

# Problems and Thoughts on the Training Mode of Nursing Professionals in Private Colleges

Hui Lin<sup>1,2</sup>

1. Shandong Xiehe University

2. International College, Christine University, in the Philippines

**Abstract:** The specialty of nursing in private colleges is the key element to cultivate nursing talents to meet the social needs. To investigate the current situation of nursing education in private colleges and determine the challenges related to the training mode of nursing professionals in private colleges is conducive to promoting the reform and progress of medical cause. This paper discusses the existing problems of nursing professional training mode in private colleges, and puts forward the reform of personnel training mode, teaching methods, teaching design and evaluation of private colleges nursing professional training methods.

**Keywords:** Private colleges; Private colleges and universities; Talent training model

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## Introduction

In recent years, the education level of nursing specialty in private colleges has been increasing, but the teaching facilities are insufficient, so there are many problems in personnel training. The main body of nursing education research in China is the learning objectives, teaching methods and curriculum setting of higher nursing specialty teaching, but there are few problems in nursing education research of private colleges. Educational institutions should pay attention to the development of psychology curriculum, constantly review and revise the curriculum to ensure that it is relevant to improve the quality of education, and consider the corresponding specific talent training programs.

## 1. Problems of nursing professional training mode in private colleges

### 1.1 In terms of cultivation methods

There is not enough connection between practice and theory. At present, the main teaching methods of nursing include “trinity system”, “school-hospital cooperative education system”, “two-stage joint education system of colleges and universities”, “3+2 segmented” and “five-year consistent system”. The similarity of these teaching methods is that they all apply different elements of schools and hospitals, teaching basic professional knowledge in the early stage and organizing clinical practice in the middle and late stage. Because many small and medium-sized private colleges do not have complete practice facilities and adequate laboratory management, the combination of practice and theory in each course is not enough, and students do not have enough opportunities to practice<sup>[1]</sup>.

### 1.2 In terms of faculty composition

At present, private colleges and universities nursing teaching resources are insufficient and teacher gap. In many private colleges, full-time nursing education is mainly taught by young teachers, and most experienced senior teachers are part-time teachers recruited from retirees from other schools or selected from medical staff in hospitals. Many non-basic professional nursing courses, such as nursing ethics, nursing psychology and nursing leadership, are mostly taught by non-nursing staff.

### 1.3 In terms of course planning

The curriculum planning of nursing training in private colleges has not been optimized. The demand for nursing in communities and all kinds of nursing homes and elderly care institutions is increasing rapidly. Even though some teachers have made some supplements to these aspects in nursing classes, there are only general concepts of professional nursing courses such as community nursing and elderly nursing, without targeted professional courses and comprehensive practical activities. This is usually limited by the scope, working conditions and resources of the private sector.

## 2. Private colleges nursing professional personnel training mode

When it comes to training methods, private colleges need to define their own positioning, find out their advantages and disadvantages, and make good nursing training objectives. Some ordinary colleges and universities are changing into practice-oriented

colleges. Private colleges and universities should develop talents training methods consistent with private colleges and universities according to the situation of the schools and the suggestions of the education department.

## 2.1 Reform the talent training mode

The curriculum of utility-oriented talents in private colleges is different from that of innovative talents. Utility-oriented talents will participate in production and service in the future and have strong practicality, so they need strong practical courses. On the contrary, the curriculum for cultivating innovative talents is relatively flexible, inclusive of business relationships and interpersonal relationships, and requires the school to cooperate with the social sector to develop resources. Colleges and students should shoulder higher responsibilities.

For example, the nursing courses of private colleges are involved from four aspects of learning objectives, curriculum planning, teaching quality and evaluation, and a mechanism involving ideological education, curriculum setting, teaching methods and evaluation is proposed. The existing problems of application-oriented nursing talents training in practical undergraduate nursing colleges are analyzed. The reform methods of nursing education for practical talents in practical nursing colleges were put forward in the aspects of professional system, teaching content, practice rather than competition, school-enterprise cooperation and so on. Private schools can set up nursing course tutors for students to cultivate practical nursing talents in the way of setting up university “tutors”. The school can also strengthen the teaching level of teachers, strengthen the development of nursing specialty, through skills competition to cultivate students’ practical ability, improve the status of nursing specialty in the school<sup>[2]</sup>.

## 2.2 Reform teachers’ teaching methods

Private colleges should choose nursing teaching content reasonably. Nursing teaching content should be selected according to the needs of nursing education, and the knowledge seldom used in work should be reduced correspondingly, and the knowledge closely related to common nursing diseases should be increased. The nursing education in private colleges should abandon the “spoon-feeding” education in the past, and make full use of modern teaching tools, such as images, audio, 3D anatomical system and applications, and adopt visual teaching methods, PBL teaching methods and reference to relevant cases.

For example, “flipped classroom” is a new teaching mode, which utilizes high-quality online learning resources such as the Internet to promote students to get familiar with the textbook and study independently before teaching, so as to improve their independent learning and discovery ability. In class, students introduce what they have learned in the form of reports, and other students summarize and comment. For example, visual teaching method is a mode that allows students to acquire knowledge and ability through direct observation of intuitive objects. In addition to the traditional “text + chart” method, audio-visual images, THREE-DIMENSIONAL anatomical drawings and models can also be used to make full use of students’ multiple senses (audio-visual and tactile). Another example is PBL (Problem-based learning) teaching method, which is a problem-based and student-centered nursing talent cultivation method. It attaches great importance to clinical practice and learning process practice, thus opening students’ horizons and arousing their interest in nursing learning. At the beginning of the course, teachers can use real clinical cases and problems related to the course content to engage students in the learning and practice process and gain knowledge through independent problem solving. In addition, the language and operation level of students have also been developed to a certain extent.

## 2.3 Teaching design and evaluation

In the teaching of nursing in private colleges, teachers should improve students’ language and behavior practice, and on the other hand, improve students’ safety awareness and practice. In many nursing practice courses, the teaching practice is based on models, while the teaching of teachers and the practice of students are oriented by nursing techniques. As a result, the model is ignored as the real object of human care. Therefore, the practice and acquisition level of language and behavioral norms of situation analysis should run through the whole process of teaching. Private colleges and universities should strengthen the supervision of teaching. Although the diversity of teaching methods in education have is not new, but the teachers constraints, most of the lecture is mostly about teacher tells unilaterally, some nursing less teachers and students interactive teaching methods, combined with different students’ learning style, mostly lack of continuity, name of extracurricular activities but more alternative courses, So teaching evaluation needs to be adjusted, improved and implemented. In most advanced nursing courses, 50-60% of the courses are required to pass an assessment. Although some private colleges and universities have adopted the comprehensive evaluation of “1+X”, the “X” value is often used to help students pass the evaluation, improve the pass rate and solve the college evaluation, which cannot truly and comprehensively reflect the overall ability of students<sup>[3]</sup>.

## 3. Endnotes

To sum up, there are still some problems to be solved in the cultivation of nursing professionals in private colleges. This paper briefly introduces the current situation of the development of nursing in private colleges, emphasizes the current problems and discusses the teaching mode of talent cultivation, teaching methods and teaching evaluation. Private colleges aim to cultivate high-quality nursing professionals in line with the needs of The Times, so that private colleges can embark on the road of independent and brilliant survival and development.

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