

# Preliminary findings: Future nursing workforce

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Unitec



TePūkenga

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# Background

25%

over 65 years  
by 2032

50%

over 50 years  
by 2052

20%

over 50's over 85  
in 2052





Future healthcare workforce?



# Stocktake of aged care curriculum

To review placement preparation and clinical experience for New Zealand student nurses in aged care settings.

- Arrangement and location of theoretical content
- Placements and their providers
- Student supervision
- Preparation to supervise
- Student preparation and objectives
- Curriculum location of placements

# Snapshots

Placement type	No. of respondents (n=11)
Aged residential care facility	11
Acute medicine – Hospital	6
Rehabilitation unit – Hospital	6
Private nursing home services	6
Mental health facilities	4
Acute surgery – Hospital	4
Community nursing	3
Māori and Pacific Providers	1

# Snapshots

Year	BN	EN
1	6*	4
2	4*	4
3	3*	

# Conclusions

- Curriculum content and organisation
- Suitability, acquisition, and maintenance of clinical placements
- Sufficiency of placements
- Models of clinical supervision

# Student perceptions of aged care

To determine the perceptions of working in aged care held by student nurses in New Zealand

- To understand student nurses' intentions to work in aged care during completion of nursing programmes offered in the polytechnic sector
- To determine student nurses' impressions of working in aged care
- To identify how student nurses might be encouraged to consider aged care as a career choice
- To provide information to the nursing community to inform future practices in relation to placement availability and career pathways in aged care



# Snapshots

- 71% perceived that nursing in aged care is challenging, rewarding, and stimulating
- 73% stated that nursing in care is a highly skilled career.
- Students stated that working with aged people required more than basic skills
- 44% of students had worked with aged care prior to commencing their nursing studies.
- 36% of students were currently working in the sector to support themselves through their nursing programme
- Students' perceptions of working in aged care is generally positive

# Observations

- Students see the lower pay and remuneration; funding models, staffing issues, lack of resources, organisational culture first hand through their clinical placement allocation and work in the sector through their programmes
- Ageism is alive and well
- Students don't see an explicit career pathway
- Student supervision has gaps in role-modelling
- Timing of clinical placements
- Preparation for clinical placements

# Next steps (1)

Findings from the two studies indicate that particular **attention is needed where these four main aspects are concerned:**

- curriculum content and organisation,
- acquisition and maintenance of clinical placements,
- sufficiency of placements to reflect the culture and
- diversity of an aging population, and
- models of clinical supervision.

The overall strength of both studies lie in the number of respondents (i.e., polytechnics and students) that participated, suggesting that confidence can be attached to the conclusions drawn



# Next steps (2)

- The two studies precede a third, and final, study that we aim to conduct and complete in the coming year.
- Delphi survey of views on curriculum related to older people in nursing education.
- The overall findings emerging from this three-phase research study seek to inform the development of the unified nursing curriculum, the profession, and the aged care sector

*'Rather than try to convince nurses to work in aged care we should try to convince society to care about old people. There's no way pay increases, resourcing, research, or anything else will improve for the elderly if people continue to disregard them.'*

(Participant 131)

