

Elderly Care System Development Forum

A Case Study of Yichang City and International Experience
Exchange
26–28 September 2022



Human Resource Development for Elderly Care Services of Hubei Three Gorges Polytechnic (HTGP)

Shen Shuhong



Foreword



With the in-depth promotion of the “Healthy China” strategy and the national strategy of actively coping with population aging, Yichang City has obtained two loan projects for elderly care service from the Asian Development Bank (ADB) since 2015 to continuously increase the supply of healthy elderly care services. We undertake the task of talent training for this project to build a complete sound healthy elderly care service system. **It has become an indispensable part of the international health and wellness industry to make elderly care more scientific and “nanny” more professional, which is also a consensus reached by elderly health and wellness experts at home and abroad.**



Section I Status Quo of Elderly Care Market

1. Scarce professional talent in elderly care sector

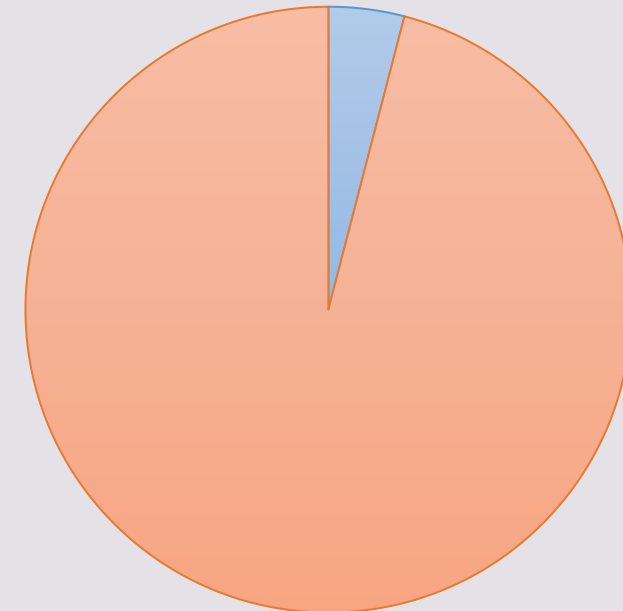
(1) Small number of personnel: There are merely 1,000 nursing staff for elderly care in Yichang City

(2) Less specialization: With less basic nursing knowledge, experience and skills, most of the nursing staff have no qualification certificates.

(3) Insufficient professionals: There is a serious shortage of professionals such as doctors, nurses, dietitians, therapists, psychological counselors and social workers in elderly care facilities

(4) Unreasonable age structure: Most of the nursing staff are middle-aged women aged 40-50, with low educational level and overall quality and high mobility

Training of Geriatric Nurse Practitioners in China



■ Trained ■ Untrained



Section I Status Quo of Elderly Care Market

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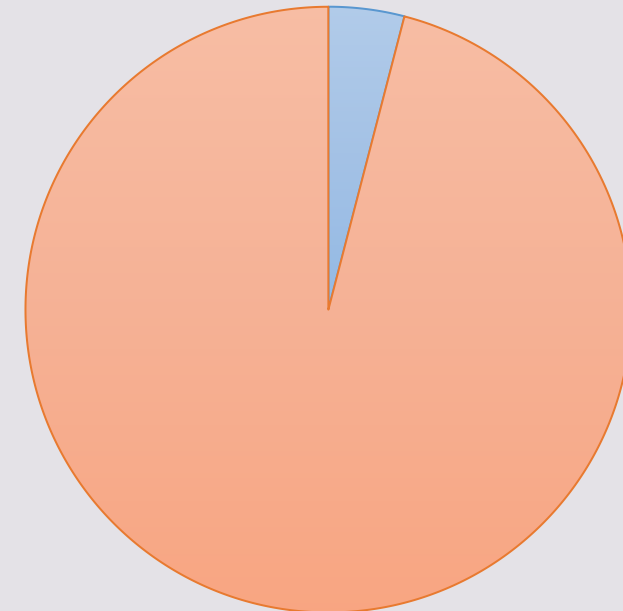
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Analysis of Matching between the Demand for Skilled Talent in Elderly Care Service and Management Industry and the Specialties Offered by Vocational Colleges

The layout of the elderly care service industry is imbalanced, with professional layout not coordinated with industrial distribution

Based on the idea of aging population -

industrial distribution - talent supply, the

ratio of elderly population in Eastern,

Central and Western China is: 2.1:1.5:1

the ratio of various elderly care facilities in Eastern, Central and Western China is: 2.7:1.2:1

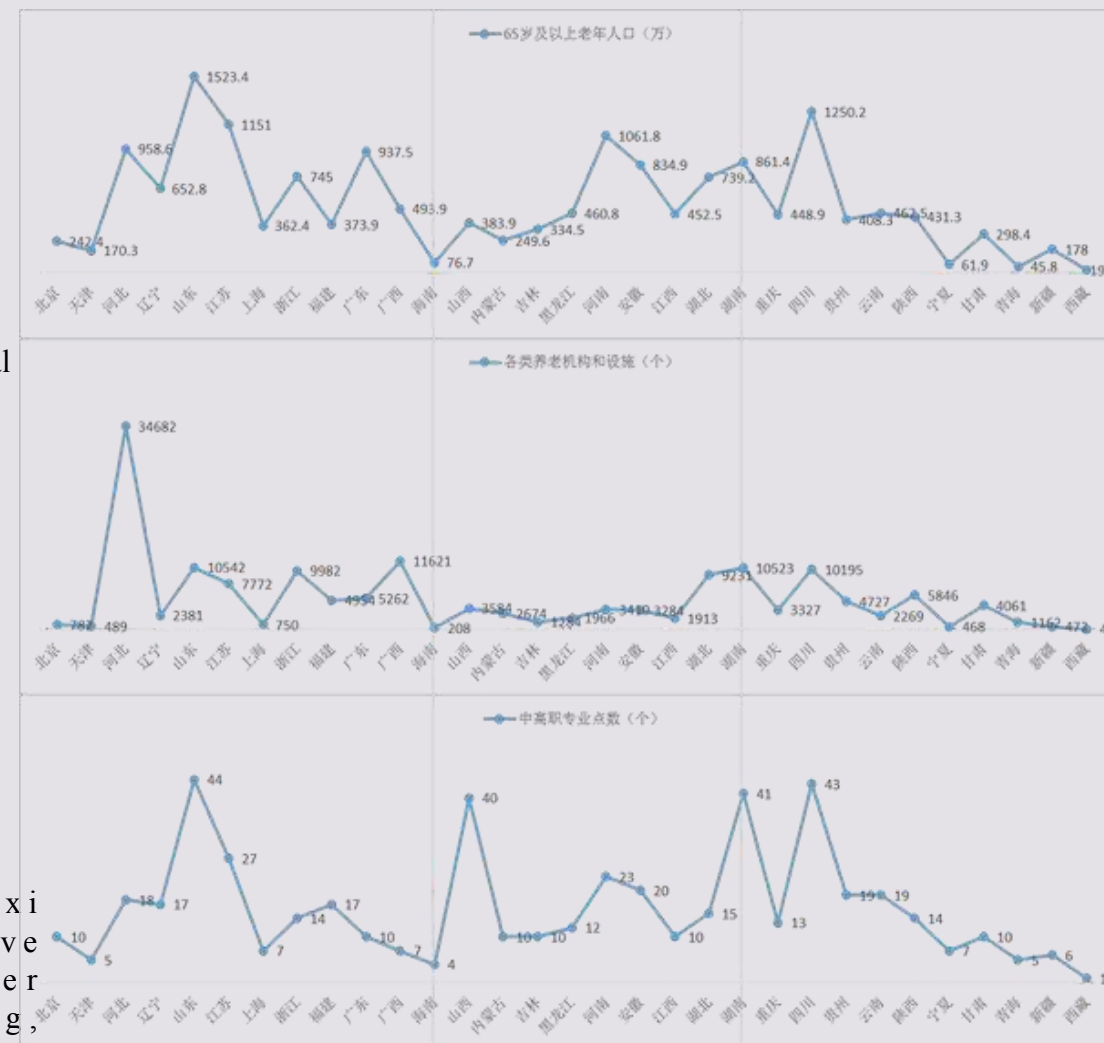
the ratio of specialties offered by secondary and higher vocational schools in Eastern, Central and Western China is: 1.3:1.3:1

The industrial development does not match the distribution of the elderly population, and the layout of talent supply does not match that of the industrial development in the Eastern, Central and Western China

In terms of population structure, the elderly care service industry in the central and western China is in urgent need of support and development. As for the industrial layout, the talent market of the central and western China is saturated, but there is a serious lack of such talent in eastern China

The provinces in urgent need of talent include Hebei, Guangxi and Jilin, while the provinces in short supply of talent involve Shandong, Jiangsu, Zhejiang, Fujian, Guangdong, Inner Mongolia, Heilongjiang, Henan, Jiangxi, Hubei, Chongqing, Shaanxi, Gansu and Qinghai

The elderly care service industry has ushered in a stage of adjustment and integration, and the market must have enough talents in this sector.



Comparison of the Distribution of Elderly Population, Industries and Talent Supply in 31 Provinces Across China



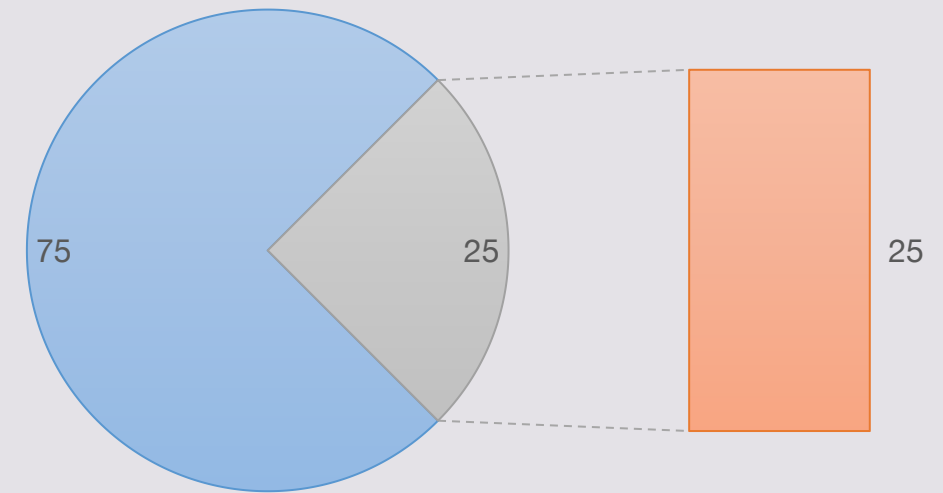
Section I Status Quo of Elderly Care Market

2. Enormous Demand for Elderly Care Service

(1) Large elderly population: In 2021, nearly 25% of people in Yichang were over 60 years old

(2) Poor self-care ability: Many elderly people are unable to take care of themselves, with their life highly dependent on others, so there is much tedious nursing work

Population Age Structure of Yichang in 2021



■ Population aged under 60 ■ Population aged over 60



Section II Health and Wellness Talent Training

1. Offer a specialty of geriatric care and management in gerontic nursing, establish a high-level professional cluster for health services and promotion and train high-quality skilled talent in gerontic nursing



September 2017 - Offered an additional
order class in gerontic nursing



September 2021 - Offered a **specialty of**
geriatric care and management



Section II Health and Wellness Talent Training

Analysis of Matching between the Demand for Skilled Talents in Elderly Care Service and Management Industry and the Specialties Offered by Vocational Colleges

The dynamic imbalance of supply and demand of talent in elderly care service and management is difficult to change in the short term

Table 5: Three-year Talent Matching Gap Data (2020-2022)

Item	Talent with Secondary Vocational Degree	Talent with Higher Vocational Degree	Talent with Bachelor Degree
Demand	126,614	204,349	106,732
Supply	30,038	21,028	0
Gap	-96,576	-183,321	-106,732

The supply and demand ratio of talents with secondary vocational or higher vocational degree is about: 1:6

The gap of talents with higher vocational degree is larger than that of talents with secondary vocational degree: The supply and demand ratio of talents with secondary vocational degree is 1:4 and that of talents with higher vocational degree is 1:10

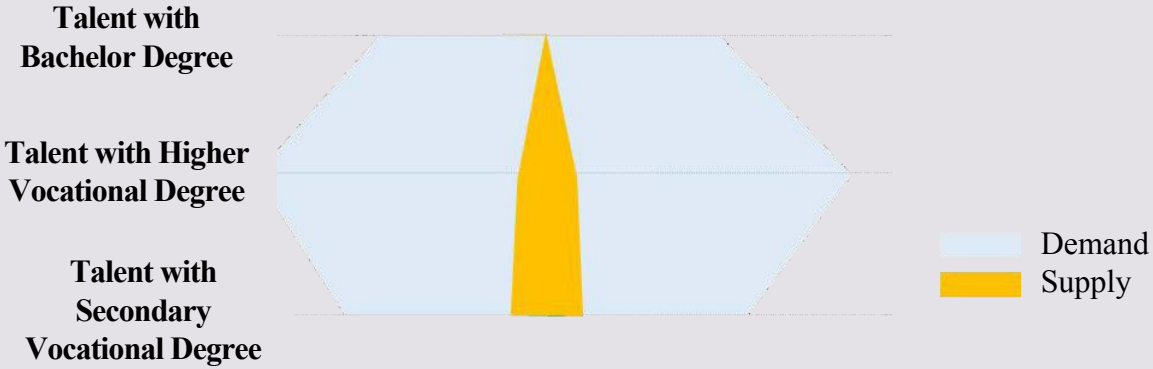
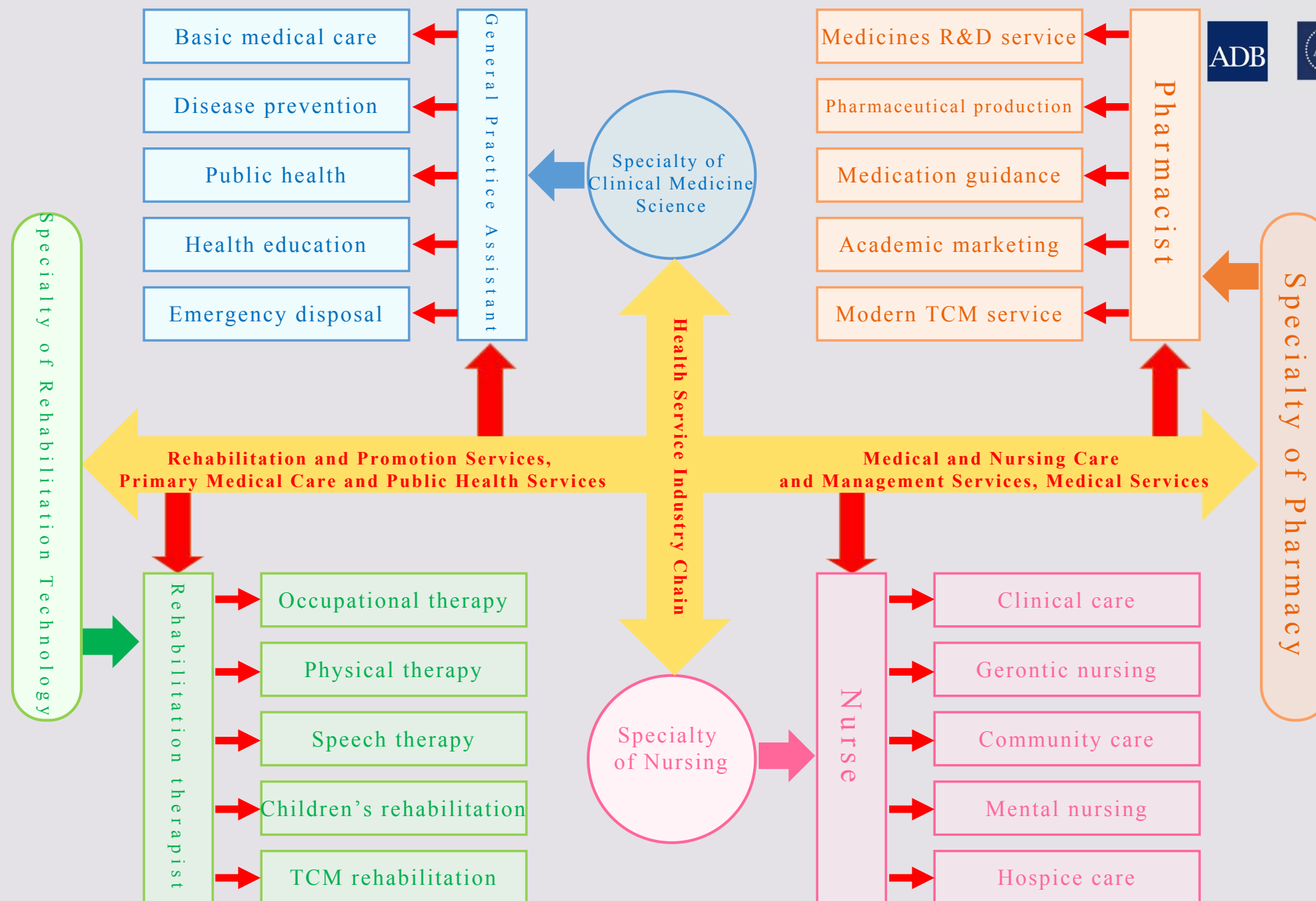


Figure 10: Supply and Demand Structure of Talents in Elderly Care Service and Management



“One-axis”, “Two-drive” and “Two-wing” Professional Cluster for Health Services and Promotion



➤ Teacher Training

- To support the improvement and building of teaching ability of vocational education teachers in hygiene and health
- To cultivate a group of teachers committed to human resource development for elderly care services

➤ Experience Exchange

- To encourage teaching guiding committees of various specialties to summarize and promote experience and typical cases of building first-class courses
- To organize a team of first-class course teachers to hold online and offline lecture tours

➤ Resources Sharing

- To build a “first-class course network”
- To provide quality course resources and teaching examples



Talent Training

➤ To find more talent cultivation elements

- Cultivation of virtue of students through education to make them have a true faith and lofty sentiments

Methodology

➤ Clinical thinking training

- Training of students on how to learn and think to address practical problems in elderly care

Trend

➤ Based on healthy elderly care trend

- Understanding of the current situation and thinking about the future

Compliance

➤ Compliance with course features

- Teaching adjustment according to different courses to enable students to have situated cognition and learn more than skills



Section II Health and Wellness Talent Training

**2. Selection of professional teachers to go abroad for exchange,
thus building an international teaching team of geriatric nursing**



Five teachers went to Germany to learn geriatric nursing training and vocational education system in 2017



Section II Health and Wellness Talent Training

2. Selection of professional teachers for overseas exchange, thus building an international teaching team of geriatric nursing



Two teachers went to Basic Health Care College, FVH, Denmark to learn the geriatric nursing service system, nursing education system and talent training model in 2017



Section II Health and Wellness Talent Training

2. Selection of professional teachers for overseas exchange, thus building an international teaching team of geriatric nursing



Four teachers went to Denmark to have an in-depth discussion on the introduction of high-quality teaching resources, specialty standards and curriculum system in line with advanced global standards in 2018



Section II Health and Wellness Talent Training

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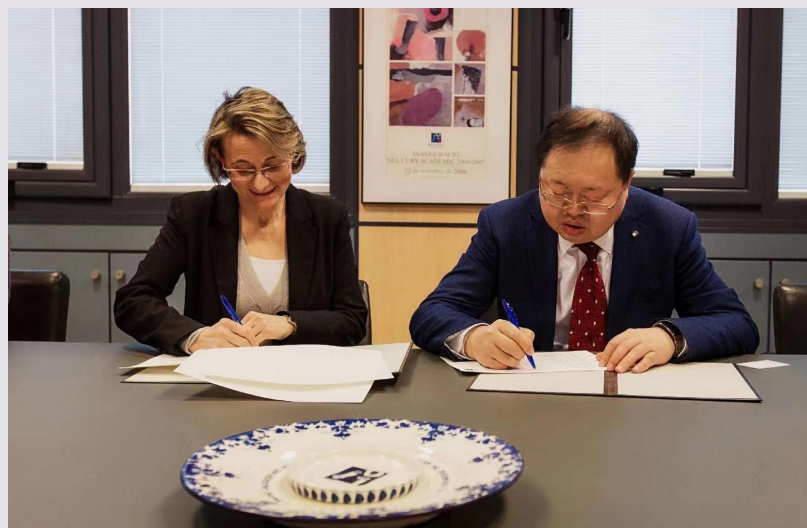


Two teachers went to Taiwan to participate in the International Healthcare Conference & and Cross-Strait Elderly Care Education Forum in 2018



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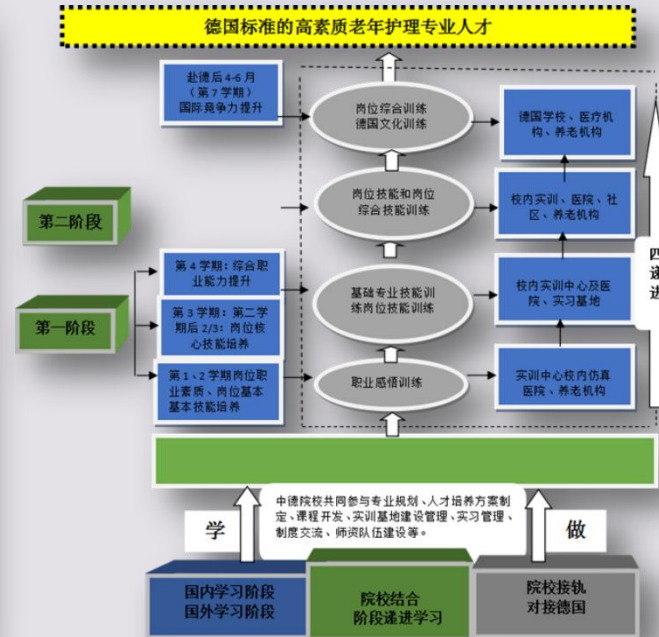


In 2019, at the invitation of Burchard Führer and IWK Heath Centre in Germany, Jaume I University and Universidad de Castilla-La Mancha in Spain, President Deng Xidong, Professor of HTGP, led a three-person team to Germany and Spain for an 8-day visit to exchange ideas on training of elderly care talents and discussed business cooperation



Section II Health and Wellness Talent Training

3. Optimization of elderly care curriculum system to provide a multi-dimensional humanistic education space for both moral and technical training



Training of high-quality geriatric nursing staff



Section II Health and Wellness Talent Training

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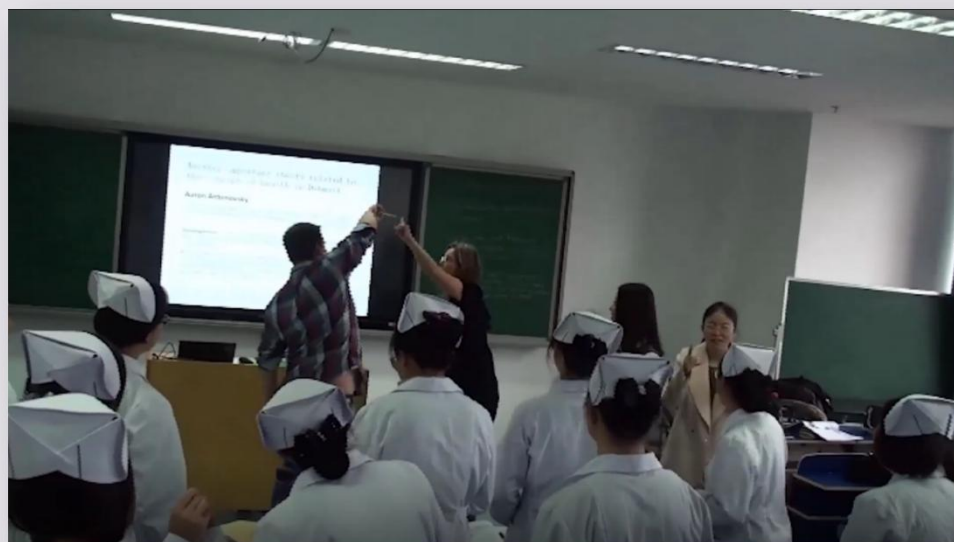


Additional offer of humanistic curricula including *Skills of Communication with the Elderly*, *Care Service Ethics and Etiquette for the Elderly* and *Planning and Organizing Activities for the Elderly*



Section II Health and Wellness Talent Training

3. Optimization of elderly care curriculum system to provide a multi-dimensional humanistic education space for both moral and technical training



Inviting Danish nursing teachers to give a one-week lecture on *International Elderly Care and Nursing*



Section II Health and Wellness Talent Training

3. Optimization of elderly care curriculum system to provide a multi-dimensional humanistic education space for both moral and technical training



Organizing students to join in diversified extracurricular activities in nursing homes



Section II Health and Wellness Talent Training

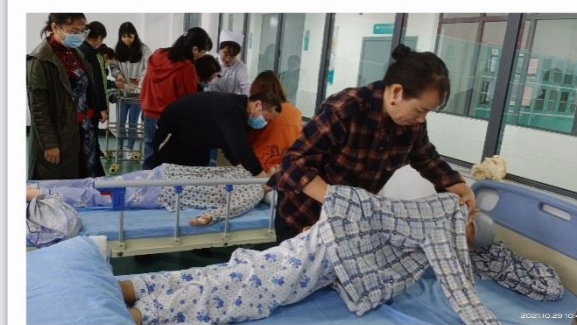
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Return visit to students after employment

Section III Serving Local Industries

1. Establishment of elderly care and nursing talent training base in Yichang





Section III Serving Local Industries



ADB-PRC Regional Knowledge Sharing Initiative

2. Research on the standard system of socialized elderly care service in Yichang

老年保健与管理培养方案 (普通高职三年制)

一、专业名称(专业代码)

老年保健与管理 (520803)

二、入学要求

普通高中毕业、中等职业学校毕业或具备同等学力。

三、基本修业年限

学制标准学制3年，弹性学制为3~6年。

四、职业面向

所属专业大类(代码)	所属专业类(代码)	对应行业(代码)	主要职业类群(代码)	主要岗位群或技术技能证书
医药卫生 (52)	健康管理与促进类 (5208)	卫生 (84) 社会工作 (08)	1. 健康管理员 (4-14-02-02)	老年人身心康复保健服务人员 健康管理员
			2. 其他健康服务人员 (4-14-99)	其他老年人健康服务人员
			3. 社会工作者 (2-07-09-01)	老年社会工作岗位 助理社会工作者
			4. 老年人能力评估师 (4-14-02-05)	老年评估岗位 老年人能力评估师
			5. 养老护理员(4-10-01-05)	3. 养老护理员 2. 养老机构技术主管岗位 2. 养老护理专项职业能力

五、毕业要求

修习本方案规定的必修课程 113.5 学分(不含第二课堂), 选修课程 35 学分。(其中公共任选课10 学分, 专业任选课4 学分, 专业任选课超过4 学分的可以抵扣公共任选课, 公共限选课5 学分, 专业限选课16 学分), 第二课堂 10 学分, 合计158.5 学分方能毕业。

六、培养目标与规格

(一) 培养目标

本专业适应我国老龄化社会发展和老年卫生保健事业发展需要, 培养理想信念坚定, 德、智、体、美、劳

一、课程基本信息

表 1 课程信息表

课程名称	老年心理学概论		开课院部	康养护理学院	
课程代码	220004		考核性质	考试	
先导课程	《人体解剖学基础》《生理学基础》《病理学基础》《中医学基础》				
后续课程	《常用老年照护技术》《老年人健康管理实务》				
总学时	56	课程类型	理论课	是□	
			实践课	是□	
			理论+实践	是☑	
			理实一体化	是□	
总学分	3.5				
适用专业	老年保健与管理				

表 2 课程标准开发团队名单¹

序号	姓名	年龄	工作单位	职称/职务	学历
1	谢巧玉	35	湖北三峡职业技术学院	主管护师	硕士
2	陈娟	46	湖北三峡职业技术学院	主管护师	本科
3	胡蓉芳	48	湖北三峡职业技术学院	讲师	本科
4	黄莉	33	湖北三峡职业技术学院	护师	本科
5	乔瑾	36	湖北三峡职业技术学院	讲师	本科
6	王静	50	宜昌市中心人民医院	主任护师	硕士

二、课程性质与任务

1. 课程性质

《老年心理学概论》是高职老年保健与管理专业的一门专业必修课程。主要内容分护理心理学、精神科护理学两部分。护理心理学主要介绍心理学的基础知识、心理社会因素与健康疾病的关系、心理健康教育, 临床心理技能, 培养老年专业学生良好的心理素质和健全的人格, 心理护理的理论和方法; 精神科护理学是运用护理学和精神医学的专业理论知识和实践技能, 帮助老年精神病人恢复健康。在教学过程中根据工作和老年照护考试的需要侧重于后一部分, 即精神疾病的心理护理。它的前导课

一、课程基本信息

表 1 课程信息表

课程名称	老年人体结构与功能	开课院部	康养与护理学院	
课程代码	220011	考核性质	考试	
先导课程	无			
后续课程	《老年人康复保健技术》、《老年人常见疾病与用药》			
总学时	84	课程类型	理论课	是□
			实践课	是□
			理论+实践	是□
			理实一体化	是□
总学分	5			
适用专业	老年保健与管理专业			

表 2 课程标准开发团队名单¹

序号	姓名	年龄	工作单位	职称/职务	学历
1	邓惠芳	53	湖北三峡职业技术学院	副教授	本科
2	赵友方	51	国药葛洲坝中心医院	主任	本科
3	杨怡	27	湖北三峡职业技术学院	助教	硕士
4	时鸿娟	35	湖北三峡职业技术学院	讲师	硕士在读
5	张琳	30	湖北三峡职业技术学院	助教	硕士
6	张鑫鑫	27	湖北三峡职业技术学院	助教	本科
7	焦梦婷	27	湖北三峡职业技术学院	助教	硕士

注: 指参与课程标准制订的主要成员, 其中包括校外专家。课程标准开发团队须体现专兼结合, 职称、学历、年龄结构要突出结构化。

二、课程性质与任务

1. 课程性质

本课程是老年保健与管理专业的一门专业基础课程, 采用理实一体化的教学模式, 其功能是对接专业人才培养目标, 面向老年保健与

Section III Serving Local Industries

3. Development of local standards for elderly care service

居家养老服务规范

1. 范围
本文件规定了居家养老服务的服务原则、服务内容及要求、服务流程、服务保障。
本文件适用于宜昌市内医养结合机构的居家养老服务团队的服务提供，以及其他医疗机构为主要依托的居家养老服务团队可参考执行。
2. 规范性引用文件
下列文件中的内容通过文中的规范性引用而构成本指南必不可少的条款。其中，注日期的引用文件，仅该日期对应的版本适用于本指南。不注日期的引用文件，其最新版本（包括所有的修改单）适用于本指南。
WS/T 313 医务人员手卫生规范
3. 术语与定义
3.1 居家护理 home care
护士为有护理需求、适宜在家进行护理的服务对象，在其居住环境中提供个性化的专业护理服务，达到预防疾病、促进健康及维护健康的护理过程。
- 3.2 生物-心理-社会医学模式 bio-psychological-social medical model
在已有生物医学的基础上，加强心理和社会因素的研究和调控，通过生物、心理、社会相统一的整体水平来理解和防治疾病的一种模式。
- 3.3 老年人 the aged
年满 60 周岁的自然人。
- 3.4 临终者 terminally ill person
在现有医疗技术水平条件下，所患疾病已没有被治愈希望，且病情不断恶化，并被认定预期生命不超过六个月的人。
4. 服务原则
居家养老服务人员提供服务的过程中，除遵守护士执业道德规范和医疗卫生相关法律法规和政策外，还应遵守以下原则：
综合性原则：以社区护士为主体，与医生、临床药师、康复治疗师、心理治疗师、营养师等建立合作伙伴关系，应用生物-心理-社会医学模式，提供全方位的服务；
个体化原则：以服务对象的需求为导向，注重人文关怀，尊重服务对象的生命、价值观、风俗习惯和宗教信仰；
赋能原则：激发服务对象及其监护人的潜能和主动参与意识，培养自我健康管理的能力；
协调性原则：为服务对象协调所需的健康领域的人力和物力资源；
延续性原则：将专业化护理向家庭、社区辐射，为服务对象提供全面、全程、专业和人性化的延续性居家养老服务；
安全性原则：服务项目安全有效、医疗风险低、易操作实施，消毒隔离达标。
5. 服务内容及要求
5.1 一般人群
5.1.1 建档
应为服务对象建立电子健康档案，并及时更新和完善。电子健康档案必须符合《国家基





Suggestions on Human Resource Development for Elderly Care Services

I. Establish a comprehensive talent incentive policy system to enhance the confidence of employees

1. Pilot the project of free education for students in elderly care service and management
2. Local governments issue policies to support employment
3. Establish a university-enterprise cooperation guarantee mechanism

II. Focus on training of high-level talent and implementation of various measures to solve the imbalance between the supply and demand of talent

1. Focus on offering elderly care services and management specialties to undergraduates
2. Strengthen orientation training of elderly care in medical specialties
3. Integrate vocational education and training



Suggestions on Human Resource Development for Elderly Care Services

III. Guidance to the coordination between training of elderly care service and management talent and industrial distribution

According to the overall comparison among the Eastern, Central and Western China, the supply of talents in Eastern China is grossly inadequate, which should guide talent cultivation in eastern provinces.

IV. Implementation of the reform of talent training mode featuring “dual and characteristic apprenticeship system” to improve talent training quality

1. Define the orientation of talent training at various levels and specialties
2. Implement the reform of the teaching mode of “alternation of study and work”
3. Strengthen curriculum reform to train core vocational competence
4. Guide the reform of talent training and evaluation with professional standards

Conclusion



HTGP works with Yichang City in health and elderly care industry and offers a featured specialty Elderly Care. With the support of ADB, we have built an integrated high-level health care and elderly care training center. We will actively respond to the National Strategy for an ageing China, continue to increase the supply of health services and provide technical support for the development of Yichang's health care and elderly care industry, so as to train more outstanding talent in elderly care for the region.

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ADB-PRC Regional Knowledge Sharing Initiative