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## Newcomers' adaptation to long-term carer roles

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Taiwan, with an aging index reaching 96.34% (2016), has a critical need for increasing long-term care (LTC) manpower. In recent years, schools at all levels have set up LTC-related departments and programs and have trained growing numbers of LTC students. However, students willingness to work as long-term care providers for the elderly after graduation remains low. They have concerns about not being capable enough. Consequently, investigating how to adapt to the role of a long-term care provider as a newcomer, from the perspective of nurses and nurse aides, may provide a reference point for better assisting students in making a smoother transition to the workplace. Between October 12, 2015 and March 17, 2016, eight respondents were recruited using purposive sampling from an LTC facility in northern Taiwan. Interviewing was individual, and the collected materials were converted into verbatim transcripts for analysis using content analysis. A total of 4 nurses and 4 nurse aides participated in this study. The results revealed that all respondents claimed they chose to work in LTC because they enjoyed spending time with the elderly. They admitted that it had not been easy to adapt to the role in the beginning. However, they believed that as long as one can maintain a learning by doing attitude, as well as not giving up on challenges, and encouraging oneself with a positive mindset, such as changing a negative mood to a positive one and looking forward, then in the end practice will eventually make perfect, and one should be able to handle everything with ease. In addition, they mentioned that a mindset focused on treating patients as family was the key to remaining in the role for the long term. The present study findings may serve as a reference point for gerontology and long-term care training programs. Likewise, they may aid managers of LTC institutes in designing counseling policies aimed at assisting students during their adaptation phase, both before and after they join the workforce.

## Biography

Hui-Lian Che is an Assistant Professor. Her specialties are Geriatric Nursing, patient education and nursing ethic. She got a Master degree in Nursing in 2002 from National Taipei University of Nursing and Health Sciences, Taiwan. Currently, she has eight publications in referred journals. She is an Associate Professor. She got PhD in 2010 in Graduate Institute of Clinical Medical Sciences in Chang Gung University in Taiwan. She has completed her Master in 2010 from School of Nursing College of Medicine, National Taiwan University in Taiwan.

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