holds an enviable position in the growing competition for the Nation's womanpower. To solidify this position and to assure the continuing stream of student nurse recruits needed to meet the demands, intensified emphasis should be placed on advantages of the Cadet Nurse Corps program and on the rewards to be gained from one of the most challenging professions open to women.

Efforts to recruit new student nurses for the U. S. Cadet Nurse Corps over the past year have been carried out successfully through radio, movies, magazines, graphics, news, organization activities, and through colleges and high schools. This program is being continued.

The recruitment of Cadet Nurses is not just a seasonal job. It is a year-round activity. Special recruiting efforts are made, however, to coincide with the peak periods of the opening of classes in schools of nursing—fall, spring and summer.

Summary of Advantages Offered by the U. S. Cadet Nurse Corps

1. Preparation for the future.—Of all war work open to women, *nursing is one of the few professions with a promising future.* The well-prepared professional nurse has an almost endless choice of fields in which she may work. She may enter public health nursing with a voluntary or official agency, school or industry. She may be a director of a nursing school, supervisor of a hospital, a specialist in pediatrics, public health or in psychiatric nursing, a laboratory technician, an anesthetist, or an airline stewardess. She may be a nurse in a hospital or doctor's office, or a private duty nurse. She may enter the Army Nurse Corps as a second lieutenant or the Navy Nurse Corps as an ensign. These are only a few of the positions that represent security. She may earn up to \$7,500 a year, after sufficient preparation and experience to perform administrative and organizational duties.

A nurse may follow her profession in all parts of this country and abroad. After the war she may take part in the enormous task of reconstruction and rehabilitation in foreign countries, for there will be great demand for nurses both at home and abroad to help solve the vast problems of disease, malnutrition and war shock. The growing popularity of group-health plans, with their greater demand on hospitals, probably will mean a continually increasing demand for graduate nurses in this country.

For the woman who does not remain in nursing after the war—no work could better prepare her for marriage and motherhood, or for community leadership. Regardless of how a woman may choose to use her nurse education in future years, she will have acquired an understanding of people, a strength of character, and a mental alertness which will enrich her life immeasurably.

2. War work now.—By performing nursing services in hospitals where they are studying, Cadet Nurses are helping to relieve the critical nursing shortage in civilian hospitals. Without student nurses, hospitals would have to depend

upon graduate nurses. With student nurses, civilian hospitals are able to operate with a relatively small graduate staff for supervision and for the duties which demand a higher degree of training and experience.

Cadet Nurses serve as they learn, assisting doctors and graduate nurses in operating rooms, caring for mothers and new babies in maternity wards, working in the diet kitchen, assisting in out-patient departments, giving morning and evening care to patients . . . working in every department of the hospital where their services are needed.

As her training progresses, a Cadet Nurse takes on more and more responsibility with patients until, as a Senior Cadet, she performs the work of a graduate nurse.

3. Education without cost.—From the day she enters a school of nursing and enrolls in the Cadet Nurse Corps until her graduation, a Cadet Nurse's tuition is paid in full. Living expenses, including room, board, laundry, textbooks, health and laboratory fees, are also provided. The smart, official outdoor uniform of the Cadet Nurse Corps, as well as the indoor uniform of her school of nursing, is provided without cost to the student.

Monthly allowances.—New students enter the Cadet Nurse Corps as pre-cadets and receive a monthly allowance of \$15. From this, they pass to Junior Cadets at \$20 a month, and then, where supervised practice as Senior Cadets is included in the program, not less than \$30 a month. Some institutions and agencies which have availed themselves of the services of Senior Cadets pay \$60 to \$75 a month, with maintenance.

4. An accelerated period of training.—Under the provisions of the act establishing the Corps, Cadet Nurses receive complete preparation through accelerated study programs ranging from 24 to 30 months. The Pre-cadet period is the first 9 months, the Junior Cadet period the next 15 to 21 months, depending on the school's curriculum.

Some states and schools permit graduation after 24 to 30 months' training. Others require 36 months for graduation. In these cases, at the end of the Junior Cadet period, the Cadet Nurse becomes a Senior Cadet. As such she is given important nursing assignments under supervision until graduation.

Even though the program is accelerated, *the student is given the same complete education that she would have received before the study program was condensed.* Upon graduation a Cadet Nurse is eligible to become a Registered Nurse. To do this she must pass her State Board Examination, as must all graduate nurses, to obtain an "R.N."

To the college-trained woman with a broad, general educational background, the nursing profession today offers its top administrative and executive positions. Graduate nurse experience and a relatively brief period of advanced nursing training will enable the college graduate to assume responsible nursing assignments in one of the many fields which require specialized preparation, such as executive positions in hospitals, in public health agencies, in schools of nursing, and in psychiatric nursing.

Those who have had one or two years of college should consider entering a school of nursing affiliated with both a hospital and a college. Collegiate schools offer, in most instances, two types of programs: (a) a professional course leading to a nursing diploma and (b) an integrated academic and professional program leading to a nursing diploma and the baccalaureate degree. Thirty months of her nurse study will be covered by the full Federal scholarship of the U. S. Cadet Nurse Corps.

5. Completion of training.—This educational program will not come to an abrupt halt when the war ends. Any member of the Corps enrolled 90 days prior to the end of the war will be able

to complete her studies under the scholarship provided by the Government.

6. Admission to a uniformed service at age 17 or 18.—Many schools of nursing admit student nurses at the age of 17, others at 18. This is younger than women are admitted to any of the uniformed services of the Armed Forces, and permits a qualified young woman to go immediately from high school into the U. S. Cadet Nurse Corps.

Entrance requirements for admission to the Corps vary with schools of nursing, but in general include graduation from a high school with good scholastic record, and good health. In addition, the applicant must meet the entrance requirements of her chosen school. An increasing number of schools of nursing are accepting married students.

7. The official uniform.—Members of the Corps are privileged to wear a distinctive outdoor uniform that identifies them officially as members of an important war-time service. Provided without cost and designed by leading fashion experts, the uniform includes a flattering Montgomery beret, topcoat, water-repellent raincoat, two summer suits of gray and white pin-striped chambray, one winter suit of gray flannel, and designated accessories. Suits and topcoats are trimmed with regimental red epaulets, silver buttons and insignia. The U. S. Cadet Nurse Corps insignia is that of the U. S. Public Health Service and the Maltese Cross, both rich in tradition and significance for the wearer.

Students are not required to wear the uniform at all times, but wear it when and where they choose and on special occasions designated by the school.

The indoor uniform is that of the school of nursing. The insignia of the U. S. Cadet Nurse Corps may be worn, if the school so desires.

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Special Points About the U. S. Cadet Nurse Corps

1. **Nature of the Work.**—To be a nurse calls for some personal sacrifice and an unselfish dedication to humanitarian work. It is a sacrifice of which only the finest type of woman is capable. Nursing is more than a job. It is a profession, and a demanding one; but the rewards are greater than in almost any other field open to women. To increase the number of nurses it is necessary to find *more* of these women and to present to them the whole picture of present and future opportunities in nursing.

2. **Competition.**—The demand for woman-power, unparalleled in the history of this country, has created unprecedented competition for the services of women. With increased activity to recruit women for war industries and the Armed Forces, many student nurses will have to be drawn from the 17- and 18-year-old groups. There are only about 400,000 high school graduates a year. If we were to depend upon these new graduates alone for student nurses, we would have to enroll one out of every *four*, an average probably too high to maintain. The competition is keen, and the drive should be an *intensive* one.

3. **Training period.**—Although student nurses in the U. S. Cadet Nurse Corps are identified with the war effort by their service in civilian hospitals and by their uniforms, they are attracted to the profession chiefly by a sincerity of purpose that goes beyond the desire to “get into the war effort”. For nurses must train 24 to 30 months, even under accelerated programs.

Compared with the training periods both for women in industry and the armed forces, the period required to prepare a nurse fully for professional service is a long one. Thus it should be made clear that the prospective student nurse's training period will be one of combined study and practice, and that as a student nurse she will perform daily service to her hospital, a service without which the graduate nurse shortage would be more acute.

4. **Parental questions.**—Occasionally parents stand in the way of their daughters becoming student nurses because of misunderstandings about preparation for professional nursing as a career. These parents do not realize that nursing is one of the most respected, financially secure and interesting of women's professions, and they do not appreciate that it opens up unusual contacts with leaders in the medical, scientific, educational and civic fields. Nor are they aware of the wide field of opportunities nursing offers for a variety of *specialties*—public health nursing, service in civilian and Government hospitals, duty with the Armed Forces, work in nursing education fields, organizational and administrative work.

Parents often fear that with the accelerated nursing program, the student nurse will have to endure a strenuous 24 to 30 month schedule of “all work and no play”. This is a misconception. An average of 44 to 48 hours a week of classroom instruction, practice and study during the Pre- and Junior Cadet periods, with one full day off a week, leaves ample time for outdoor and evening recreation. In the Senior Cadet period, there is additional time for relaxation.

The health of each student is carefully watched. A complete physical examination upon her entrance into the Corps and at periodic intervals thereafter, guarantees her the best of medical attention. Should she require clinical treatment or hospitalization at any time, she will receive both without charge.

Another parental objection is that the work will prove disagreeable, disillusioning, too confining, and that, in effect, it will take their daughters “out of circulation”. Actually, the marriage rate is unusually high among nurses, and they make notably good wives, mothers and community leaders. For no young woman can better prepare herself for home-making and motherhood than by an education in professional nursing. She will be able to take in her stride upsetting emergencies

such as accidents and a sudden illness of her husband or children. The development of her poise, understanding and patience during her nursing experience will greatly aid her in maintaining a happy married life.

Furthermore, if their daughter is a college graduate or has had some college training, she will find in nursing a profession which will use her full capabilities in essential administrative and executive nursing positions. Not only will she be able

to prepare herself quickly after registration for one of these vital and responsible jobs, but she also may expect to advance rapidly in the specialized field of her choice due to her previously sound academic experience.

Such misunderstandings by parents may be overcome by emphasizing the many opportunities for nurses of ability and proper education, both in attaining high standing professionally, and in developing the finest character attributes.

**THE JOB OF OBTAINING NEW STUDENT NURSES
CAN BE SUCCESSFUL ONLY BY DEMONSTRATING
TO FINE YOUNG AMERICAN WOMEN THAT NURSING
IS BOTH A GREAT SERVICE AND AN EXCEPTIONAL
OPPORTUNITY TO GAIN A PERSONAL ADVANTAGE**

*Here Is What You Can Do To Help Recruit Student Nurses for the
U. S. Cadet Nurse Corps*

This booklet gives you only the facts about why we need more nurses, what provisions have been made to facilitate their enrollment and education, and some of the problems inherent in the Cadet Nurse Corps program.

The job of dramatizing the appeals and inspiring young women to enter the nursing profession is up to you. It calls for *imagination* and *inspiration*.

Young women of today are thinking in terms of tomorrow. The greater number of them will respond to appeals which hold out promise for the future, as well as an opportunity to engage actively in the war effort today.

Other appeals which have proved effective in

previous campaigns will continue to be used to supplement the basic appeal of preparation for the future. These include the themes of "War Work Now," "Completion of Training Assured," "Complete Education Without Cost," "Admission to a Woman's Uniformed Service at Age 17 or 18," "Nursing—A Design for a Successful Home-making or Professional Career," "An Education for Leadership," and "A Personal Security for the Future."

A new theme, based on local recruitment needs, will present figures on the limited number of opportunities to join the Cadet Nurse Corps, emphasizing the fact that the Corps is open exclusively to well qualified young women.

Statements of Government Officials on Present and Post-War Need for Nurses

JULY 20, 1944.

Sound health is as necessary for the tasks of peace as the tasks of war. To maintain a national health program fitted to the needs and social and economic problems of this country, we must expand our health and medical facilities. Trained persons working as a team to serve the people in public health centers in every community is one of the most effective means. Such an organization will call for especially prepared graduate nurses. The U. S. Cadet Nurse Corps, created at the urgent request of leaders in professional nursing and hospital fields, is more than an emergency measure. The Corps is achieving a two-fold purpose. It is alleviating the shortage of nurses today, and preparing the graduate nurses of tomorrow for their important place in the post-war world.

DR. THOMAS PARRAN,
Surgeon General, U. S. Public Health Service.

JULY 20, 1944.

The Cadet Nurse of today is in an enviable position. Nursing, as a profession, contains the most important features of a successful and satisfying career—a personal satisfaction that can be gained only by rendering service to others. Young women, equipped with nurse education, will do a superior job not only in the professional field, but as homemakers, wives, mothers and good citizens. In times of crisis, large or small, nurses are prepared to act calmly and efficiently. The study of nursing has been called a design for successful living, and rightfully so.

Nurses, needed so desperately today, are going to be needed even more in tomorrow's world. Every country will be acutely aware of the vast work to be done to establish standards of living surpassing all human experience. The Cadet Nurse will be able to meet the problems of tomorrow with the same self-confident assurance that she is meeting the emergencies of today.

LUCILE PETRY,
Director, Division of Nurse Education.

JULY 19, 1944.

In response to Nation-wide requests from nursing and hospital leaders, Congress passed the Bolton Act establishing the U. S. Cadet Nurse Corps under the U. S. Public Health Service. The girl who is a Cadet Nurse today receives complete preparation under an accelerated program carefully designed to maintain high standards of nursing education. As the graduate nurse of tomorrow, she will find broadened opportunities in nursing service—in rehabilitation work, psychiatry, nutrition and the development of public health programs both at home and in foreign countries. As proud members of a distinguished profession, nurses make vital contribution to humanity in war and in peace.

STELLA GOOSTRAY,
*Principal, School of Nursing, Children's
Hospital and Chairman, National
Nursing Council for War Service.*

JULY 20, 1944.

Although the U. S. Cadet Nurse Corps was established as a wartime measure, it will not stop abruptly at the war's end. The Bolton Act, unanimously passed by Congress, at the urgent request of leaders in the hospital and nursing professions, includes a provision enabling all young women enrolled in the Corps 90 days before the end of hostilities to complete their nurse education under the program. In return for her education, each Cadet Nurse promises to remain in essential nursing—either military or civilian—for the duration of the war. Within the definition of the words "essential nursing", she is free to choose where and how she will serve.

PAUL V. McNUTT,
Administrator, Federal Security Agency.

JULY 19, 1944.

As a profession, nursing has won universal admiration. No woman could choose a more

distinguished, glorious career. The nurse is the custodian of life from birth to death. The dividends she collects from her investment pay rich, soul-satisfying rewards in her years of humanitarian work.

The U. S. Cadet Nurse Corps program administered by the U. S. Public Health Service has been carefully designed to maintain traditional school-student relationships through grants-in-aid to approved Schools of Nursing. The Federal government has not established special schools for the education of Cadet Nurses, but has left each student free to choose her own Nursing School and her own field of work after graduation.

Opportunities for peacetime nursing service should equal, if not exceed, those of the war. In serving today, these young Cadet Nurses are preparing for a future that will build a happier, healthier tomorrow for all mankind.

DR. HERMAN L. KRETSCHMER,
President, American Medical Association.

JULY 19, 1944.

Never in the history of nursing have the ideals of nurse education been so high. Spurred by the exigencies of the situation, Schools of Nursing participating in the U. S. Public Health Service's Cadet Nurse Corps program have accelerated their curricula in accordance with established criteria of nursing education. Today, the Cadet Nurse helps relieve the shortage of professional nurses. Tomorrow, as a graduate nurse, she will have a wide field of opportunities from which to choose. Whether she wishes to become a public health nurse, civilian hospital nurse, nurse educator or administrator or a member of the Army or Navy Nurse Corps, she is well equipped by her preparation to succeed.

RUTH SLEEPER,
*President, National League of
Nursing Education.*

JULY 19, 1944.

The American Hospital Association has been vitally interested in the growth of the U. S. Cadet Nurse Corps from its inception. Out of a series

of conferences—called at the urgent request of those concerned with the increasing shortage of nurses—the Bolton Act was developed, establishing the U. S. Cadet Nurse Corps within the framework of the U. S. Public Health Service.

Although curricula have been accelerated in every School of Nursing participating in the Corps program, the quality of the education given student nurses remains unchanged. America may be justly proud of the high educational standards maintained by its Nursing Schools. While the Federal government is responsible for the program, it is so established that the Nursing School is entirely responsible for the Cadet Nurse. We are constantly aware of the daily service these Cadet Nurses render in relieving nursing shortages in crowded hospitals as they learn a fine profession. When disaster strikes in a community and emergency measures are necessary, they rise to the occasion like seasoned veterans.

FRANK J. WALTER,
President, American Hospital Association.

JULY 21, 1944.

We graduate nurses are proud of the many new phases in today's nurse education plan—of the contribution made by members of the U. S. Cadet Nurse Corps to the Nation's critical nursing shortage—of accelerated programs that so carefully maintain standards—of Senior Cadets equipped to carry on practically full fledged nursing service. We agree with the policy of the generous grant-in-aid program established by the Federal government, as administered by the U. S. Public Health Service—to make no attempt to standardize Schools of Nursing but to maintain the usual school-student relationship, and to hold the Cadet Nurse responsible to the faculty of her Nursing School. After the war, we know that qualified graduate nurses will be able to select important peacetime careers from the many fields open to the nursing profession. The Cadet Nurse, by serving today, is earning her right to a richer, brighter tomorrow.

KATHARINE J. DENSFORD,
*President, American Nurses' Association
and Director, School of Nursing, Uni-
versity of Minnesota.*

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