

Discussion on the feasibility of establishing the training base for the aged care service personnel based on the resources of medical colleges

Yinfeng Xu

Yunnan College of Business Management, Kunming, Yunnan, 650106, China

Keywords: Aging society; Old service talent industry training base; Old-age service

Abstract: The aging of the population has become a major issue that must be seriously dealt with in China's social and economic development. As China's aging degree continues to deepen, the demand for aged services is increasing, but the supply of aged care services is seriously insufficient. Strengthening the construction of skilled personnel in the aged care service industry is an inevitable requirement for implementing the strategy of strengthening the country through talents, and is also an important measure to promote the transformation and upgrading of the aged care service industry. This paper gives an overview of the training model of the old-age service talents of "integration of production and education", and analyzes the current situation of the cultivation of social pension service talents in China. According to the current needs of different aged care services, combined with the development rules of the aged care service industry, the establishment of life care talents as the main body, medical care talents as the support, outreach service talents as the focus, institutional management talents as the focus, education and training talents. In order to guarantee and supplement the talent cultivation system supplemented by policy investment talents, the professionalization of the training of endowment service personnel is realized. At the same time, relying on the resources of medical colleges to build a service network for the aged industry, it is of great significance to meet the growing material and cultural needs of the elderly, expand consumption and promote employment, and promote the development of the cause of aging. The key to the development of healthy aging industry and old-age service industry is talent cultivation. Only a perfect talent training system can ensure the steady development of the aging industry, thus meeting the needs of the society for the aged care service.

1. Introduction

With the acceleration of the aging society process, the demand for diversified and modern aged care services is becoming more and more urgent. The modern aged care service industry is increasingly showing the cultural characteristics of "diversity, humanization, high-end and individualization". Innovative development of the modern aged care service industry, actively responding to the trend of aging, and increasingly meeting the growing demand for medical care for the elderly, has become an urgent task for China to build a well-off society in an all-round way[1]. The aged care service talent is the core strength of the development of the aged care service. Along with the rapid development of China's old-age care industry, the contradiction of insufficient supply of pension medical care service personnel has become increasingly prominent[2]. The shortage of quantity, low quality, large age, lack of professional skills, and low academic level have become important bottlenecks restricting the development of old-age care services[3]. How to establish a scientific medical aged care service personnel training system, increase the professional training and socialized training of endowment medical service talents, accelerate the training of a high-quality, professionalized aged care service talent team, and meet the urgent needs of China's pension service industry for talents. Requirements have become the primary task of the healthy development of China's old-age care[4]. The old-age service is a very practical work. The training and training of the aged-age service talents are inseparable from the professional skills training[5]. Therefore, the overall thinking of building the training base for the training of the aged-age service personnel can be used for the elderly care service talents in China. The training training career provides some reference.

2. An Overview of the Cultivation of Endowment Service Talents in the Combination of Production and Education

2.1 The basic connotation of “integration of production and education”

“Integration of production and education” is a talent training mode in which medical personnel training activities in medical colleges and universities are closely integrated with social pension service institutions and living standards[6]. For colleges and universities, “integration of production and education” mainly refers to the cooperation between talent training institutions and industries and enterprises, and relying on the resources of medical colleges to jointly participate in the training of school and medical service personnel[7]. “Integration of production and education” should be based on the construction of old-age care institutions, supported by professional talents, research and development of old-age service industry projects, and supporting facilities, and take the road of joint construction, industry-university-research cooperation, and create teaching, research, training and service. Integral comprehensive industrial service base in one. Take the necessary needs to achieve a win-win situation.

The connotation of “integration of production and education” is characterized by “four combinations of three”, that is, the combination of “professional technology application ability, job employment and adaptability, and post sustainable development ability” in the training goal of old-age service personnel; The plan realizes the combination of “common education, professional basic education and professional core education”; realizes the combination of “industry , enterprise and school” in the way of talent cultivation; realizes “graduate certificate in talent training specifications”. The post professional qualification certificate and the professional quality development certificate are combined.

2.2 Classification of pension service personnel

Regarding the classification of pension service talents, the definition of comparative authority comes from the civil affairs department[8]. The aged care service personnel include three categories: management personnel of various types of old-age care social welfare institutions, professional and technical personnel engaged in elderly medical care, rehabilitation, nursing, nutrition, psychological and social work, and skilled personnel engaged in old-age care work.

2.3 The Significance of Building an Old-age Service Talent Industry Training Base

Relying on the resources of medical colleges and universities, it is of great significance to establish a training base for the elderly service talent industry, to improve the social pension service system, to meet the growing material and cultural needs of the elderly, to expand consumption and promote employment, and to promote the development of the elderly.

1) Building an industrial training base for aged service talents is conducive to improving the social pension service system and driving the development of the aged service industry. According to the data provided by the China Aging Committee, the demand for the elderly market in China is currently RMB 300 billion, while the service products available to the elderly are less than 10%, especially in the elderly food, rehabilitation, social institution pension, community service. In terms of industry, culture and entertainment, the market supply and demand gap is very large. The growing material and cultural needs of the elderly population are increasingly prominent with the existing backward old industry and the immature old industrial market[9]. The old-age industrial service base is a comprehensive service base that integrates old-age service projects, rehabilitation care, personnel training, elderly product development, and spiritual and cultural activities (see in Figure 1. Its creation will further meet the needs of the elderly group market for material consumption and spiritual consumption such as life culture, and promote the development of the elderly industry.

2) Building a service base for the elderly industry is conducive to the transformation of the traditional old-age care model and is the only way to meet the needs of the people[10]. Family pension has always been China's main mode of old-age care, but with the transformation of the economy and society and the increasing popularity of the “4-2-1” family structure, the proportion of

empty-nest families has been rising. At present, the number of empty-nest families in urban areas in China has reached 49.7%, and the number of empty-nest families in rural areas has reached 38.3%. The shrinking family size and structural changes pose a serious challenge to the traditional family pension model, and the family pension function is continuously weakened. As a result, the demand for specialized old-age care institutions and community services is increasing day by day, and the new social pension model has gradually been paid attention by the people and become a new choice for the elderly.

(3) Building a service base for the elderly industry, which is conducive to meeting the needs of the elderly population for reference materials and care. Relying on the resources of medical colleges and universities, we can combine the services of old-age care, health care, medical care and health, and provide new-type health care services with the goal of providing services for the elderly. The community-based community care service is based on the community, respecting the living habits of the elderly and the way of providing for the elderly, so that they can spend the rest of their lives in the family environment. Establish a training base for aged care talents, and integrate various service resources. This is mainly to better cultivate the aged nursing talents and promote the hierarchical structure of the aged nursing talents.

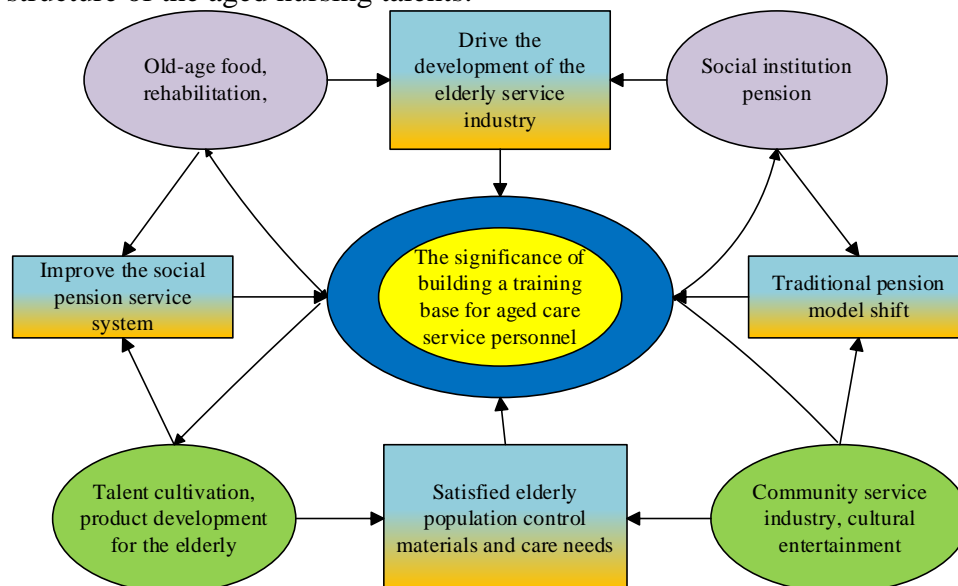


Figure 1 The Significance of Building an Old-age Service Talent Industry Training Base

3. The main problems and causes of the training of the aged care service personnel in China

1) Lack of first-line pension service talents

At this stage, the nursing staff who are engaged in the first-line pension service in China is the main body of the talent team. The professional level is not good, and the social status is low, the income is low, the education level is low, the liquidity is high, and the occupational risk is high. Problems such as high age have directly restricted the improvement of the professional level of caregivers. Low social identity and low salary affect the stability of the aged care staff. Because China's past pension service demand projects are relatively simple and the technical level is not high, many people still think that the old-age service is the job of the waiter, especially for young people, it seems that this occupation is not decent enough; Under the influence of the concept, most students and parents in the medical field believe that the development of the old-age service industry is small and the future is rampant, resulting in the loss of highly educated talents; the long-term pressure, low pay, and dim prospects of the work environment, resulting in frequent resignation. Newly-advanced medical colleges and nursing students related to nursing care generally work for 2 to 3 years and then leave their posts. Low treatment is an important reason for the lack of professional services for the elderly. The income level of pension service employees is generally low, and most pension institutions refuse to provide social insurance for the aged care

workers. It is naturally difficult to introduce senior professionals, and brain drain is inevitable. Most of the elderly service practitioners lack professional identity, and most of the staged employment are likely to leave at any time, and the mobility is great. For the old-age care institutions, it is often necessary for the caregiver to provide services one-to-many. The work intensity is high, and it is more difficult for the disabled to be disabled. From a national perspective, the reasons for the inability to guarantee the quality of service for old-age care institutions are multiple. The quality and quantity of old-age care workers are not equipped according to standards, and the subsidies of the government are not specific and efficient. If we do not subdivide the professional and ordinary talents of the aged care service, and differentiate between treatment and career development, it will be difficult to achieve the professional development of the aged care service.

2) The training of endowment talents is weak, and the professionalization and marketization are insufficient.

The cultivation of current aged care service talents in China is quite lagging behind, and it is far from the urgent demand for aged care services. First, the courses related to the provision of old-age services in domestic medical colleges and universities are extremely limited, which can not meet the needs of domestic professional training. At present, the service of the elderly is mainly oriented to the cultivation of professional talents. It is mostly set up in medical colleges and higher vocational colleges. In 2000, the first batch of teaching reforms for medical colleges and higher vocational education began, and services and management for the elderly were established. Related majors, the scale of training is far from meeting the needs of social services. Second, the level of training for endowment service personnel is relatively simple, and a sound talent training system has not been formed. The professional setting of medical colleges is not complete enough, and the setup of senior service and management profession is lacking. After the end of the last century, there were also some medical vocational colleges trying to start the service related to the aged service. The training of the aged care service began from now on. Most of the school-running models were mainly vocational education. Most of the school-level levels were junior colleges or secondary schools. At present, except for a few vocational colleges that have set up professional services such as housekeeping services, community rehabilitation, aged services and management, and nursing, the real high-level pension service research bases and training bases are seriously inadequate, which also greatly restricts teachers. Team building and high-level talent training. In addition, the scientific research institutions are scarce, and the training base for old-age service teachers is still blank in the country. The shortage of teachers directly restricts the construction and development of the old-age service profession.

3) The overall planning of the allocation of pension service talents in China is lacking

At this stage, China has not yet established a national pension service professional talent allocation system, mainly relying on the city-level government to provide human resources within the jurisdiction. The lack of overall planning for the aged care professionals limits the national unified configuration of the aged care professionals. It has weakened the orderly flow of professionals in the aged care service nationwide. First of all, China has not yet established a special old-age service talent allocation management organization. The management of the old-age service professionals in various regions is chaotic, and there is no unified and effective management mechanism. In one area, those who are prohibited from engaging in old-age services due to unqualified service quality can go to other regions. The re-opening of service activities makes it difficult to effectively protect the legitimate rights and interests of the elderly who receive old-age services. Secondly, the lack of national unified allocation standards has made the level of old-age service talents in different regions uneven, and its development space has been limited, which has caused the phenomenon of brain drain to other fields. Thirdly, the lack of overall planning for the provision of old-age service talents has also resulted in the waste of human resources and the increase of regional disparities. The number of old-age service talents in economically developed areas is relatively high, the service quality is relatively high, and the number of elderly service personnel in economically underdeveloped areas is insufficient. The quality of service is relatively poor, and this situation restricts the overall improvement of the quality of China's aged care

services.

4. Relying on medical colleges and universities, the basic path of building a training base for pension service

4.1 Identify the goal of building a talent service training base

Relying on the resources of medical colleges and universities, the construction of the old-age care service base should be based on the construction of old-age care institutions, supported by professional personnel training, research and development of old-age service industry projects, and supporting facilities, and take the road of joint construction, industry-university-research cooperation, and build A comprehensive elderly industry service base integrating teaching, research, training and service. Let the elderly enjoy the old-fashioned, old-fashioned, old-fashioned, old-school life in a comfortable environment and superior conditions, and contribute to building a harmonious society.

4.2 Principles for Building a Talent Service Training Base

Reasonable site selection. The old-age industrial service base is suitable for being built in a beautiful environment with beautiful environment, rich vegetation, fresh air, suitable for the elderly to live in and care for, and close to the urban area. It is best to be located near the university town on the outskirts of the city.

Joint construction and resource sharing. On the one hand, it can be jointly established with colleges and universities with modern service categories such as community service management, food nutrition, and aged care services to give full play to their advantages in professional talents and technical services. On the other hand, it can be jointly established by industry associations and enterprises to provide information, capital and management support for the construction of the base.

4.3 Basic Contents and Design Ideas of Building Talent Service Training Base

The construction of the pension service training industry base should first be based on medical colleges and universities and build an elderly apartment. Old-age apartments are apartment-style houses that are designed for the elderly to live in concentrated and meet the characteristics of the elderly. They are classified as a comprehensively managed residence. Older apartments should have a catering, cultural entertainment, sanitation and health care service system, and the scale is 200-500 beds. At the same time, we must pay attention to the construction of old-age service facilities. Generally, functional areas such as sports areas, recreation centers, and medical care centers should be set up. There must be performance halls, chess and card rooms, and miniature golf courses to meet the needs of the elderly and the spiritual culture. The overall design must meet the relevant standards and specifications, but also meet the diversified needs of the elderly, reflecting sustainable development (see in Figure 2). Old-age apartments have the characteristics of “welfare undertakings and market-oriented operation”. Their operation and management must follow the laws of the market and establish the operation mode of the old-age institutions that are compatible with the market economy. According to the various forms of the elderly market demand, the combination of rental and sales, flexible and diverse sales methods to ensure their normal operation, to meet the elderly. Raise operating expenses through various channels such as service charges, government subsidies, social financing, and charitable donations. The old-age service is a special kind of public service product for the elderly. The quality is directly related to the health of the person and the safety of life and property. It is very necessary for professional nursing staff with professional knowledge. The construction of the old-age service talent training industrial base is an important manifestation of actively responding to the aging of the population, establishing a social pension service system that is compatible with the aging process of the population and coordinating with the level of economic and social development, and the strategy of realizing the “old-age support” Goals have an important role to play.

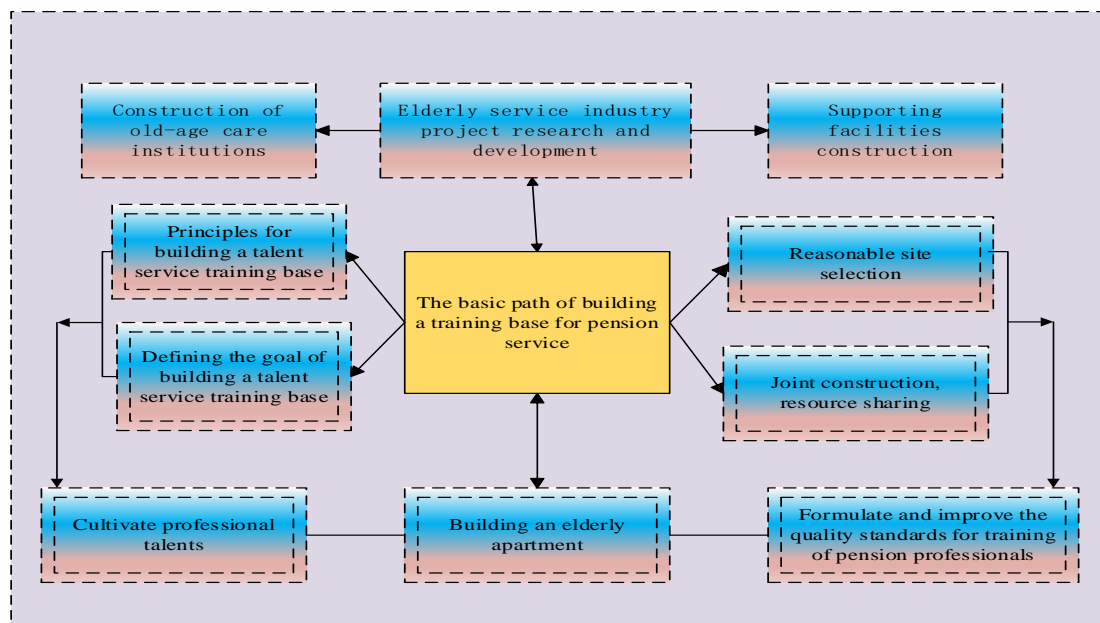


Figure 2 The basic path of building a training base for pension service

5. Conclusions

In summary, with the growing problem of aging in China, the aged care service has become the focus and hot spot of the public and the society. However, at present, a large number of high-quality and professional service talents are lacking in China, which is difficult to meet the needs of the society. Therefore, through this construction mode of the aged service talent training base based on medical colleges and universities, the market-oriented training of high-quality medical service resources in higher medical colleges is realized, and elderly patients receive continuous medical services and care. At this stage, the society needs for the elderly service talents. The construction and implementation of the health education model based on medical colleges promotes the rational allocation and utilization of quality medical and teaching resources, brings good social and economic benefits, and has the value of promotion. The communication channels between doctors and patients have increased, and the utilization and trust of residents in community health service centers have increased. The rich community health education activities brought by teachers and students in medical colleges are conducive to creating a healthy residential community environment and inspiring community residents. The demand for health services, economic and social benefits have improved significantly.

Acknowledgement

In this paper, the research was sponsored by Ministry of Education School Planning and Construction Development Center Pilot Project on Tourism and Health Education Southwest China (Project No. XN0307A); Construction of Yunnan Health and Aging Care Talents Training Base.

References

- [1] Kellermeyer M, Bert C, Mäler R G. A novel concept for CT with fixed anodes (FACT): Medical imaging based on the feasibility of thermal load capacity. *Physica Medica*, 2015, 31(5):425-434.
- [2] Sivalingam A, Elayaperumal A, Jagatheeshwaran M S. Discussion on the feasibility of using proteinized/deproteinized crab shell particles for coating applications: Synthesis and characterization. *Journal of Environmental Chemical Engineering*, 2016, 4(4):3891-3899.
- [3] Danielson J. On the Feasibility of Risk Based Regulation. *Cesifo Economic Studies*, 2015,

49(2):157-179.

[4] Sun Y M, Yoon M, Chung M, et al. Evaluation of the MEMS based portable respiratory training system with a tactile sensor for respiratory-gated radiotherapy. *Journal of the Korean Physical Society*, 2017, 71(8):452-458.

[5] Schippl J. Assessing the desirability and feasibility of scenarios on eco-efficient transport: a heuristic for efficient stakeholder involvement during foresight processes. *Foresight*, 2016, 18(1):41-58.

[6] Deutsch A, Siegel E, Cations M, et al. A pilot study on the feasibility of training nurses to formulate multicomponent oral health interventions in a residential aged care facility. *Gerodontology*, 2017, 34(4):469-478.

[7] Ntontin K, Renzo M D, Verikoukis C. On the Feasibility of Full-Duplex Relaying in Multiple-Antenna Cellular Networks. *IEEE Transactions on Communications*, 2017, 65(5):2234-2249.

[8] Mikhailov O V. On the Feasibility of the Use of the Concept of the Oxidation State of an Atom for the Selection of Stoichiometric Coefficients in Redox Reaction Equations. *Russian Journal of General Chemistry*, 2018, 88(2):347-355.

[9] Zygouris S, Ntovas K, Giakoumis D, et al. A Preliminary Study on the Feasibility of Using a Virtual Reality Cognitive Training Application for Remote Detection of Mild Cognitive Impairment. *Journal of Alzheimers Disease* Jad, 2017, 56(2):1-9.

[10] Sd V D L, Sitskoorn M M, Rutten G M, et al. Feasibility of the evidence-based cognitive telerehabilitation program Remind for patients with primary brain tumors. *Journal of Neuro-Oncology*, 2018, 137(3):1-10.