

Probe into the Cultivation of Aged Care Talents in Higher Vocational Colleges between China and Japan

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Abstract

With the acceleration of China's aging process, the research on the training of professional aged care personnel is becoming more and more important. Especially for higher vocational colleges that train nursing talents, how to train talents with strong professionalism and meeting the needs of society is extremely urgent. In this paper, the students majoring in nursing for the aged in Z College of Zunyi City are taken as the object. Starting from the three dimensions of professional cognition, theoretical study and practical experience, an investigation is carried out, and the problems of students in the above three dimensions and their causes are analyzed and summarized. Based on the reasons, combined with Japan's experience in the training of nursing talents for the aged, reasonable suggestions are put forward.

Keywords

Nursing Talents for the Aged; Higher Vocational Colleges; Cultivate.

1. Introduction

Nursing staff refers to professionals who provide life care, nursing and rehabilitation services for the elderly. With the public's demand for old-age care gradually changing towards socialization, institutionalization and quality, nursing staff for the aged are playing an increasingly important role in maintaining the stability of old-age life and relieving the pressure of social old-age care. Especially, the aged care talents who have received formal training, high professional level and professional ethics are indispensable professionals in the current society. Therefore, how to cultivate nursing talents for the aged has become a profound problem faced by higher vocational colleges, and it is also a hot issue to be solved urgently in current society [1].

2. Cultivation of Elderly Care Talents in Higher Vocational Colleges

At present, the nursing specialty for the aged in China's higher vocational colleges generally shows a lack of history and weak foundation [2]. For example, there are 90 students in the community rehabilitation major (the direction of aged care) in Z College of Zunyi City. The major construction time is short and the scale is small, which is representative in the research on the training of aged care talents in national higher vocational colleges. Therefore, in this paper, a questionnaire survey was conducted among all the students majoring in community rehabilitation (elderly health care) in Z College of Zunyi City. With reference to the National Vocational Skills Standard for Aged Caregivers (2019 Edition), students were asked to investigate their professional ability from three dimensions: professional cognition, theoretical study and practical experience. A total of 90 questionnaires were distributed and 81 valid questionnaires were recovered, with a recovery rate of 90% [3]. In addition, on the basis of the results of the questionnaire, interview the teachers of elderly care specialty in the college in the form of personal interview, focusing on the professional curriculum, enrollment and

employment, talent training program and daily teaching, so as to further explore the problems and causes of students in the above three dimensions.

3. Analysis on the Problems and Causes of Students' Professional Ability of Elderly Care

3.1. Professional Cognitive Dimension

The degree of students' knowledge and perception of majors not only affects students' learning enthusiasm and learning attitude, but also plays a guiding role in students' career planning, professional ethics shaping and professional quality promotion. Therefore, investigating students' professional awareness is of great significance to the exploration of students' professional ability. There are five questions in the questionnaire to test students' professional awareness. Finally, based on the answers of the surveyed students and the interview with professional teachers, the following questions and causes are analyzed.

① Problem point

Weak professional awareness and unclear professional orientation. In the questionnaire, the surveyed students scored 1-3 points on the importance of different levels of needs of the elderly through self-professional cognition. Among them, the scores for the needs of the aged from Grade 1 to Grade 3 are all above 2 points, while the comprehensive scores for the needs of respect and self-realization (recreational activities and learning courses for the aged) are 1.67 points, both below 2 points. It can be seen that the surveyed students have not yet had a comprehensive understanding of the needs of the elderly, which can reflect that the students' professional awareness is not strong and their professional orientation has not been found to a certain extent. Weak employment intention and low professional recognition. In the answer to the question "are you willing to work in this major after graduation", 53.09% of the students said they are not willing to work in this major. To some extent, this result reflects those students are not interested in professional employment and do not recognize professional prospects.

② Cause analysis

Low social acceptance and low social popularity. In the multiple-choice question "What difficulties do you think will exist in the future work related to aged care", 61 people chose "the elderly and their families do not cooperate with the work or make things difficult", 56 students chose "low social recognition" and 53 students chose "small personal development space". More than half of the above choices are made. According to the above selection results, it can be seen that the current social recognition of the aged care profession is low, and the mutual trust between the public and the aged care workers is not enough. On the other hand, in some parents' cognition, nursing for the aged is equivalent to "low-end technical work to serve the elderly". It can be seen that the discrimination phenomenon of the aged care work occurs from time to time. As for the answer to the question "Why do you choose the nursing major for the aged", only 9.18% of people choose the option "listen to the advice of family and friends", which further confirms the existence of this phenomenon.

Students' career planning ability is poor and they are confused about future development. Good career planning ability can correct students' employment view, promote students' professional orientation and improve their professional awareness [4]. In the question "Why do you choose nursing major for the aged", 48.15% of the students answered "being transferred or randomly chosen". To a certain extent, this data shows that students have not completed clear career planning and career trend prediction.

3.2. Theoretical Learning and Practical Experience Dimension

Students' professional learning includes theoretical learning and practical experience, so this paper discusses and analyzes these two dimensions together. In the questionnaire, there are

four questions about students' theoretical study, and seven questions are about students' practical experience. Based on the results of the questionnaire and the dialogue with professional teachers, the problems and reasons hidden in these two dimensions are attributed to the following.

① Problem point

The coverage of knowledge is narrow, and the attention to current affairs is insufficient. 61.73% of the students said "don't pay much attention" when they answered "Do you usually pay attention to news and hot issues in social security?" Although social security does not belong to the category of nursing specialty, the development degree of social security, current hot issues of pension and related pension policies affect the quality of life and happiness of the elderly. Therefore, as a professional nursing talent for the aged, besides mastering the professional knowledge of nursing for the aged, we should also pay attention to current hot issues, expand knowledge coverage, and capture the latest trends of nursing for the aged. Lack of practical motivation and less internship experience. 62.96% of the students answered "not very good" in the question "Do you want to practice during holidays and after school hours?", which shows that students have insufficient internship experience. According to the demand of nursing staff for the aged in Zunyi city, there is no oversupply of nursing posts for the aged in Zunyi city as a whole, and there are many internship opportunities. From this point of view, students' overall practice enthusiasm is not high, and there are practical assessment contents in the assessment contents of all levels of the professional qualification examination for aged care workers. The problems and reasons of students' little practical experience are thought-provoking.

② Cause analysis

Students' enthusiasm is not high, and their learning potential has not been explored. In the multiple-choice question "What difficulties do you think will exist in the future work related to aged care", 54 people answered "lack of practical experience", which shows that students can realize the importance of practice. Under the condition of sufficient internship opportunities and normal practice recognition, students have the problem of less internship times, and the reasons can be explored from students' subjective wishes.

Through interviewing professional teachers and looking at the professional curriculum, it is found that in addition to the theoretical study course of aged care, colleges and universities also offer courses such as medicine, pharmacy and psychology, which cover a wide range of courses and have a strong compound nature. In the questionnaire, students' answers to the questions "whether they can plan relevant activities according to the preferences and habits of the elderly", "whether they know how to deal with emergencies or facing the dying elderly" and "whether they can make an overall assessment of the physical condition of the elderly" are consistent with expectations, which reflects the teaching quality of professional teachers in Colleges and universities and the potential of students to a certain extent. In view of the students' problems of "narrow knowledge coverage and insufficient concern for current affairs", it can also be analyzed from the aspects of students' learning enthusiasm and learning attitude.

To sum up, the causes of talent training problems can be divided into external causes and external causes. Among them, the external causes lie in social recognition, professional popularity and so on. The internal causes can be studied from the aspects of students' employment willingness, professional recognition, professional awareness and learning motivation. These reasons hinder the development progress of nursing talents training for the aged in Zunyi city and even the national higher vocational colleges, and need to be solved urgently.

4. Experience and Enlightenment of Training Elderly Care Talents in Japan

4.1. Advanced Experience and Enlightenment

① the overall pension model and concept started early, and the supporting system is relatively sound

Japan, as the most aging country in Asia, entered the aging society as early as 1970s. In 1963, the Japanese government promulgated the Elderly Welfare Law [5], which is called the "Charter for the Elderly". Institutionally, Japan began to introduce the care insurance system in 2000 (known as "long-term care insurance system" in China). This system provides care and nursing services to people who need long-term care (including but not limited to the elderly, disabled people, patients, etc.) with the help of all social forces. Through this insurance mechanism, the elderly can not only enjoy routine services, but also improve their own quality of life and meet certain demands of respect and self-realization.

Combined with the answer of the questionnaire option "The elderly and their families are worried when they don't cooperate or make things difficult at work", it can be seen that the mutual trust between the aged care workers and the elderly is still insufficient. Based on the experience of Japan, the following improvement countermeasures and measures are obtained: first, continue to strengthen the popularization of the concept of socialized pension, deepen the formation of the new concept of "self-reliance support" pension, change the concept of pension for the elderly, and improve the trust of the elderly in pension nurses. Second, implement the "long-term care insurance system". Zunyi City and other regions in China, which started relatively late as a whole, should learn from the relevant operation and management modes of Japan and Shenzhen, carry out corresponding reform in combination with their own situation, and promote the implementation process of long-term care insurance system, so as to provide institutional guarantee for the elderly to trust the social system [6].

② Pay attention to practical ability, and the qualification certificate examination system is strict

In the training of nurses in Japan, practical training is more important than theoretical knowledge. The professional qualification examination for caretakers specially set up the inspection links of operation ability such as bathing and feeding. In addition, Japan has a strict examination process for nurse qualification certificate, which can be divided into three ways: practical experience way, ways to develop facilities (generally refers to related colleges and training institutions of nursing for the aged) and ways of welfare colleges (generally refers to secondary vocational colleges of nursing for the aged).

At present, due to the lack of excessive requirements of the old-age care institutions, the students' certificate level is relatively low, and most of them are junior vocational qualifications. However, according to the above theory, obtaining the qualification certificate can help students to have their goals and gain a sense of accomplishment. Combined with the above theory and the experience of Japan, the following improvement schemes are summarized: first, colleges and departments should strengthen the student graduation assessment system, while strengthening the relevant requirements for qualification certificate examination, encourage students to actively obtain qualification certificates, and incorporate the examination grade and situation of qualification certificates into the evaluation criteria, so that students can get a sense of achievement through examination, so as to stimulate their learning enthusiasm and correct their learning attitude. Secondly, schools, communities and old-age care institutions should play a linkage role, closely connect with each other, offer corresponding extracurricular professional skills training, and organize related volunteer activities to encourage students to volunteer in old-age care institutions or empty nesters, disabled and demented elderly people,

so that students can actively participate in practical activities and actively help others to gain a sense of accomplishment, thus enhancing students' sense of responsibility and professional and practical recognition.

5. Problems and Enlightenment

According to the Survey on the Sufficiency of Students in Order and Three Years, published by Japan Association of Nursing Care and Welfare Training, in order and three years, among 327 nursing care-related training colleges and institutions in Japan, the total planned enrollment was 13,040, and the actual enrollment was 7,183, with a student adequacy ratio of 55.1%, resulting in a serious shortage of students and a large gap of nursing care-related professionals. The salary of nursing staff is below the average. In the case of high school cost and low salary for nursing majors in Japan, professionals have been in short supply.

Different from the situation in Japan, China has set up various scholarship and financial aid systems for all kinds of undergraduate and tertiary institutions. Taking Z University as an example, student funding projects are mainly divided into three categories: state funding, local government funding and on campus funding. Among them, the national financial aid is 2000-4000 yuan per year, and the school also offers work study and tuition reduction programs for poor students. Higher vocational colleges and related organizations and departments should continue to give full play to the advantages of the financial aid system, deepen the reform of the student financial aid system, increase the publicity of scholarships and bursaries, and make the selection and application standards of various scholarships and bursaries more detailed and clear, so as to better transform the institutional advantages into student incentive mechanism and efficiency, and promote students' learning and employment motivation.

6. Conclusion

At present, students majoring in aged care in higher vocational colleges mainly have problems such as lack of motivation for study and employment, lack of career planning ability, etc. However, the recognition of aged care talents in the whole society is still in a low state. This shows that at present, the popularity of socialized aged care in Zunyi city and even the whole country needs to be improved, the training scheme of aged care talents is not perfect, and the demand for talents is in short supply. As the first aging country in Asia, Japan has been reflected and reformed in many aspects by relevant institutions and scholars for years on the issues of nursing education for the aged and promoting the transformation of the old-age care mode. It has advanced classroom teaching methods and social popularization methods, but there are also some problems such as high enrollment cost for students. Therefore, as the main source of nursing talents for the aged, higher vocational colleges should cooperate with relevant organizations, departments and people from all walks of life to mobilize social forces and exert multi-factor agglomeration effect. At the same time, based on the latest trend of personnel training, we will continue to deepen the reform mechanism of the training system and optimize the training scheme of nursing personnel for the aged from both inside and outside by using social investigation and comparison of foreign training schemes.

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