

Exploration on the Path of Training and Education Study for the Nursing of Aged of China

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Abstract. The aging problem of China is getting more and more serious, especially the team construction of the nursing aide of aged is the top priority in all kinds of work. However, compared with its urgency, academic research on this realistic problem is still insufficient. This study is trying to optimize the nursing aide in aged training. It focuses on discussing how to design and plan a more ideal research path. It is the preliminary theoretical design and exploration stage of the future series of empirical studies. This study focuses on the analysis of the research background, summarizes the weak links of the nursing aide of aged training at present, and discusses the future research path. Based on the above points, the study method is determined, hoping to provide effective theoretical support for future empirical study.

1. Introduction

China is the only country in the world with an elderly population of more than 200 million. President Xi Jinping pointed out in his report to the 19th National Congress of the Communist Party of China: "Actively respond to the aging of the population, build a policy system and social environment of taking care of the elderly, showing honor and respect for the elderly, promote the combination of medical care and support, and accelerate the development of aging and industry" [1].

The nursing aide of aged is an indispensable participant in the development of the elderly care industry. *National Professional Standards of The Nurturing Aid of Aged* defines the nurturing aide of aged as service personnel who take care of and nurse the life of elderly people [2]. *Regulations on Recruiting Employees for Technical Positions (2000)* sets the admission conditions and classification of occupations, which has promoted the training of vocational education and improved the comprehensive quality of the nursing aide of aged [3]. In 2017, in response to the call for "decentralization", the relevant departments abolished the requirement for admission of the nursing aide of aged, which meant that practitioners can engage in the industry without receiving special training or obtaining the nursing aide of aged qualification certificate (the nursing aide of aged training system largely continues according to actual needs).

According to *the Vocational Education Law of the People's Republic of China*: "Workers engaged in technical work must go through training before taking up their posts.[4]" The nursing aide of aged provides a considerable amount and quality of life care and medical care services for elderly people. Their professional skills and professional quality level are directly related to the quality of life and safety of elderly people. The nursing aide of the aged team in our country has been unable to meet the increasing demand for nursing care for the aged in terms of quantity and quality, and the level of humanistic care in mental and psychological aspects is in urgent need of strengthening [5]. Therefore, although the "the nursing aide of aged Professional Qualification Certificate" has been abolished, civil affairs departments at all levels still purchase the continued nursing aide of aged training service from the society through the form of government purchase service, and train the nursing aide of aged for various pension institutions free of charge (the content and form of training are different) [6].

2. Overview of Study at Home and Abroad

2.1. Overview of Study Abroad

The problem of social aging in the world involves most western countries with relatively high economic development levels, and these countries generally set the admission threshold of the nursing aide of aged.

According to the National Vocation Qualification (NVQ), nursing assistants are divided into 5 levels. Junior nursing assistants in institutions for the aged need to have NVQ2 certificates. After further study, they can obtain NVQ3 certificate, and can engage in nursing teaching activities and apply for promotion to registered nurses. Registered nurses are no longer engaged in direct nursing, such as feeding, dressing, toilet use and other simple manual work, but are responsible for more management work. Continue training can make nursing aide obtain NVQ4 certificate and become a higher-level manager. At present, nursing assistants with NVQ grade certificates take up 80%-90% of nursing work in pension institutions of Britain, and play an important role in pension institutions in Britain. This training- grading system ensures the professional standard of nursing in senior pension institutions and improves the comprehensive nursing level of senior pension institutions of Britain [7].

After the 1970s, nurses specializing in elderly care appeared in Japan. Similar to the nursing aide of aged in China, they mainly took care of elderly people in feeding, washing, toilet use, medical care, and talked with elder people. Before taking up the position, they must receive training in professional knowledge and skills of nursing for about 2 years, and carry out clinical practice training in pension institutions, and then pass the certification qualification examination. Although the vocational certification system has raised the admission threshold, due to good professional quality, the elderly care group has a relatively high social status in Japan^[8]. It can be seen that the higher admission threshold has promoted and improved the overall professional quality and social status of the group.

2.2. Overview of Study at Home

At present, the nursing aide of aged training in China has not yet formed a national standard and standardized system, there are obvious differences in resource allocation between public and private pension institutions in China, this study involves more work in the nursing aide of aged training in China's private pension institutions.

Through study, it is found that the following factors mainly restrict the development of the nursing aide of aged training in China.

Firstly, the nursing aide of aged itself. According to China's *Plan for the Construction of a Social Pension System*, the ratio of elderly people to nursing aide in institutions should be 3:1, while in reality, the allocation ratio in different places is generally 8-10:1 or even higher. Statistics from 2018 show that China actually needs 13 million of the nursing aide of aged, while the actual number of employed is only 300,000^[9]. As a result, nurses who are on the active side of the labor supply and demand relationship rarely accept training voluntarily because of the lack of actual economic returns. According to surveys conducted in 2016 and 2017, the licensed rates of the nursing aide of aged in Shaanxi province and Xixian area of Xi'an city are about 46% and 56%^[10].

Nurses who have not received standard training, this kind of nursing work has no standardization or normalization at all, even the quality cannot be guaranteed.

A large number of studies have also found that the nursing aide of aged is generally older in our country. The average age of nursing aide in many provinces of China is over 45 years old, or even over 60 years old^[9]. In addition, because the nursing aide of aged has low social recognition, high labor intensity and poor treatment, the team is instability with high mobility. According to relevant investigations, the loss rate in Beijing, Shanghai and Tianjin is also as high as one third [11].

Secondly, the factors of pension institutions. Pension institutions are mostly operated at low profit. If training requires more economic investment, it will undoubtedly hit the enthusiasm of institutions. Therefore, all kinds of institutions for the aged make full use of the relatively standardized free training opportunities provided by civil affairs departments at all levels [12]. Moreover, most pension institutions lack high-quality managers, so they also lack the proper

understanding of standardizing training work, resulting in low enthusiasm for training.

Thirdly, other factors. At present, the whole society in China has a low recognition of the nursing aide of aged. It is misunderstood as just manual labor to serve people, and lacks due recognition and respect for the laborers themselves. Therefore, it misleads the potential employees to know and choose the profession, gives priority to preconceptions, and ignores the necessity and importance of standardizing training.

Finally, the effective supply of the nursing aide of aged training service is seriously insufficient. Take Shaanxi Province of China as an example. Since 2013, Shaanxi Provincial Civil Affairs Department has organized the implementation of the nursing aide of aged "One Thousand training Plan" (free of charge in training, accreditation, accommodation and other expenses, and self-care for students traveling). Since the implementation of the project, it has basically maintained 200 and 100 senior nurses and managers each year for the junior and middle levels of training in the whole province [6].

However, according to the latest statistics in 2019, Shaanxi province has built 9,538 institutions for the aged and 211,000 beds for the aged. According to the general 8:1 bed-to-nursing ratio (3:1 according to regulations, with a huge gap), the total number of the nursing aide of aged in the whole province has reached more than 20,000. By comparing the actual number of training and practitioners, it can be seen that there is still a large number of nursing aide of aged that need training urgently [13].

3. Weak Links and Study Paths

3.1. For the nursing aide of aged.

To understand and master the opinions of the nursing aide of aged group on training work, summarize the opinions and suggestions, encourage and promote them to actively accept and participate in training.

3.2. For managers of pension institutions.

To understand and master the opinions of the managers of pension institutions on the development of the nursing aide of aged training, try to design and establish an incentive mechanism that can promote the managers to use their role advantages to promote the nursing aide of aged in their institutions to accept training, and even create conditions to provide training opportunities for nursing aide of aged.

3.3. For training organizers and implementers.

Ask the civil affairs department for the experience of the training work that has been carried out, and explore the possibility of expanding and optimizing the training work.

3.4. For training institutions.

Get to know the opinions and suggestions of professional organizations that carry out the nursing aide of aged training. They have long been specialized in training front-line work, consulting their opinions and suggestions, and promoting training work to be accepted by more front-line nursing aide of aged.

It can be predicted that the cancellation of the admission threshold of the nursing aide of aged has led some people to underestimate the necessity and importance of the nursing aide of aged training. Many characteristics of the nursing aide of aged itself lead the resistance to train work. The professional level of managers of pension institutions and the actual economic situation of institutions are also not conducive to their active training activities. In addition, the misunderstanding of the public and the shortage of regulating the effective supply of training services all show that there is still room for improvement in the nursing aide of aged training.

4. Selection of Study Methods

4.1. Literature review

Use Chinese and English databases; intensify the collection and collation of relevant documents at home and abroad. Carefully comb the historical context, current situation and development trend

of the issues related to the nursing aide of aged training. Learn from the academic achievements of Chinese counterparts and the experience of other countries; refine new ideas and new approaches, in order to promote the development of the nursing aide of aged training in China.

4.2. On-site investigation and study

It is suggested to contact at least 3-4 large-scale and representative private pension institutions in China to carry out on-site investigation and study in the form of cooperation according to their own development needs. Researchers use the results of the study directly to serve society. The respondents are suggested to be a nursing aide for aged and organization managers. Considering the protection of personal privacy, it is suggested that the preliminary investigation will not involve the elderly and their families in the institution. In addition, it is suggested that a questionnaire survey be conducted for these two groups to understand their cognition and willingness to participate in training. The difficulty of questionnaire formulation is controllable.

4.3. Interview

Carry out one-on-one interviews with experts in the nursing aide of aged training to solicit constructive opinions and suggestions that can promote the development of the nursing aide of aged training. The interview outline needs to be carefully drawn up.

5. Conclusion

At present, China has not yet formed a standardized and standardized system of the nursing aide of aged training, which can extremely not meet the increasing demand for elderly care services. If we can learn from international advanced experience to build a scientific system of "training + practice + assessment + promotion of professional titles", we can make the nursing aide of aged improve in career development, gain a sense of achievement in salary and income, and fill the deficiencies in the development of the nursing aide of aged, keep the healthy development of China's elderly care industry by improving and strengthening the training level and working ability of the nursing aide of aged.

In addition, the professional knowledge and practical ability of most of the nursing aide of aged are still far from meeting the needs of elderly people. Nurses can only provide daily nursing services, such as washing, dressing, feeding and toilet use, but cannot provide more and more important services, such as nutrition and health care, medical care and psychological and spiritual maintenance. In theory, we should promote more training of the nursing aide of aged, making them master the necessary professional knowledge and practical skills to meet the higher nursing needs of elderly people, and improve the professionalism and reliability of the nursing aide of aged.

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Project Name: Pre-research project for training and education of nursing aide staff for the aged

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