We are all getting older.
New Zealand’s population prediction to 2052

- **25%** over 65 years by 2032
- **50%** over 50 years by 2052
- **20%** over 50’s over 85 in 2052
Registered Nurses

50% of this specialist workforce reach retirement age in the next 15 years
Authors of other research conclude that new graduate nurses are not highly interested in pursuing aged care as a nursing specialty.
FUTURE NURSING WORKFORCE

Dr. Samantha Heath
Pam Williams
Ruth Jackson
Robina Mall
Gil Graham
Shobha Johnson
AIM and OBJECTIVES

To understand the extent to which aged care is considered a career option by Unitec undergraduate and CAP student nurses.

- To determine Unitec student nurses’ impressions of working in aged care.
- To understand Unitec student nurses’ intentions to work in aged care during completion of nursing programmes.
STAGES OF THE PROJECT

STEP 1: Ethics committee approval

STEP 2: Online data collection

STEP 3: Data collection closed after 3 weeks

STEP 4: Analysis and Conclusions
RESULTS ANALYSIS

Respondents from each year
n = 84 (38%)
RESULTS ANALYSIS

Is aged care a career option for you?

Year/type of programme (n = 84)

<table>
<thead>
<tr>
<th>Year/type of programme</th>
<th>Yes</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bachelor of Nursing Year 1</td>
<td>17</td>
<td>6</td>
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<tr>
<td>Bachelor of Nursing Year 2</td>
<td>12</td>
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<td>Bachelor of Nursing Year 3</td>
<td>9</td>
<td>14</td>
</tr>
<tr>
<td>CAP</td>
<td>8</td>
<td>4</td>
</tr>
</tbody>
</table>
RESULTS ANALYSIS

AGED CARE vs. other specialties

12.7%  12.2%  12%  5%
AGED CARE: Top of mind

Positive

● Challenging but rewarding
● Giving back to the previous generation
● Less emergency care
● Enduring relationships with patients
● The routine and predictability
● Sense of satisfaction

Less so..

● Very routine and boring
● Underpaid, overworked, understaffed
● Loss of residents
● Not developing my [nursing] skills
● Difficult, challenging, intimidating
● Being the only RN on duty
NARRATIVE THEMES

01 BUILDING RELATIONSHIPS
02 DETERIORATING HEALTH
03 REWARDS OF THE JOB
04 NURSING SKILLS
“Meeting and getting to know the people/residents. Getting to know their stories.”
“Death is so confronting and seeing residents in a deteriorating state makes me emotional.”
“Some clients show appreciation in what nurses do for them and aged care nursing is in demand, in terms of job opportunity.”
“The only reason [to work in aged care] is to get higher chance to apply for residency as well as a path to work in DHB as an international student.”
“There are few opportunities to practice my acute/advanced nursing skills.”
What would encourage you to choose aged care?

**Working conditions**
- Better pay
- Ongoing education
- Better systems of care
- Applying for residency, getting a work visa
- Good pay and good staffing. I used to work in a rest home before and we're always short of staff.
- I would do it, maybe when I am older and don't want to work in hospitals anymore.

**Clinical experience**
- If aged care facilities had a more positive, uplifting environment
- Good placement experience, happy working environment and standard salary.
- If it would be a place with lots of experienced nurses who can share their knowledge
- Taking a course/learning strategies on how to deal and process death may possibly equip me with tools to cope with the emotional toll.
Insights

BNurse Curriculum

Preparation for placement
Internship opportunities
Placement locations
Mental health
Opportunities

Vision

RE-Imagining how we will age
Co-creating a future
Positive aging
Future nursing workforce?

Future roles

Aging positively
Aging well
Aging in place
Growing old is a privilege denied to many
(Anonymous)
REFERENCES and ACKNOWLEDGEMENTS

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Unitec Research Ethics Committee approval 2019 -1039


THANKS!

Do you have any questions?
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