





We are all getting older.

# New Zealand's population prediction to 2052

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**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

# THE ACADEMY

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

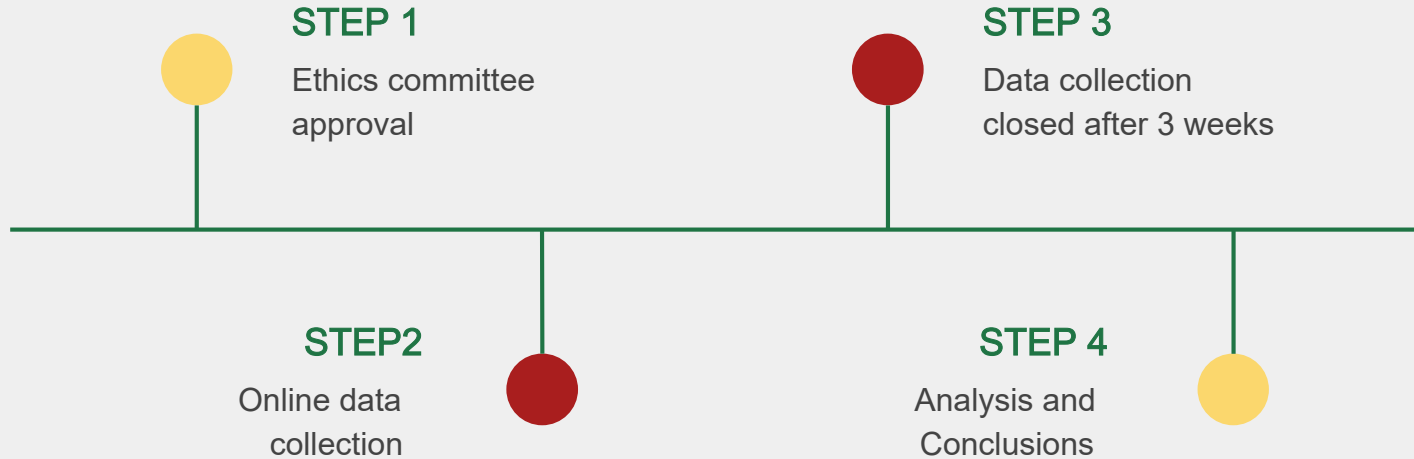
To understand the extent to which aged care is considered a career option by Unitec undergraduate and CAP student nurses.

- 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

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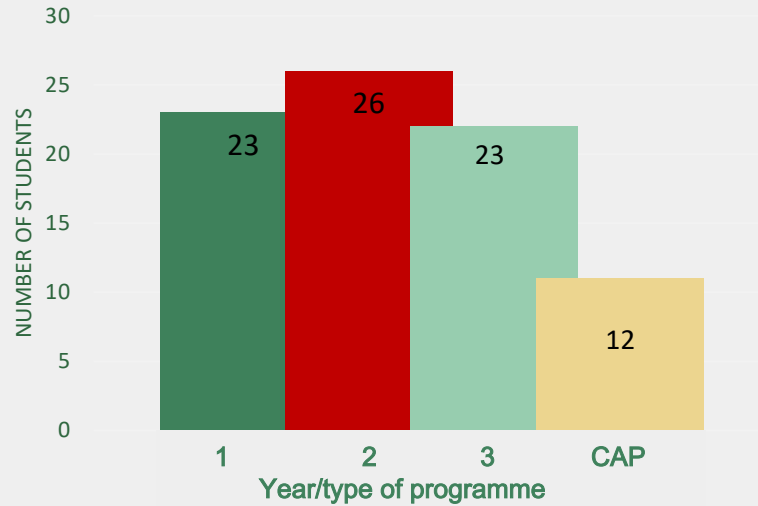




# RESULTS ANALYSIS

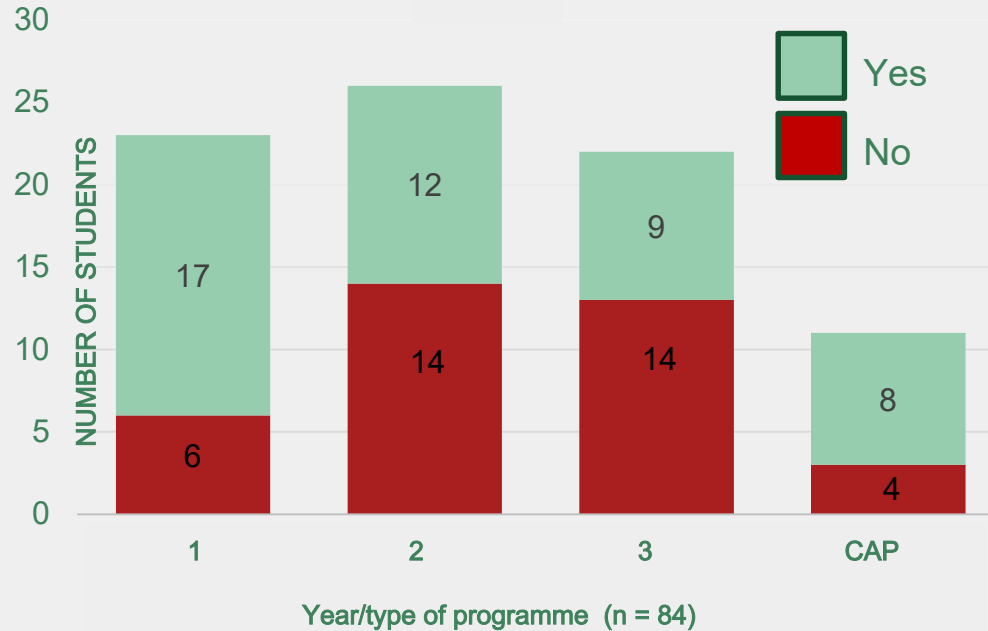
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Respondents from each year  
n = 84 (38%)



# RESULTS ANALYSIS

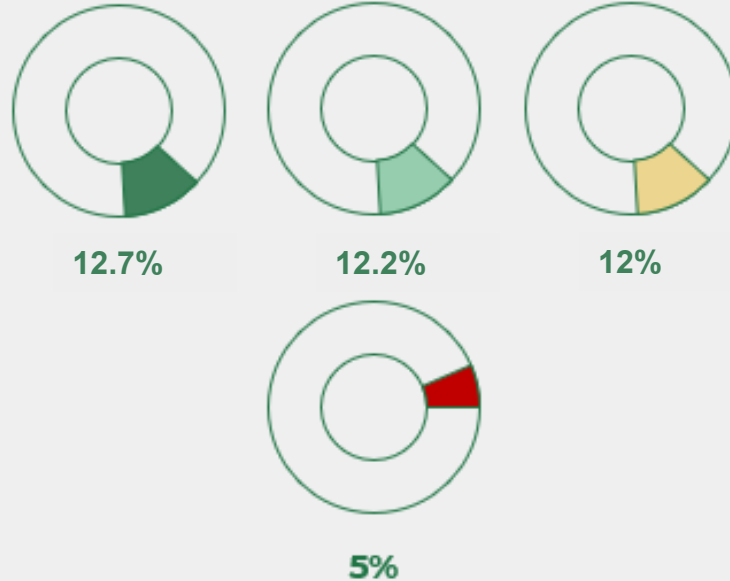
Is aged care a career option for you?



# RESULTS ANALYSIS

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## AGED CARE vs. other specialties



# 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

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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 .”

Building relationships

Year 1 student

“ Death is so confronting and seeing residents in a deteriorating state makes me emotional .”

Deteriorating  
health

Year 2 student

“ Some clients show appreciation in what nurses do for them and aged care nursing is in demand, in terms of job opportunity.”

Rewards of  
the job

Year 3 student



“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 .”

Rewards of  
the job

Year 3 student

“There are few opportunities to practice my acute/advanced nursing skills .”

Nursing  
skills

CAP student

# 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

1

## **BNurse Curriculum**

Preparation for placement  
Internship opportunities  
Placement locations  
Mental health

2

# Opportunities

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3

## Vision

RE-Imagining how we will age  
Co-creating a future  
Positive aging

4

# Future nursing workforce?

5

## 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  
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# THANKS!

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Do you have any questions?

youremail@freepik.com

+91620 421838

yourcompany.com



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