

Strategies for newly graduated nurses' well-being at work: Insights from the representatives of support structures

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The overall objective is to develop a framework aimed at enhancing the well-being of nurses, directing careers towards older people care, and promoting retention in the field

- 1) a literature review on interventions to improve well-being among nurses in older people care
- 2) a survey of early-career nurses in this field
- 3) **focus group interviews with support structure representatives**
- 4) individual interviews with older people care service directors

Research Group: Professor (emerita) Helena Leino-Kilpi, Biostatistician Eliisa Löyttyniemi, Professor Leena Salminen, Professor Minna Stolt, Professor Riitta Suhonen, **Docent Arja Suikkala, Senior Researcher Johanna Wiisak**



Rationale

- Early-career nurses do not see older people care as their primary career option
- Work-related well-being issues are key factors contributing to the field's poor attractiveness > Students experience these issues during their clinical placements and on-call work
- Additionally, during the transition from student to professional, well-being at work is challenged

→ Sustaining well-being at work is crucial for recruiting nurses needed for older people care

(Lewis et al. 2019, Oneal et al. 2019, Hebditch et al. 2020, OECD 2020, Jarden et al. 2021, Koskinen et al. 2022)

Background

- Support structures, such as nursing education, leadership, and occupational health services, have a role in well-being at work and career path
 - Nurse educators promote well-being during education and encourage careers in older people care at the outset
 - Nurse managers oversee well-being, implement solutions supporting unit-level well-being, and are involved in recruitment processes
 - Occupational health nurses prevent well-being risks and career interruptions

→ They can provide strategies to strengthen well-being and further the career choices and retention in older people care

(Schwendimann et al. 2016, Lee et al. 2020, Garbrah 2021, Zeb et al. 2022, Gok Metin & Yildiz 2023)

Aim

- To explore the views of representatives of support structures on the strategies related to newly graduated nurses' well-being at work in the care settings for older people



Methods

- Qualitative descriptive study
- Group interviews (n=5) conducted online using the Zoom
 - nurse educators teaching gerontological nursing (n=8)
 - nurse managers in the care settings for older people (n=6)
 - occupational health nurses providing services to the nurses working in the care settings for older people (n=2)
- Data collection from May to June 2023
- Inductive thematic analysis

Participants

- Mainly from the southern parts of Finland (more densely populated), single participants from the northern and eastern parts (rural areas)
- Nurse educators
 - aged 38–60
 - teach in vocational education (n=4) and bachelor education (n=4)
- Nurse managers
 - aged 35–51
 - work in long-term care facilities (n=5) and home care (n=1)
- Occupational health nurses
 - in their forties
 - work in private service providers

Findings: Strategies for newly graduated nurses' well-being at work



- Emphasizing the need to take care of own work well-being
- Enabling growth as a person and professional development
- Welcoming in the work community as an equal colleague
- Leading empathetically while allowing autonomy
- Monitoring well-being and being ready to provide support
- Offering a positive outlook of older people care as a career

Reflection

- Educators, managers, and occupational health nurses have different emphases regarding the identified strategies; they also recognize each other's roles in supporting the well-being of new nurses to differing degrees → Need for deepening collaboration?
- Identified strategies serve as a basis for taking action to improve well-being at work (are partly recognizable also from earlier literature)

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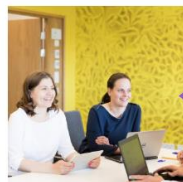
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