

Conference Paper

Investigation and Countermeasures on the Current Situation of Foreign-related Nursing Talents and Talents Demand in Shanghai Medical Institutions

Yinyi Zhao and Wenting Cao

College of Nursing and Health Management, University of Medicine and Health Sciences, 279 ZhouZhu Road, Pudong New Area, Shanghai, China

Abstract

Objective: Understand the needs of medical institutions in Shanghai for foreign-related nursing talents and provide a basis for training nursing talents in schools. **Method:** Self-designed questionnaires, according to the current situation of foreign-related nursing staff, demands of foreign-related nursing staff and types of foreign-related nursing, relevant objective data were collected through on-site visits. **Results:** Foreign-related nursing personnel of comprehensive hospitals accounted for 10.1%; Foreign capital and sino-foreign joint venture medical institutions account for 26.7%; Foreign nurses stations account for 1%; The foreign-related nursing staff mainly recruits staff with working experience in the medical institutions and the unit itself, and is supplemented by college graduates recruiting new graduates; Foreign nursing staff evaluation is fully qualified for 15.8%; 52.6% of medical institutions are not limited to foreign-related nursing professionals; The requirements of 'communicative competence, medical knowledge literacy and language proficiency' rank in the top 3. **Conclusion:** The needs of foreign nursing professionals are high, demand is high, and post competency needs to be improved, the ability to communicate, humanistic, and English is the focus of consideration.

Keywords: medical institutions, foreign-related nursing, talent demand

Corresponding Author:
Yinyi Zhao
zhaoyinyi0111@126.com

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1. Introduction

Shanghai as an international metropolis, health reform and development to match the new goal, new positioning of urban development, and innovation to drive the coordinated development, economic transformation and upgrading, and people's diversified and multi-level health family planning service requirements. Therefore, in the "Shanghai's Health and Family Planning Reform and Development '13th Five-Year Plan'", to accelerate the development of high-end medical service agglomeration,

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in new forms, new model, new mechanism and new technology, with emphasis on the first try, promote the medical and health institutions in line with international standards, improve the medical service and medical environment as a strategic task and one of the major initiatives. In order to strengthen the construction of talents and ensure the sustainable development of health and family planning, it is necessary to accelerate the training of international health management talents and professional and technical bilingual talents [1]. With the expansion of the scope of China's foreign exchange, the medical and health system reform deepening, the prompt cooperation, joint venture and foreign medical institutions to increase, many public comprehensive hospital opened "foreign-related ward". The international nursing concept, have higher English level of foreign-related nursing talent demand is increasing [2]. According to medical health development and talents demand trends, this investigation around medical institutions in Shanghai foreign-related nursing staff status and content of foreign-related nursing talents demand two aspects, implementation of the investigation and countermeasures are put forward. The investigation and research results are as follows.

2. Investigation Objects and Methods

2.1. Investigation objects

These objects of this investigation are medical institutions that provide foreign-related nursing services in Shanghai, including foreign-funded medical institutions in Shanghai and the third-level hospitals that have business contacts with the school. Among them, 23 foreign-funded medical institutions are selected mainly through the list of foreign-funded medical institutions in Shanghai published by Shanghai municipal health and family planning commission on March 31, 2017. Domestic - funded medical institutions and school nursing and health management school of teaching practice linked to five Shanghai - Shanghai tertiary hospitals; These five domestic - funded medical institutions are third-level hospitals in Shanghai.

2.2. Investigation method

2.2.1. Sampling method

Mixed sampling was used to investigate foreign-funded medical institutions one by one according to the list of foreign-funded medical institutions. Convenience sampling

was used to investigate domestic medical institutions (mainly hospitals with business connections). During the investigation, we mainly visited the nursing department or personnel department of various medical institutions to understand the needs of the respondents for foreign-related nursing talents.

2.2.2. Research tool

Self-designed questionnaire. There are two parts: To understand the basic information of foreign-related nursing staff in Shanghai medical institutions, including the size, basic information, service level, treatment and source of personnel; To understand the basic requirements of Shanghai medical institutions for foreign-related nursing talents, including the requirements and basic requirements for foreign-related nursing talents.

2.2.3. Data collection and quality control

Investigators visited 16 medical institutions in Shanghai. First, we explain the purpose, method, significance, harmlessness and confidentiality of the investigation results to the responsible person of the medical institution under investigation and obtain their consent and support to ensure the reliability of the data. Secondly, we issue the questionnaire and explain the requirements of filling the form in detail. When the respondents have questions about the filling requirements or the content of the questionnaire, the surveyors explain it face to face. Finally, we took back the questionnaire on the spot, and carefully checked after the questionnaire was collected. When there is a missing item or incomplete filling, let the respondents complete it on the spot. The data shall be entered simultaneously by two persons and checked twice. If there is any discrepancy in the data during the verification, the original documents shall be verified immediately.

2.2.4. Statistical processing

Statistical software SPSS 19.0 was used for data processing, and frequency and composition ratio were used for description.

3. Investigation Results

3.1. The general situation of the investigation

According to the type of service provided, comprehensive hospitals accounted for 81.3% and specialized hospitals 12.5%; From the perspective of business purpose, for-profit medical institutions account for 62.5% and non-profit medical institutions 37.5%; According to the type of ownership of medical institutions, Chinese and foreign joint ventures account for 56.2%, foreign joint ventures account for 18.8%, ownership by the whole people accounts for 12.5%, and collective ownership accounts for 12.5%.

3.2. Current status of foreign-related nursing talents

3.2.1. Foreign - related nursing personnel scale and the main source channels

According to the survey results, the number of people who can provide foreign-related nursing services accounts for 10.1% of the total number of nursing personnel. The total number of personnel who can provide foreign-related nursing services in pure foreign-funded and sino-foreign joint venture medical institutions accounts for 26.7% of the total number of nursing personnel. Only 21.1% of the institutions considered the number of foreign-related nursing personnel to be adequate; 26.3% of the respondents believed that the number of foreign-related nurses was insufficient. It is the first choice to recruit suitable foreign-related nursing personnel directly from other medical institutions, and the training method of the unit ranks the second among all the sources.

3.2.2. Foreign-related nursing personnel structure

Age structure: at present, foreign-related nursing personnel in various medical institutions are mainly from 26 to 40 years old, among which, 31-35 years old accounts for 34%, 36-40 years old accounts for 26%, 26-30 years old accounts for 24%, and these three age groups account for 84%.

Educational structure: higher vocational/college education accounts for 52%, undergraduate education accounts for 43%, and graduate education accounts for about 4%.

3.2.3. Ability of foreign-related nurses

The comprehensive ability level of foreign-related nurses was evaluated by medical institutions, and the proportion of "strong ability" was 73.7%, and the proportion of "average ability" was 26.3%. This indicates that nearly three quarters of employers think that the comprehensive ability level of foreign-related nurses is better.

4. Requirements of Foreign-related Nurses

4.1. Demand quality of foreign-related nursing talents

57.9% of the surveyed medical institutions need to recruit more than 10 foreign-related nursing talents in the next 3-5 years, 57.9% of undergraduate students will be recruited. 84.2% of the respondents said they only need to hold a domestic registered nurse certificate.

4.2. Professional direction requirements of foreign-related nursing talents

See table 1.

TABLE 1: Professional direction requirements of foreign-related nursing talent.

Professional direction	N(%)
Unlimited professional	10(52.6)
Maternal and child care	1(5.3)
Elderly care	0(0)
Adult care	5(26.3)
Pediatric care	3(15.8)
Other	6(31.6)

4.3. Comprehensive ability requirements for foreign-related nursing talents

See table 2.

TABLE 2: Comprehensive ability requirements for foreign-related nursing talents.

Item	n (%)	Rank
Communication skills	18(97.4)	1
Medical knowledge literacy	14(73.7)	2
Language level	13(68.4)	3
Practical experience	12(63.2)	4
Humanistic literacy	7(36.8)	5
Interdisciplinary knowledge	5(26.3)	6
Other	1(5.3)	7

4.4. Recruitment channels of foreign-related nursing talents

57.9% of the investigation chose their own professional training after employment, 21.1% chose to recruit from professional colleges and universities, and 15.8% chose other methods. It can be seen that, at present employers are mainly engaged in their own training, which may be related to the differences between the training objectives of foreign-related nursing talents and the needs of employers in colleges and universities.

5. Discuss

5.1. The employment path of foreign-related nursing major is not optimistic

According to the results of the investigation, currently medical institutions are preferred to recruit foreign nursing talents from other medical institutions. According to the recruitment channels for foreign-related nursing talents, only 21.1% of the enterprises recruit from professional colleges and universities. The foreign-related nursing profession is a result of the demand for nursing talents in the international market under the premise of global economic integration [3]. However, the employer’s misplaced selection of talents suggests that the school should educate the community about the professional background of foreign-related nursing personnel, expand professional influence, enable employers to understand the training objectives of out-of-care personnel, build a school-enterprise cooperation platform, and open students’ employment paths.

5.2. The level of comprehensive ability of foreign-related nursing talents needs to be improved

In this survey, the comprehensive ability of foreign-related nurses was highly evaluated by medical institutions, but only 15.8% of them were fully qualified for foreign-related nursing services. Foreign-related nursing professional talents should have the ability to take care of and manage the health and illness of the nursing objects independently, ability to design, manage and coordinate care for health, good command of daily and professional English, ability to fully fulfill the international nursing role in a cross-cultural context [4]. At present, there is still a gap between foreign-related nursing personnel training objectives and the needs of medical institutions, it is necessary to adjust the level of talent training. To make the students to meet international standards and requirements, we must conduct reform from the education concept, curriculum system, teaching methods, training practice, and other aspects, to really realize the docking with the international nursing talent market.

5.3. Foreign-related nursing talents need high quality

In the next few years foreign - related nurses are in great demand. 26.3% of the respondents believed that the number of foreign-related nurses was insufficient, and more than half of the respondents needed to recruit more than 10 people. The survey shows that most medical institutions require a bachelor's degree, pay most attention to communication skills, attach importance to foreign service practice ability, and need a high level of English. The foreign-related nursing market needs nursing talents with international nursing concepts, familiar with psychology and spiritual nursing. Today, the function of the nurse is no longer simply a doctor's assistant. The job is not only the disease and the patient, but also the work of psychological counseling and health education. Therefore, psychological and spiritual nursing knowledge is essential for international nursing talents [5].

6. Reflections and Suggestions on the Training of Foreign-related Nursing Talents

6.1. Interconnection with foreign service employment path, pay attention to the cooperation between school and enterprise

At present, foreign-related medical institutions are unequal in the amount of talent demand and job opportunities for foreign-related professional nursing talents. Under the high standard of foreign service, employers would rather give up students with professional training and go to other institutions to recruit employees with work experience. Therefore, the school-enterprise joint training mechanism is an effective way to train high-level applied technical talents [6-7].

Through various forms of school-enterprise co-creation, co-construction, co-investment and sharing, the two sides jointly cultivate medical personnel who meet the needs of foreign-related jobs and create a new way to cultivate foreign-related medical service personnel. Universities need to lead the foreign medical service personnel development and cultivation of special system research, form the consensus and actively, try to explore "targeted training, work-integrated learning", "Chinese and foreign cooperation, joint training" and other diversified internationalized talents cultivation mode [8]. The foreign-related nursing major should set the training target scientifically and pay attention to the connection with the social needs of foreign-related medical service and the competency of posts.

6.2. Coordinate with international standards for nursing personnel, pay attention to foreign comprehensive ability training

Foreign nursing students should have international consciousness based on local culture, good spirit of cooperation and comprehensive ability of management. Foreign-related nursing talents training should be in accordance with the international standards of nursing talents, to find the gap and make up the shortcomings. In particular, the curriculum of humanities and sociology in education of Chinese medicine is insufficient, and students have obvious defects in comprehensive ability. Therefore, it is suggested to set up such courses as humanities knowledge and communication skills in the cross-cultural context, and innovate from education concept, curriculum system, teaching methods and practical training practice, cultivate nursing talents with international vision [9-10].

6.3. Connect with the concept of foreign-related nursing service, pay attention to the cultivation of foreign-related practical ability

The concept of foreign-related nursing service should be embodied in practical actions, and the theory of foreign-related major study in school must be applied in practice, so as to transform knowledge into ability. Universities should establish a practice base for foreign-related hospitals and foreign-funded hospitals, and incorporate internship and practice in foreign-related hospitals or foreign-funded hospitals into the practical teaching plan, to reduce the decline of theoretical knowledge of foreign-related nursing. The national education, especially vocational education as one of multiple subject of local economic and social development, requires the applied university high positioning, construction besides conjunction regional pillar industry demand, meet the demands of characteristic industry personnel training [11]. The foreign-related nursing major has the special position, and it is the basic foreign-related service requirement to meet the different demands of service objects from different cultural backgrounds. Only by developing service consciousness and improving service concept in the working situation, professionals can meet the requirements of the post capacity of foreign-related medical institutions.

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