

biographies (i.e., cumulative advantages/disadvantages over the life course). Although nursed by the political system, EU ideas about active ageing are only weakly translated into policies and programs. Part three discusses some of the reasons for this, one obviously being that active ageing is elusive and lacks well-defined cause-and-effect descriptions. Another reason is that the concept has been developed in global elite networks that are quite distant from policymakers; at least in a decentralized political system like the Danish welfare state.

MIGRATION AND HEALTH: FREEDOM OF MOVEMENT AND SOCIAL BENEFITS FOR CHINESE MIGRANT WORKERS

Fengxian Qiu,¹ Heying Zhan,² and Jing Liu,³

1. *Anhui Normal University, Wuhu, Anhui, China (People's Republic)*, 2. *Georgia State University, Georgia State University, Georgia, United States*, 3. *Zhejiang University of Finance and Economics, Hangzhou, Zhejiang, China (People's Republic)*

Nearly 30% of China's workforce consists of China's rural-to-urban migrant workers, accounting for nearly 300 million of China's population. Even though they have gained freedom of movement since the 1980s, they still have no access to healthcare in urban areas where they work. This study utilizes a mixed method of a survey with a sample of migrant workers from three Chinese emigration provinces (n=817) in 2018 and follow-up interviews with 30 migrant workers in 2020 to examine factors of migration experience affecting migrant worker's health and healthcare. Using binary logistic regression, we found that migrant workers' longer work experience is correlated with poorer self-rated health, their better financial status and level of hopefulness towards the future are positively correlated to self-rated health. Qualitative findings shed light on the cumulative effect of the length of work experience and fear of medical cost on migrant workers' declining health. The lack of portability in health insurance and different reimbursement rates in health care access are structural barriers in health-seeking behaviors among migrant workers. Policy implications are presented in the global context of social rights and freedom of movement.

REVIEW OF RESEARCH INTO EMPLOYER APPROACHES TO YOUNGER ONSET DEMENTIA AND MILD COGNITIVE IMPAIRMENT IN THE WORKPLACE

James Carino,¹ Philip Taylor,¹ and Damian Morgan,²

1. *Federation University Australia, Berwick, Victoria, Australia*, 2. *Federation University Australia, Churchill, Victoria, Australia*

Younger Onset Dementia (YOD) and Mild Cognitive Impairment (MCI) are relatively prevalent conditions globally which can affect the job performance of individuals in their working lives. This presentation considers the existing research documenting actual, stated or intended approaches taken by employers to managing and supporting employees with these conditions. Nine relevant research projects were identified based on an extensive exploration of the peer reviewed literature. These show that employers have some knowledge of dementia, but do not recognise this as a possible explanation when performance changes occur in the workplace. Employees typically leave or are removed from the workplace before a formal diagnosis or soon after. The

literature shows both supportive and unsupportive behaviours toward employees. Drawing from this literature recommendations for increasing the quality of support provided to employees are offered: awareness training to foster earlier detection, clarification of these conditions as a disability, and application of methods to support employees to continue to contribute to the workplace while this is feasible and desirable from both the employer and the employee's perspective.

Session 4225 (Paper)

Enhancing Care Support, Competencies, and Outcomes

EFFECTS OF SIMULATION-BASED LEARNING ON NURSING STUDENTS' LEARNING OUTCOMES OF A GERONTOLOGY COURSE

Hsueh-Fen Kao,¹ Minzhi Ye,² and Lin Chen,³ 1. *School of Nursing, The University of Texas at El Paso, El Paso, Texas, United States*, 2. *Benjamin Rose Institute on Aging/Case Western Reserve University, Benjamin Rose Institute on Aging, Ohio, United States*, 3. *Fudan University, Shanghai, China (People's Republic)*

Simulation-Based Learning (SBL) is beneficial to nursing education. Nevertheless, recent studies have shown a side effect of being overwhelmed by repeated exposures to simulation. Thus, how many times simulation scenarios should be provided to students remains a question. The objectives of this study were to (1) explore the changes in nursing students' perceived competence, self-efficacy, and learning satisfaction after repeated exposures to simulations, and (2) determine the acceptable frequency of SBL in the 'Care of Older Adults' course. A one-group repeated measurement experimental design with self-administered questionnaires in a convenient sample of 84 senior nursing undergraduate students was used at a university in southern Taiwan, and 79 students completed all measurements. After taking the baseline measurements (T0), students were exposed to 75-minute simulation scenarios from Time 1 (T1) to Time 3 (T3) three weeks apart throughout the semester. Students' perceived nursing competence, self-efficacy, and learning satisfaction were measured immediately after each exposure. There were statistically significant improvements from T0 to T3 ($p < .001$) in all three areas; however, no significant difference when comparing scores from T1 to T2 and from T2 to T3. To conclude, SBL is effective in improving nursing students' perceived competence, self-efficacy, and learning satisfaction. While the primary changes occur at the first simulation effort, it is the accumulated multiple exposures collectively improve students' learning outcomes. Multiple instructional strategies are recommended to maintain students' learning interests to achieve optimal learning outcomes of the course across a semester.

ENHANCING BEHAVIORAL HEALTH COMPETENCIES: INTERPROFESSIONAL COLLABORATION BETWEEN SOCIAL WORK AND MEDICINE

Bronwyn Keefe, *Boston University, Boston, Massachusetts, United States*

This presentation will describe the creation and findings from an interprofessional curriculum in behavioral