

From A Peaceful Seaside Village To Global Front Lines: A Glimpse On Lormanian Nurses' Trials And Triumphs

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Abstract

This study explores the lived experiences of Filipino nurses from Lorma Colleges practicing abroad, aiming to understand their challenges, motivations, and successes in international healthcare settings. A qualitative narrative inquiry approach was used. Twelve nurses working overseas participated in in-depth Zoom interviews. The data were transcribed, coded, used to construct narratives, and validated to extract recurring experiences and key insights. Participants were motivated to work abroad by family and peer influence, financial stability, career growth, and personal aspirations. Their early expectations involved technological advancement, cultural adaptation, workload differences, and improved lifestyles. Support systems such as family ties, mentorship, and personal resilience were crucial in their transition. They applied knowledge from education—especially clinical exposure and simulation—to professional practice, enhancing confidence and competence. Cultural competence was developed through effective communication, professionalism, and respect for diversity in multicultural settings. The nurses exhibited strong work ethic, adaptability, multitasking, and compassion—traits rooted in Filipino values. These enabled them to manage stress, overcome discrimination, and provide empathetic patient care, earning professional fulfillment and recognition. The study highlights the value of nursing education, resilience, and cultural sensitivity in global practice. Participants emphasized the importance of sharing practical advice, setting clear goals, and supporting future nurses. Their narratives illustrate how Filipino nurses thrive internationally through their values, skills, and commitment to quality care.

Keywords: *lorma colleges, filipino nurses, global healthcare, trials and triumphs*

1. Introduction

Filipino nurses have earned global recognition for their exceptional skills and compassionate care, often labeled on the internet as one of the best in the world. Moreover, Filipino nurses have long been recognized as beacons of resilience, compassion, and skill. Their contributions span continents, transforming healthcare systems and leaving an indelible mark on patient care worldwide. At the heart of this

story are the Lormanian nurses, whose journey of overcoming challenges and achieving excellence mirrors the larger narrative of Filipino dedication and global impact; their experiences reflect the enduring spirit of Filipino healthcare workers who continue to elevate nursing standards worldwide.

Nurses around the world have faced immense challenges, especially during crisis periods like the COVID-19 pandemic. A prime example is seen in the reflections of nursing students documented during the early days of the COVID-19 outbreak, these students expressed feelings of fear, uncertainty, and emotional strain. However, many of them discovered a renewed sense of purpose and resilience, transforming their anxiety into professional growth. This process of "thriving" amidst chaos revealed how exposure to adversity can foster critical thinking, adaptability, and emotional strength in future nurses (Heilferty et al., 2020).

Similarly, the performance of nurses in emergency services revealed significant obstacles such as high workloads, emotional exhaustion, and poor interprofessional communication. Despite these difficulties, nurses demonstrated resilience by improving teamwork, emotional regulation, and crisis management abilities. These experiences not only enhanced their professional capacity but also prepared them for leadership roles in healthcare settings (Moreira et al., 2022).

Another transformative story comes from the experiences of internationally educated nurses (IENs) striving to achieve professional recognition abroad. Filipino nurses working in Finland faced significant barriers in terms of educational qualifications, bureaucratic hurdles, and credentialing processes. However, through perseverance, many succeeded in upgrading their roles from nurse aides to registered nurses. Their success stories illustrate how resilience, adaptability, and continuous learning can transform adversity into professional growth and leadership (Cubelo et al., 2023).

In another context, the migration of Filipino healthcare professionals highlights the unique obstacles and opportunities faced by nurses seeking international employment. Interviews with 14 healthcare professionals working abroad revealed that toxic work environments in their home country served as a "training ground" for the more rigorous demands of foreign healthcare systems. Many of these nurses overcame challenges related to workload and cultural adaptation and eventually rose to leadership roles in their new organizations. Their reflections emphasize how past hardships can serve as preparation for future career success (Caino & Castillote, 2024).

In the Philippines, the Philippine Nurses Association (PNA) reported that 60% of the 500,000 registered nurses from the Philippines are employed in foreign countries (Malig, 2020). During the previous years, nurses were so in demand overseas and this has driven Filipino nurses away from the country. This has led to the mass migration of nurses. However, at present, there is a problem in the employment of nurses here and abroad. Health institutions in the country do not offer new items for hiring nurses. On the

other hand, getting their work abroad is complicated and requires a lot of expenses from the nurse who wants to apply. (Guinid et. al, 2019).

Despite the allure of overseas employment, Sapar and Oducado (2021) note that Filipino nurses prefer working abroad rather than staying in the Philippines due to the low salary amount of nurses, especially in private hospitals while in government hospitals, there is little difference. However, there are still few nurses who remain in their workplace (9.2%) and these are those nurses who work in public hospitals with higher salaries. Whereas, Filipino nurses are not only depending on the nature of their profession but also on the benefits that they will be obtaining in which they demand a higher salary for the nurses to stay in the Philippines.

Meanwhile, according to Bautista and Tamayo (2020), overseas Filipino workers face various challenges, these obstacles often create significant stress and adjustment difficulties for OFWs. They continue to face emotional and financial challenges, including systemic barriers like inadequate labor protections and the pressures of remittance obligations (Hall et al., 2020). Digital tools such as the Kumusta Kabayan mental health app have provided much-needed support for managing stress during the COVID-19 pandemic (Liem et al., 2022).

In addition, The pandemic further exacerbated vulnerabilities, complicating repatriation and reintegration efforts while heightening mental health challenges (Gomez-Magdaraog et al., 2024). Despite this, many OFWs demonstrated resilience, adapting to precarious conditions to sustain their families (Borja, 2021). Meanwhile, the absence of OFWs from their families has left emotional impacts on children, who have had to develop coping mechanisms to maintain bonds across distances (Capol et al., 2024). In the study of Madayag et al. (2024), many married women are unfairly viewed as abandoning their young children to work abroad, a perception that can add to their emotional burden.

Similarly, in the study of Talosig (2021), due to enormous nursing functions in the country, lengthy work hours, and constantly changing shift schedules, nurses face psychological distress that affects their work performance, including their physical and mental health. As well as shortage in staff, and medical supplies. Additionally, there are many factors that put nurses under a lot of stress. These include fears of contracting an infection while in close contact with patients, unfamiliarity with new specialized working environments and procedures, physical discomfort caused by special protection, witnessing patient suffering and death, and long-term separation from family members. (Laranang et. al, 2023)

For instance, during the time of COVID-19 pandemic, nurses are banned from working overseas to deliver their care to their nation in which the people leave without any choice but to serve amidst the pandemic (Ortiga et al., 2022). Due to the high risk, this impacted the psychological and mental capacity to adapt to the chaos which marked to both frontline healthcare workers and nurses a feeling of fear and anxiety in the field

(Labrague et al., 2020). However, despite the pandemic still nurses managed to cope during this situation through different coping strategies such as praying, family support, and being optimistic which shows most of the nurses applied this (80%) according to Marzo et al., (2021). To sum up, Filipino nurses during the pandemic went through massive chaos and survived through means of support, determination, and faith along the way. These are the nurses' foundation to carry the burden while serving their nation.

In response to the heightened stress and isolation during the pandemic, migrant organizations also took proactive steps to support their communities. They initiated "kumustahan" or check-in sessions, allowing OFWs to connect online or through social media, offering emotional support and ensuring the well-being of fellow workers (Galam et al., 2020). This sense of mutual care helped build a support network among OFWs, enabling them to cope with the psychological and emotional strain of the pandemic while continuing to work under immense pressure. This highlights the critical role of resilience, solidarity, and community support among OFWs during the pandemic.

The highest quality of care is achieved when nursing teams are satisfied with their jobs Radoc-Samson et al. (2022). In contrast, work dissatisfaction, like burnout, leads to high turnover rates and may also have negative impacts on the individual. Therefore, retention of nurses is crucial, since shortages of nurses might result in work overload, fatigue, and a lack of job satisfaction among the remaining nurses, hence raising the possibility of even higher turnover rates and potentially reducing nursing care standards. Nurses' job satisfaction is essential to ensure that they can give their best in providing nursing care

At the local level, the study of Baladad et al. (2023) states that the professionals that Lorma Colleges, La Union continue to produce are highly employable and make significant contributions to the development of the country. These professionals come from a variety of fields, including Master of Arts in Nursing, Radiologic Technology, Medical Laboratory Science, BS Physical Therapy, BS Respiratory Therapy, BS Information Technology, BS Computer Science, BS Computer Engineering, BS Nursing, BS Pharmacy, BS Business Management, BS Hotel and Restaurant Management, BS Education, and AB Psychology programs. As previously said in the tracer studies, this suggests that Lorma Colleges' goal of producing graduates who are competitive both locally and internationally has been achieved.

The testimonials of Lorma Colleges alumni—Sir HA, Ma'am AC, Ma'am KP, Sir GM, and Ma'am KR—collectively highlight the profound impact of their education on their success as global nursing professionals. Each shared how Lorma's strong academic foundation, critical thinking training, and emphasis on compassion prepared them for the demands of international healthcare systems. From overcoming clinical challenges in the ICU and excelling in emergency departments to adapting to diverse cultural environments and leading evidence-based practices, these nurses credited their resilience, adaptability, and commitment to lifelong learning to their Lormanian roots. Their stories emphasized

the value of teamwork, empathy, and professionalism, with many citing the importance of family, faith, and supportive communities in managing the emotional strains of their roles.

Their heartfelt advice to current students—ranging from working hard and embracing every learning opportunity to always striving to be “a good nurse”—echoes the core values instilled at Lorma Colleges, showcasing how trials have been transformed into triumphs across the global stage.

2. Objectives

This study aims to explore the narrative stories of Filipino Lormanian Nurses on their trials and triumphs in the global nursing arena.

3. Materials and Methods

This research utilized a qualitative narrative inquiry design to explore the stories and experiences of Lormanian nurses working abroad. Narrative inquiry is particularly suited for understanding how individuals construct meaning from their experiences over time and across different contexts (Clandinin et al., 2020).

The study was conducted among Lormanian nurses who are graduates of Lorma Colleges and are currently employed in various healthcare settings abroad. The inclusion criteria for participants were as follows: (1) must be a registered nurse, (2) a graduate of Lorma Colleges, (3) currently working in a healthcare facility outside the Philippines, (4) employed overseas for at least one year, (5) willing to participate, and (6) able to communicate in English, Filipino, or Ilocano. Both male and female nurses were included to ensure a diverse representation of experiences.

Two sampling methods were used in this study: purposive sampling and referral (snowball) sampling. Purposive sampling was employed to deliberately select participants who met all inclusion criteria and could provide rich, relevant narratives. Referral sampling was then utilized, wherein initial participants recommended other eligible Lormanian nurses abroad. In a narrative inquiry, the emphasis is on prolonged engagement and the depth of individual stories rather than large sample sizes. The selection process was iterative and flexible; initial conversations were held with a broader group of potential participants, from which those who best fit the inclusion criteria and could provide detailed, reflective narratives were invited to participate.

Data were collected through in-depth, open-ended interviews conducted exclusively via Zoom meetings to accommodate the geographic distribution of participants. An interview guide with open-ended prompts was used to encourage participants to share their personal and professional journeys, challenges, coping strategies, and growth as Lormanian nurses abroad. Participants were allowed to speak in the language they were most comfortable with (English, Filipino, or Ilocano). The duration of interviews was not strictly limited, typically ranging from 30 minutes to 1

hour and 30 minutes, depending on the depth of the participants' narratives. After each interview, audio recordings were transcribed verbatim. Transcripts were then coded, validated, and analyzed to identify emerging themes and patterns.

Thematic narrative analysis, as described by Riessman (2021), was used to interpret the data. This involved reading and re-reading the transcripts, coding stories for significant themes, and synthesizing the findings to present a comprehensive understanding of the lived experiences of Lormanian nurses working abroad.

Ethical approval was obtained from the College of Nursing Research Ethics Committee prior to the commencement of the study. All participants were provided with clear information about the study's objectives, procedures, risks, and benefits. Written informed consent was obtained electronically before participation.

Confidentiality and privacy were strictly maintained throughout the research process. Participants' names and any identifying information were anonymized in all transcripts and reports. Data were securely stored in password-protected files accessible only to the research team. Participants were reminded of their right to withdraw from the study at any point without any repercussions. Additionally, the researchers ensured that participants felt comfortable and respected during the interviews, especially when discussing sensitive or challenging experiences. Emotional support resources were made available should any participant experience distress as a result of recalling difficult memories. The research adhered to the ethical guidelines for qualitative research, ensuring respect, beneficence, and justice for all participants.

4. Results

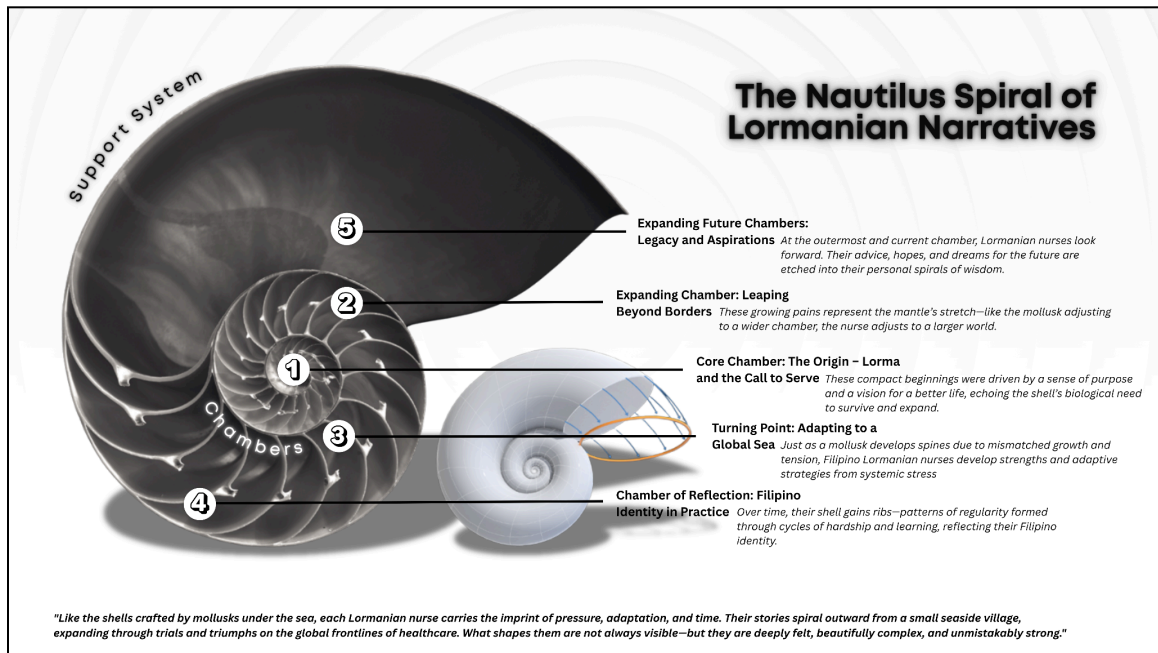


Figure 1. The Nautilus Spiral of Lormanian Narratives serves as a guiding framework for crafting the life stories of the 12 Filipino Lormanian nurses in this research. The model, which was inspired by the nautilus shell's natural growth pattern, represents the nurses' changing paths from their early days in Lorma to the difficulties they faced adjusting to international healthcare settings, the development of a strong Filipino identity, and their continued growth on both a personal and professional level. Every story is seen as a spiral that develops with a purpose, molded by struggles, changes, and victories, and held up by unseen but essential structures like faith, family, and community. This method promotes a multi-layered, introspective storytelling style that documents not only the events that transpire chronologically but also the cultural and emotional shifts that characterize each nurse's journey. The results of this research are reflected in the following narratives: (1) From Shifting Sands to Steady Hands: Inspiring Story of Nurse Karlo, (2) The Queen's Land, A Nurse's Home: The Story of Nurse Gwen, (3) From Seed to Bloom: The Transformative Journey of Nurse Jiana, (4) From Bamboo Shoots to Stalks: Nurse Melvin's Story, (5) Riding the Waves of Change: Nurse Lance's Journey from Still Waters to Open Seas, (6) Where the Pen Gave Way to the Pulse: Nurse Miriam's Journey of Grace and Healing, (7) Above the Clouds: Nurse Sarah's Story and a Life Saved in Flight, (8) Footsteps in the Desert: The Journey of Nurse Mateo, (9) The Weaver: Nurse Elise's Strength Woven Through Sacrifice, (10) The Camel's Endurance: Nurse Vienna's Journey in Conquering the Dunes of Adversity, (11) From Candlelight to Starlight: Nurse Julia's Story, and (12) Beneath the Northern Lights: Nurse Jacob's Journey of Triumph and Dedication. These narratives collectively reveal

the shared themes of resilience, identity, purpose, and legacy that echo through the chambers of the Lormanian experience.

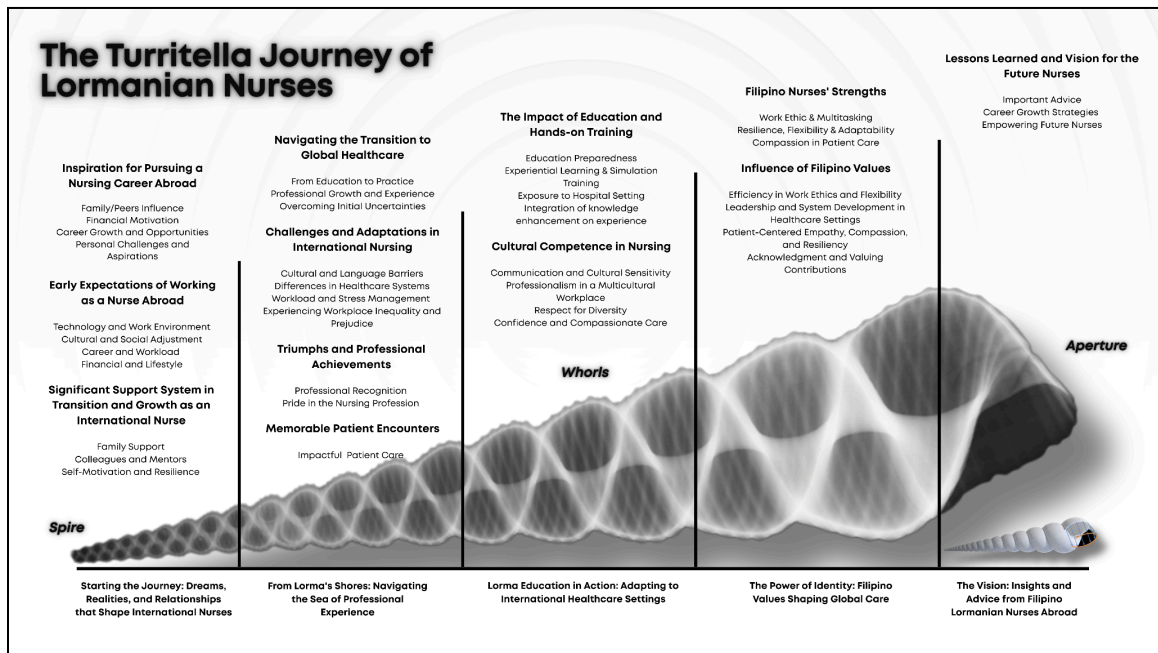


Figure 2. The results of the analysis of the 12 selected participants provided an understanding of the lived experiences, perceptions, and professional development of Filipino Lormanian nurses working abroad. Through their shared narratives, the researchers identified common patterns that reflected both the struggles and achievements of their international journey. These were organized into twelve major themes that illustrate the dynamic, evolving path of their professional and personal growth as international nurses. The themes are as follows: (1) Inspiration for Pursuing a Nursing Career Abroad, (2) Early Expectations of Working as a Nurse Abroad, (3) Significant Support System in Transition and Growth as an International Nurse, (4) Navigating the Transition to Global Healthcare, (5) Challenges and Adaptations in International Nursing, (6) Triumphs and Professional Achievements, (7) Memorable Patient Encounters, (8) The Impact of Education and Hands-on Training, (9) Cultural Competence in Nursing, (10) The Filipino Nurses' Strengths, (11) Influence of Filipino Values, and (12) Lessons Learned and Vision for the Future Nurse. These themes provide insight into the positive and negative experiences of the participants, as well as the personal values, educational foundations, and coping strategies that have allowed them to thrive in diverse international healthcare environments.

5. Discussion

The participants in this study are a diverse group of twelve nursing professionals aged 32 to 59, reflected on the key individuals who supported their transition and

professional growth as international nurses, offering valuable insight into the factors that influenced their decisions to practice abroad. With an average of 19 years of nursing experience—ranging from 8 years (Nurse Jacob) to 34 years (Nurse Elise)—and international nursing tenures spanning 5 to 30 years, these seasoned professionals bring a wealth of experience from various healthcare systems around the world, including those in Qatar, the United Kingdom, Singapore, New Zealand, the United States, and Germany. Their roles encompass a wide spectrum, such as Staff Nurse, Nurse Practitioner, Deputy Charge Nurse, Senior Research Nurse, and Assistant Nurse Clinician, indicating a strong presence in both clinical care and leadership positions. This variety in age, location, professional roles, and years of experience enriches the study's findings and emphasizes the global adaptability, mobility, and multifaceted expertise of Lorma-trained nurses navigating diverse healthcare landscapes.

Theme 1.3 Inspiration for Pursuing a Nursing Career Abroad. Inspiration for pursuing a nursing career abroad was due to family and peer influence, financial motivation, career growth, and personal aspirations. All participants in this study, who are international nurses, were inspired by loved ones, driven by the promise of better salaries, and motivated by opportunities for professional advancement. This pursuit is deemed acceptable if certain characteristics are in place, as subscribed via the sub themes that follow.

Subtheme 1.3a Family/Peers Influence. This sub-theme highlights the decisive role of familial and peer influence in shaping the decision to pursue an international nursing career. For many participants, the presence of relatives and close friends already working abroad served as a guiding light, offering both practical advice and emotional encouragement. These supporters were also role models, their journeys illustrating what was possible. Family members often ignited the initial ambition, encouraging participants toward similar paths promising financial security and personal growth.

Subtheme 1.3b Financial Motivation. Financial motivation was one of the key inspirations for pursuing an international nursing career. Many participants expressed that the prospect of higher salaries, better compensation, and improved financial stability played a crucial role in their decision to work abroad.

Subtheme 1.3c Career Growth and Opportunities. This highlights how the pursuit of professional development and better career prospects played a crucial role in the participants' decision to work abroad. Many nurses sought international opportunities to gain advanced skills, access modern healthcare technologies, and achieve career progression that was limited in their home country.

Theme 1.4 Early Expectations of Working as a Nurse Abroad. Nurses' initial assumptions and expectations before transitioning into international healthcare settings. Many participants anticipated better working conditions, career growth, and an improved quality of life, but they also expected to face unexpected challenges related to culture, workload, and financial realities.

Subtheme 1.4a Technology and Work Environment. This explores nurses' expectations regarding the level of technological advancement and working conditions in international healthcare settings. Many participants anticipated a highly modernized, efficient, and technologically driven work environment, often contrasting it with their experiences in their home country.

Subtheme 1.4b Cultural and Social Adjustment. Summarizes nurses' challenges and expectations regarding adapting to different cultural and social environments when working abroad. Many participants anticipated professional growth and new experiences but did not always foresee cultural differences, language barriers, and social integration complexities.

Subtheme 1.4c Career and Workload Expectations. Reveals the initial assumptions nurses had about their professional roles and workloads when transitioning to an international healthcare setting. Many participants expected career growth, structured work environments, and manageable workloads but later encountered realities that required adaptation and resilience.

Subtheme 1.4d Financial and Lifestyle Expectations. Reveals the initial financial and lifestyle expectations of nurses before working abroad. Many participants viewed international nursing as a path to financial stability, higher salaries, and an improved quality of life.

Theme 1.5 Significant Support System in Transition and Growth as an International Nurse. Summarizes the crucial support systems that helped nurses navigate the challenges of transitioning into international healthcare settings. While pursuing a career abroad presents growth opportunities, it also comes with difficulties. Nurses found strength in various support systems, including family, colleagues, mentors, and their resilience.

Subtheme 1.5a Family Support. Reveals that family was vital in encouraging and sustaining nurses through their international careers. Emotional support, financial assistance, and motivation from loved ones helped many overcome challenges abroad.

Subtheme 1.5b Colleagues and Mentors. It reveals that apart from family, colleagues and mentors played a key role in helping nurses adjust to their new work environments. Having supportive workmates, supervisors, and mentors eased the transition into international nursing.

Theme 2.1 Navigating the Transition to Global Healthcare. The journey of the participants from Lorma Colleges to their current careers abroad is shaped by a combination of factors. The participants pursued opportunities outside of the Philippines while navigating cultural transitions, professional adaptations, and academic hurdles. Their career paths reflect determination, adaptability, and a commitment to professional growth. The following subthemes highlight their journey—from their academic years at Lorma Colleges to the early stages of their careers, culminating in their transition to international nursing.

Subtheme 2.1a From Education to Practice. This sub-theme explores how nurses transitioned from their academic training at Lorma Colleges to professional practice, both locally and internationally. Many participants expected to apply their theoretical knowledge seamlessly but soon discovered that real-world nursing required adaptability, hands-on experience, and resilience. A nurse's career is shaped during the time between education and work, which gives them the abilities, self-assurance, and adaptability they need to succeed in both local and international healthcare settings.

Subtheme 2.1b Professional Growth and Experience. Highlights the importance of nurses' constant growth as they acquire experience. Although many participants wanted to improve their professional abilities, they discovered that overcoming obstacles and adjusting to other healthcare systems frequently led to true improvement.

Subtheme 2.1c Overcoming Initial Uncertainties. Explores the uncertainties and challenges nurses face during the early stages of their international careers. While many anticipated difficulties, they were often unprepared for the extent of the challenges, particularly in adjusting to new cultural norms, workplace expectations, and professional demands. This subtheme highlights the steep learning curve that is often alongside international transition, especially when entering a healthcare environment that demands more advanced skills and precision.

Theme 2.2 Challenges and Adaptations in International Nursing. Shows how Filipino Lormanian nurses adjust to working in different countries. Their stories show the difficulties they face, like learning new languages and customs, and how they learn to deal with new technology. It also highlights the importance of being strong, flexible, and having support from family and friends. It gives helpful advice to nurses who might want to work abroad, emphasizing the need to be prepared, understand different cultures, and keep learning new things. This theme helps us better understand the changing world of international nursing and how Filipino nurses are contributing to global healthcare.

Subtheme 2.2a Cultural and Language Barriers. Delves into the difficulties of navigating language and cultural differences, which can hinder clear communication and understanding between nurses and patients. Furthermore, it emphasizes the importance of cultural sensitivity, as every culture has unique beliefs and practices that impact how healthcare is perceived and delivered.

Subtheme 2.2b Differences in Healthcare Systems. It explores how Filipino Lormanian nurses perceive and adjust to the distinctions between the healthcare systems of the Philippines and other nations. Their experiences shed light on difficulties including acclimating to new medical procedures, moral principles, and patient demands. They also discuss their experiences working in hospitals with advanced technology, different healthcare structures and different approaches to patient care. By learning to navigate these differences, Filipino nurses develop resilience, adaptability, and cultural awareness.

The theme emphasizes the importance of continuous learning, professional growth, and maintaining a compassionate approach to caregiving.

Subtheme 2.2c Workload and Stress Management. Explores the often-overlooked challenges of demanding work schedules and high expectations faced by Filipino Lormanian nurses abroad. These factors can take a significant toll on their emotional and physical well-being, impacting their ability to provide quality care. This subtheme highlights the importance of stress management strategies and mental health awareness, allowing us to understand how nurses cope with these pressures and maintain their resilience. By addressing this crucial aspect, we gain a more complete picture of their experiences and the support they need to thrive in international settings.

Subtheme 2.2d Experiencing Workplace Inequality and Prejudice. Filipino Lormanian nurses experience and navigate workplace inequality, prejudice, and discrimination in global healthcare environments. Their stories highlight how difficult it is to deal with prejudices based on race, nationality, and cultural heritage, which affect both their personal and professional life. Many Filipino nurses share stories of being treated differently than their local counterparts or feeling alienated or underpaid. Due to their ethnicity, several people encountered discrimination in their work assignments, disparities in pay, and restricted prospects for professional progression. Despite these challenges, they demonstrate their skill and commitment to patient care, which helps them grow resilient, competent, and confident in oneself.

Theme 2.3 Triumphs and Professional Achievements. It shines a light on the remarkable journeys of Filipino Lormanian nurses abroad, showcasing not just their resilience but also their inspiring triumphs and the profound impact they make. This theme allows for a deeper understanding of their experiences, showcasing not only their professional accomplishments but also the profound sense of purpose and fulfillment they derive from their work. By emphasizing their achievements and the meaningful impact they make, we gain a more closed-up and inspiring perspective on their experiences abroad.

Subtheme 2.3a Professional Recognition. Explores how the participants' experiences as Filipino nurses have shaped their perception of professional recognition and how their skills and contributions are valued in a global healthcare setting. The subtheme captures the participants' feelings of pride in their profession and their experiences of being appreciated for their dedication.

Subtheme 2.3b Pride in the Nursing Profession. Examines the participants' personal sense of pride in their profession and their commitment to the values of nursing. It explores how their identity as Filipino nurses has influenced their dedication to providing high-quality care and contributing to the well-being of others. The subtheme highlights the participants' strong sense of purpose and the meaning they derive from their chosen profession.

Theme 2.4 Memorable Patient Encounters. It humanizes the Filipino nurses' experience abroad. It allows you to go beyond the technical aspects of their work and explore the emotional and personal impact of their interactions with patients. These encounters often reveal the nurses' compassion, dedication, and their ability to connect with individuals from diverse backgrounds. They highlight the unique ways Filipino nurses bridge cultural differences and demonstrate empathy in their care. By sharing these stories, they provide a profound understanding of the human spirit and the lasting impact Filipino nurses have on the lives of their patients

Subtheme 2.4a Impactful Patient Care. Delves into the personal narratives of the participants, highlighting specific instances where their actions demonstrably improved the lives of individuals under their care. It goes beyond simply describing their duties, showcasing the emotional connection they build with patients, the unique challenges they face, and the tangible results of their efforts. By exploring these stories, the subtheme underscores their unwavering commitment to compassionate care and the lasting positive impact they strive to leave on their patients.

Theme 3.1 The Impact of Education and Hands- on Training. Effective training for international nurses requires a strong foundation in the color. Nursing knowledge coupled with extensive hands-on experience, simulation, and clinical rotation in diverse settings are crucial for developing practical skills, adaptability, and cultural sensitivity, ultimately leading to confident and competent nurses capable of providing high-quality global healthcare.

Subtheme 3.1a Education preparedness. This highlights Participants strongly emphasize the crucial role of their foundational nursing education in preparing them for international careers. Rigorous coursework, structured curricular And a focus on clinical competencies were highlighted as key factors contributing to their readiness. The education provided not only technical skills, but also fostered critical thinking, adaptability, and a strong work ethic building the confidence necessary to meet global healthcare standards.

Subtheme 3.1b Experiential Learning and Simulation Training. It shows that hands-on practice via return demonstration and simulation proved vital in preparing participants for the realities of international healthcare. This experience has built essential clinical skills, confidence, and ability for high-pressure situations. Realistic patient scenarios, skill assessments, and critical decision-making exercises within the nursing programs, effectively bridge the gap between theory and practice, ensuring a smooth transition to real world patient care in diverse international settings.

Subtheme 3.1c Exposure to Hospital Settings. It explains early and diverse clinical exposure in various healthcare settings was crucial in preparing participants for international nursing careers, rotations in different hospitals from large medical centers to smaller community hospitals provided first hand experience with diverse cases, patient populations, and health, healthcare delivery models. This practical experience reinforced

theoretical knowledge, building essential skills, adaptability, and confidence in real world patient care.

Subtheme 3.1d Integration of Knowledge and Experience. It shows that exposure to diverse healthcare settings, large medical institutions and smaller community hospitals facilitated this integration of theoretical knowledge and practice application, disintegrated approaches, strength, and participants ability to translate classroom learning in effective patient care, significantly enhancing their skills and confidence.

Theme 3.2 Cultural Competence in Nursing. This theme shows a strong foundation in culture awareness that allows nurses to navigate differences in beliefs, communication styles, and patient expectations, thereby ensuring respectful and effective care. This combination of professionalism, cultural sensitivity, and compassionate care, builds trust, facilitates effective collaboration, and ultimately ensures high-quality healthcare delivery across diverse settings.

Subtheme 3.2a Communication and Cultural Sensitivity. It shows effective communication and cultural sensitivity were crucial for adapting to diverse healthcare environments. Active, listening, openness to different perspectives and a willingness to learn were highlighted as essential for fostering collaborations with colleagues and patience from various cultural backgrounds, adapting care approaches respecting differing healthcare practices and finding common ground were key to ensuring high-quality patient care and embracing, cultural differences, enhance professional growth, strengthen teamwork, and improve patient relationships.

Subtheme 3.2b Professionalism in Multicultural Workplace. It is essential for a respectful and effective healthcare environment for participants to emphasize the importance of upholding ethical standards, maintaining confidentiality, and respecting diverse perspectives as crucial elements of successful international nursing careers.

Subtheme 3.2c Respect for Diversity. In this understanding, different cultural backgrounds, overcoming language barriers and ensuring clear communications are crucial for building, strong, patient colleagues, relationship, patience, active, listening, and bridging communication gaps create a more inclusive and harmonious, work environment, enhancing teamwork, and improving the overall quality of care by ensuring outpatient feel heard and understood

Subtheme 3.2d Confidence and Compassionate Care. This highlights balancing clinical expertise with empathy understanding patient preferences and respecting their values are key to delivering high-quality care advocating for patients making informed decisions and tailoring care to individual needs are crucial, demonstrating both confidence and compassion builds trust, strength, tense, patient relationships, and enhances the overall healthcare experiences.

Theme 4.1 The Filipino Nurses' Strengths. This theme shows that Filipino nurses are known for their strong work ethic, ability to adapt, and compassion when caring for patients. These qualities help them stand out in healthcare settings around the

world. Because of this, they gain trust and respect from both patients and co-workers. Their commitment to providing quality care, even in high-pressure or unfamiliar environments, highlights their professionalism and dedication.

Subtheme 4.1a Work Ethic & Multitasking. This subtheme shows that Filipino nurses are known for their strong work ethic and ability to handle many tasks at once. They can manage clinical duties, paperwork, and patient care all at the same time without lowering the quality of their work. Their dedication to finishing tasks on time and doing their best is part of who they are, not just part of their job.

Subtheme 4.1b Resilience, Flexibility & Adaptability. It highlights how Filipino nurses can easily adjust to different healthcare systems and cultures. They are resilient in the face of challenges and stay calm under pressure. Their ability to learn quickly and adapt to new situations makes them dependable and valuable in any workplace.

Subtheme 4.1c Compassion in Patient Care. It explains that Filipino nurses are deeply caring and empathetic. They treat their patients with kindness, respect, and understanding. Their compassion goes beyond their duties, helping patients feel safe, valued, and well cared for.

Theme 4.2 The Influence of Filipino Values. This theme shows how Filipino values strongly influence the way nurses work abroad. Their actions are guided by qualities like efficiency, compassion, and teamwork. Many of them also show leadership skills and give credit to others for their contributions. These values not only help them do their jobs well but also build better relationships with patients and co-workers. The quotes from the nurses' own stories make these findings more meaningful and trustworthy.

Subtheme 4.2a Efficiency in Work Ethics and Flexibility. Filipino nurses are known for being hardworking, efficient, and flexible. They can quickly adjust to different tasks and situations while making sure their patients feel respected and cared for. Their ability to stay calm and focused helps them do their work well, even under pressure.

Subtheme 4.2b Leadership and System Development in Healthcare Settings. Many Filipino nurses show strong leadership qualities. They take initiative, help improve systems, and often guide others in the workplace. This shows that their work ethic and ability to adapt make them natural leaders who contribute to the growth of healthcare settings.

Subtheme 4.2c Patient-Centered Empathy, Compassion, and Resiliency. Filipino nurses deeply care about their patients' well-being. They provide not just medical care, but also emotional support and kindness. Their compassion helps patients feel safe and understood, even during difficult times. This caring nature is a key part of how they connect with others.

Subtheme 4.2d Acknowledgment and Valuing Contributions. Some nurses shared how important it is to recognize and appreciate the efforts of others. This shows their value for teamwork and respect. It reflects a cultural trait of working together and supporting one another, which helps create a positive and cooperative work environment.

Theme 5.1 Lessons Learned and Vision for the Future Nurses. This theme talks about the experiences and lessons shared by Filipino Lormanian nurses who have worked abroad. As they look back on their careers, they share helpful advice and insights that future nurses can use when starting their own journeys. Their stories include the challenges they faced and how they overcame them, offering guidance and inspiration for those who want to work in international healthcare.

Subtheme 5.1a Important Advice. This sub theme focuses on the key advice that experienced nurses want to give to those just starting out. They talk about the importance of being strong during tough times, always being open to learning new things, and working hard. They also encourage future nurses to be flexible and willing to adjust to different work environments and healthcare systems.

Subtheme 5.1b Career Growth Strategies. It shares practical tips that nurses can use to grow in their careers. These include improving technical skills, learning about the specific needs of their workplace, and being prepared for changes. These strategies helped many nurses succeed when moving into healthcare roles in other countries.

Subtheme 5.1c Empowering Future Nurses. Supporting and inspiring the next generation of Filipino nurses. The participants want to guide and mentor future nurses, helping them build confidence and stay motivated. They believe that professionalism, strength, and lifelong learning are the keys to long-term success in international healthcare.

6. Conclusion

The experiences of Lormanian nurses working abroad are diverse and life-changing, characterized by both remarkable achievements and significant challenges. Their expectations, motivations, and experiences in foreign healthcare systems were all examined in this study. It also emphasized how their journey was shaped by their family, education, cultural flexibility, and personal resiliency.

Lormanian nurses embarked on their foreign careers with tremendous motivation, often caused by familial influence, financial necessity, and personal and professional development goals. Their aspirations for technological innovation, better working conditions, and cultural integration were met with a variety of obstacles, including language hurdles, task pressure, and social isolation. Still, they displayed adaptability and resilience, allowing them to thrive in multicultural environments and earn recognition for their expertise and compassion.

Given the pressures of working abroad, these nurses remained true to their Filipino identity and values. Lorma Colleges' foundation of quality education, hands-on instruction, and values-based learning contributed to their success and capacity to confidently navigate foreign healthcare systems. Mentors, family, and coworkers provided additional support, strengthening their ability to manage and flourish.

The study's findings emphasize the importance of continuous support networks, such as mentorship, mental health care, and culturally appropriate training, in preparing nurses for global practice. Institutions such as Lorma Colleges are urged to improve global readiness in nursing education by incorporating international standards, cultural competency, and resilience-building strategies. Further study is needed to investigate long-term results, differences in experiences based on regions and methods for reducing migration stress among Filipino nurses abroad. These findings can assist nursing schools in better preparing future nurses to thrive globally.

7. Acknowledgements

As we conclude our research, "From a Peaceful Seaside Village to Global Frontlines: A Glimpse on Lormanian Nurses' Trials and Triumphs," we extend our deepest gratitude to all who supported us throughout this journey. It has been a challenging yet rewarding experience, and we are truly thankful for the many individuals who played a vital role in our success.

First and foremost, we give thanks to Almighty God for the strength, wisdom, and guidance that sustained us through every step of this endeavor. His grace has been our constant source of motivation and perseverance.

We are especially grateful to our families and friends for their unwavering love, encouragement, and understanding. Their support created the foundation we needed to stay dedicated and focused.

Our heartfelt appreciation goes to our mentors, Mrs. Gemma L. Pagulayan and Mrs. Guerly M. Acosta, for their guidance and inspiration. We also thank our esteemed panel evaluators—Mr. Randy Sandoval, Mrs. Cherry Sharon Catli, and Mrs. Tierra Bryn Alcantara—for their valuable feedback and recommendations that helped refine this study.

We are thankful to the Lorma College of Nursing, particularly Dean Teresita Ferrer, and the Lorma Colleges Research Ethics Committee, for fostering an environment of academic growth and ethical research.

Lastly, we sincerely appreciate the participants who shared their powerful stories. Their resilience and dedication have been the heart of this study and a true source of inspiration.

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9. Appendices

APPENDIX A Approval Sheet from the Research Ethics Committee



LC REC Form 0014
APPROVAL LETTER
REC Reference #: 2025-024

February 03, 2025

To: Ethan Jared Adolfo, Annie Grace Artajo, Charisse Pauline Calderon, John Mheldrick Fayloga, Robert Rainiel Liguaton, Princess Nicole Mapanao, Almira Victoria Rendon and Marc Jamel Rodriguez
LORMA Colleges, College of Nursing

Subject: Approval of the Research Study "FROM A PEACEFUL SEASIDE VILLAGE TO GLOBAL FRONTLINES: A GLIMPSE ON LORMANIAN NURSES' TRIALS AND TRIUMPHS" by the Research Ethics Committee (REC).

Dear Researchers,

The Research Ethics Committee (REC) has reviewed your application to conduct the above-mentioned research study in the LOCALE OF STUDY with you as the Principal Investigators within the duration of February 03, 2025 to February 03, 2026.

The Following documents have been reviewed and approved:

1. Letter of Intent to Conduct the Study
2. Endorsement of the Research Technical Panel
3. Title and Statement of the Problem/ Objective
4. Literature Review
5. Methods and Procedures
6. Population and Locale
7. Exclusion/Inclusion Criteria
8. Data Analysis
9. Ethical Considerations

We approve the study to be conducted in the presented form provided the following are integrated in the final research protocol:

1. Specify in the manuscript that the participants are not forced to participate, and they are free to withdraw their participation anytime.
2. Indicate that the research process does not harm the participants in any way.
3. Use sentences in paragraph form instead of bullets in filling up the informed consent form.

None of the Investigators participating in this study took part in the decision making and voting procedure for this study.

The Institutional REC expects to be informed about the progress of the study, any revision in the protocol before implementation and participants'/respondents' information/informed consent. Likewise, you are required to provide the Board a copy of the final report.

Yours Sincerely,


RYAN JAY M. NOSTOLES-MASÉ, BMT
Interim Chairperson, Lorma Colleges Research Ethics Committee

10. Author(s) Biodata

Ms. Almira Victoria U. Rendon, a third-year Bachelor of Science in Nursing student at Lorma Colleges, heads a dedicated team of peers under the guidance of their research adviser, Mrs. Guerly M. Acosta. Their study delves into the narrative experiences of Filipino Lormanian nurses, highlighting the challenges and successes they face in the international nursing field. Through this collaborative effort, the group demonstrates passion and commitment, fostering deeper insights into global nursing practice.