



NURSING EDUCATION- CHALLENGES IN DIVERSITY, TEACHING STRUCTURE & EMERGING TECHNOLOGIES

Sumitra Mahadevan

Executive Secretary, European Nurse Directors Association (ENDA)

Medizinische Hochschule Hannover (MHH), Germany

Speaker Introduction

Sumitra Mahadevan

*The Executive Secretary,
European Nurse Directors Association (ENDA)*

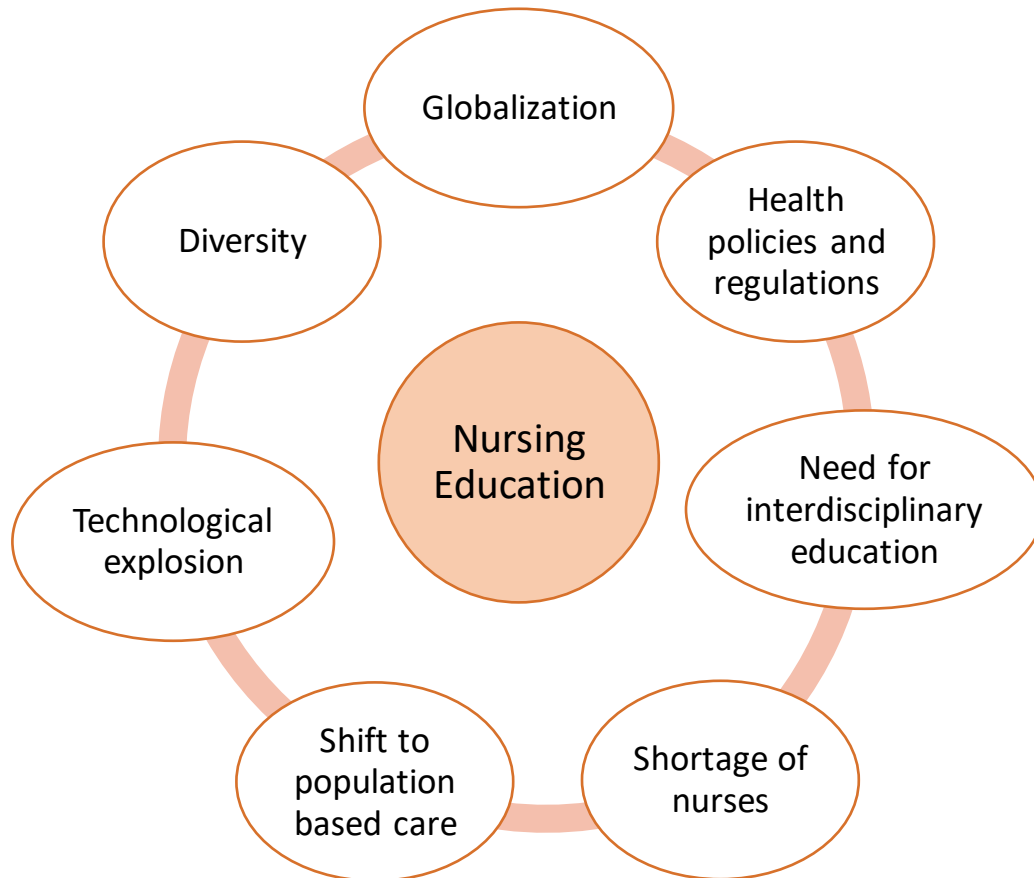
Medizinische Hochschule Hannover (MHH) Germany

Career Background

- *M.Sc. Nursing and Ph.D. Nursing*
- *Started nursing career in 1999 as a ICU Nurse*
- *17 years of experience in Nursing profession*



Challenges in Nursing Education



Diversity

Teaching Structure

Emerging technologies

Nursing in European Union

DIVERSITY

- One of the most mobile profession in the EU
- 20 – 50% of nurses intend to leave their job due to issues around job satisfaction, burnout and working environment etc.
- Increasing a nurses workload by One Patient increases the likelihood of mortality by 7%
- Imbalances of nurse supply and demand within EU/EEA leads to increased mobility facilitated by freedom of movement, although the number of nurses are finite.
- Patient to Nurse staff ratio is the key concern
Current gap in Germany : 84 000 nurses
Expected gap in 2030 : 200 000 nurses
- Changes in policies regarding immigration and professional registration. Since 2016, Nursing is back to SOL (Shortage Occupation List)



ec.europa.eu/eurostat

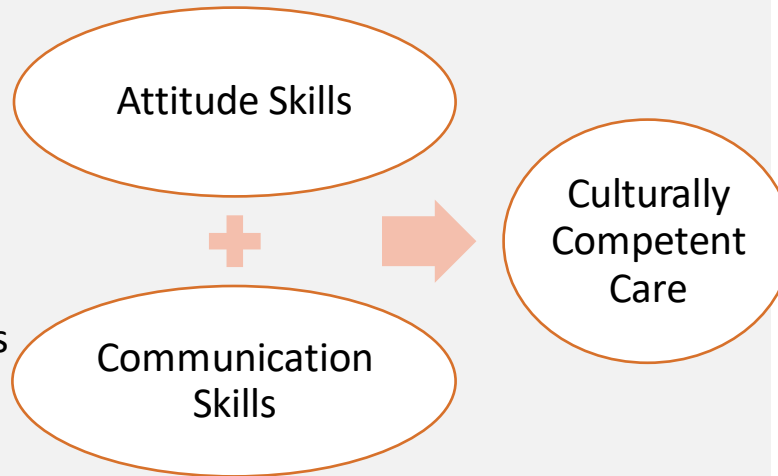
- As per RN4CAST study conducted in 2013
- Rheinisch Westfälisches Institut für Wirtschaftsforschung

Managing Diversity is a Challenge of the 21st Century

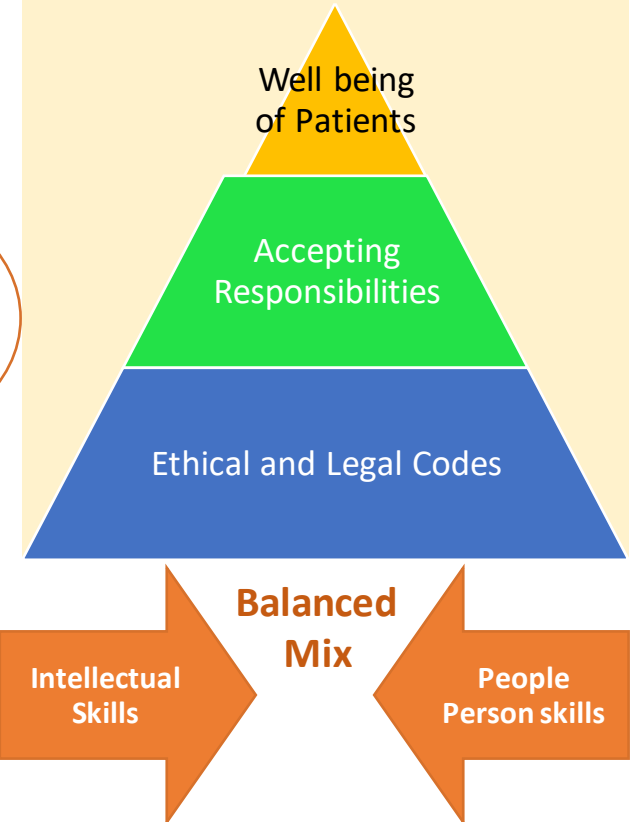
DIVERSITY

Increasing migrations through Legal and Extra-Legal channels (economic migrants, refugees and asylum seekers) creates varying cultural backgrounds:

- Age
- Gender
- Race
- Ethnicity
- Religion
- Education
- Socioeconomic status
- Geographic region
- Occupation
- Beliefs



Revised CALOHEE framework (Dimension 1)



Tuning Education Structure in Europe

TEACHING STRUCTURE

- Bologna Declaration created a great opportunity for nursing education at the entrance level, followed by masters and doctoral academic recognition in all EU countries
- In 2003, Nursing joined the Tuning project as the first 'harmonized' health care regulated discipline to apply its methodology
- In the Tuning approach, universities do not look for uniformity of their degree programs or any sort of standardized European curricula. Instead, the aim is to develop points of reference, convergence, and common understanding. The agreement allows flexibility and autonomy in construction and implementation of curriculum
- The aim is to identify Generic and Subject specific competencies for nursing graduates at bachelor's, master's, and doctoral levels.



Tuning Guidelines /Reference Points (Edition 2018)

TEACHING STRUCTURE

Guidelines

EU Directive (2013/55/EU) already incorporated below recommendations:

- Introduction of competences
- European Credit Transfer System (ECTS)
- Opportunity to make amendments
- Language requirements for mutual recognition

Reference points

Generic competencies

- Capacity to apply knowledge to practice is evolved as the most important (1st cycle)

Subject specific competencies

Five dimensional competencies listed for 1st cycle

1. Professional values and the role of the nurse
2. Nursing practice and clinical decision making
3. Knowledge and cognition
4. Communication and interpersonal skills (including technology for communication)
5. Leadership, management and team working.

EU Directive (2015/55/EU) below competencies added:

- Ability to respond to crisis/disasters
- Awareness and sensitivity towards different cultures, political and social realities
- Impact of global issues



CALOHEE - Tuning Education Structure in Europe

TEACHING STRUCTURE

Started in 2016, this project aimed to develop an infrastructure to design and develop a multi-dimensional test a pilot model based to measure and compare nursing students performance across EU countries. Also to analyze the results in an international framework.

CALOHEE is based on the merger of two European Qualifications framework.

- Bologna qualifications Framework for the EHEA (QF for the EHEA)
- EU European Qualifications Framework for Lifelong Learning (EQF for LLL)



Competency framework is built on 3 elements

Knowledge

Skills

Competency

CALOHEE:

Measuring and Comparing Achievements of Learning Outcomes in Higher Education in Europe

Challenges Around Tuning Methodology

TEACHING STRUCTURE

❑ CALOHEE has developed a framework for Civic, social and cultural engagement

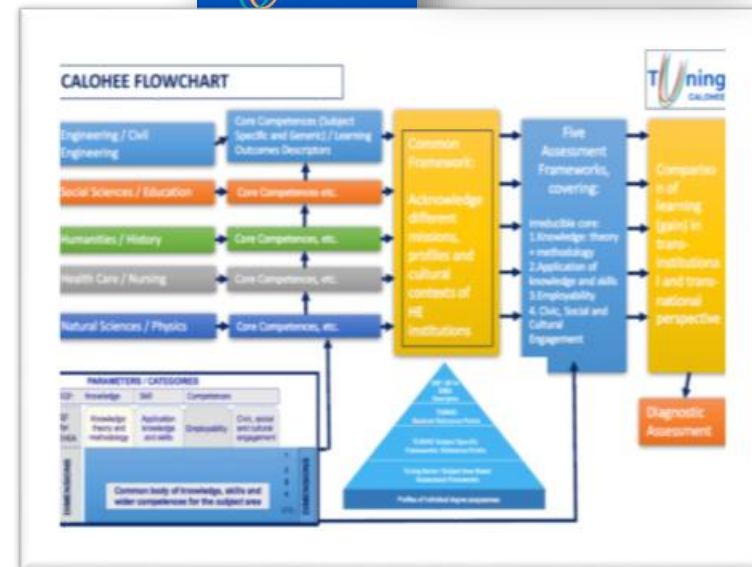
- These elements have been incorporated as part of the key dimensions of the professional competence framework
- Challenge is to determine the extent to which Generic and Subject specific competences can be measured to design competences to align with appropriate strategies.
- Also to recognize the key competences that provide the minimal acceptable standard that should apply to any nurse irrespective of country.

❑ Directive 2015/55/EU recognizes ECTS

- However, Subject area of nursing operates within and between the ECVET (European Credit System for Vocational Education and Training, 2005) and ECTS.
- The two credit based systems operate in different ways, thus making it difficult for nurses trained in the ECVET system to gain recognition in the Higher Education system for their learning achievements

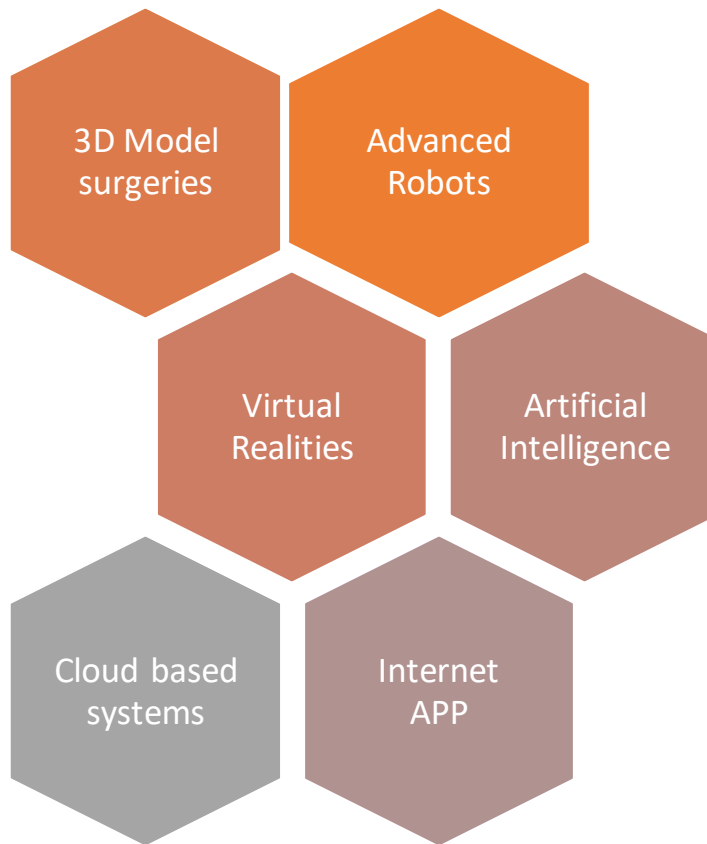


Co-funded by the
Erasmus+ Programme
of the European Union



Innovations in Health care

EMERGING TECHNOLOGIES



Innovations in Health care

EMERGING TECHNOLOGIES

3D model surgeries

- 3D operating models that allow surgeons to practice complex operations before they walk into the operating room. 3D printing allows hospitals to create exact models of a patient's organs for detailed practice



Robotics Heart surgery

- A doctor makes a small incision and then navigates the robot to particular parts of the heart, where the robots sticks to the organ and performs therapy



Virtual Realities helps patients in difficult situations

- In this innovative concept patients are given VR glasses during painful or difficult procedures to minimize the stress. The technology makes for a more pleasant patient experience while also creating a better environment for providers to safely perform the procedure



Key Messages

Current challenges in Nursing Education

Diversity

Integrate immigrant nurses from non-EU countries to ensure offering of culturally competent care

Tuning methodology

- Address CALOHEE's framework for Civic, social and cultural engagement describing the extent to which Generic and Subject specific competencies are measured
- Recognition of ECVET system

Emerging technologies

Train and update immigrant nurses from non-EU countries on latest technologies in health care systems and management

