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**Please cite the original version:** H. Hertell (2019) New Knowledge and Skills to Second Grade Social and Health Care Teachers with Updating Training, EDULEARN19 Proceedings, pp. 3126-3129.

doi: 10.21125/edulearn.2019.0844

# NEW KNOWLEDGE AND SKILLS TO SECOND GRADE SOCIAL AND HEALTH CARE TEACHERS WITH UPDATING TRAINING

Henna Hertell

*Laurea University of Applied of Sciences (FINLAND)*

## Abstract

Laurea University of Applied Sciences and Finnish Institute of Occupational Health in co-operation carried out a national updating training to General upper secondary education the social and health care teachers. The training was funded by Finnish National Agency for Education and it was named as 'Proactive safety, ergonomics and occupational wellbeing know-how of a practical nurse'. The training consisted of three modules. In this article the modules undertaken by Laurea University of Applied Science are described.

The greatest profession group in social and health care are practical nurses who have completed the basic examination in social and health care. From the public health perspective this profession group is in a significant position in improving health, wellbeing and safety of Finnish people at all ages. From the public economy perspective the profession group is in a key position.

The aim of updating training was to increase the capabilities of second grade social and health care teachers to assess and execute preventive safety in care work. In addition, the purpose was to prevent and assess physical risk and burden factors related to the work of practical nurses, and recognize factors that affect occupational wellbeing and working ability in care work. Teachers performed as examples and developers in daily teaching and this way students got knowledge and tools to their forthcoming practical nurse work.

The main purpose of this study was to explore the meaning of social and health care teachers' learning experiences in a multiprofessional updating training. The aim was also to describe the meaning of teachers for the development of professional and pedagogical skills and knowledge self-assessed.

The Qualitative approach was used in this study. The data were collected through the open questionnaires. N=25 second grade social and health care teachers participated in the study. The data were analyzed with inductive content analysis.

Teachers and students thought that the opening of the Law of Occupational Health Care meaning increased knowledge and understanding of the responsibilities of an employee and employer to take care of health and safety at work. Risk assessment techniques increased readiness to assess and execute preventive, risk based safety work in their work places.

The Social and Health Ministry (2018) describes occupation wellbeing as an entity that is affected by the work itself and sensibleness related to it, health, safety and wellbeing. Occupational wellbeing has an impact on work capability and it has been found to be related to work commitment, productivity and absence from work. As a result of tasks and common discussion, the teachers that participated the training found that they got necessary tools to speak and work on things with their students.

In the future strong needs for change are targeted to the education and work of practical nurses. The most significant changes will be the social and health care reform and the reform of professional education. Between different professions will be done task transfers and responsibilities will further increase. Because of diminishing resources, the aging of population and increase of average lifetime will create challenges.

Keywords: Updating training, social and health care teacher, occupational health and safety.

## 1 INTRODUCTION

The proportion of persons aged 65 or over in the population is estimated to rise from the present 19.9 to 26 per cent by 2030 and to 29 per cent by 2060. The demographic dependency ratio, that is, the number of children and pensioners per one hundred persons of working age, will go up in the near future. [1] Reducing socioeconomic inequalities in health has been part of Finnish project -based

health programs for a long time. Nevertheless, inequalities in health status and mortality between different levels of education, occupation and income haven't decreased. Socioeconomic differences in lifestyle is one cause of health inequalities. [2]

The role and volume of Finnish health care system are currently highly debated within health care, facing controversial expectations. The fundamental effects of workplace stress on the well-being, occupational safety, quality of care and productivity of hospital nurses are well documented. A range of technological, organizational, and structural interventions is being implemented to improve healthcare quality and patient safety. Healthcare workers seem to have more than average level of work-related health risks. [3] The role of hospital nurses has become increasingly complicated due to the fact that health care is developing rapidly as a result of high technology, shortened lengths of stay in hospitals, cost effectiveness aims, and the downsizing of staff [4].

The greatest profession group in social and health care are practical nurses who have completed the basic examination in social and health care. The basic work of practical nurse is to support customers or patients in activities of daily living but the starting point in the future is strongly systematically contribute to the health and welfare. The working life environment is changing and with that also the ways to work. This will be a challenge to professional ethics, dialogic interaction and guidance skills and professional growth and learning of practical nurse. Practical nurse is the advocate of the customer or patient and works on the principle of companionship in nursing, caring and education and also of internal entrepreneurship. Practical nurse shall have cross cultural skills. Practical nurse's work provides ecologically, socially, culturally and economically sustainable development. In the work will emphasize skills to use welfare technology, support welfare at work and safety for the customers or work unit. The main target is to support the customer or patient to take care of himself or herself. The focus is in the extensive basic vocational skills. The need of more specialised competence and vocational skills is based on the needs of customer or patient in various environments. [5]

From the public health perspective this profession group is in a significant position in improving health, wellbeing and safety of Finnish people at all ages. From the public economy perspective the profession group is in a key position.

Wellbeing at work means that work is safe, healthy, and pleasant. It stimulates good and motivated management and the workplace atmosphere and professionalism of employees. It also impacts on coping at work. Wellbeing at work increases productivity and commitment to the job, and it reduces incidents of sick leave. [6], [7]

There is more than one correct definition for wellbeing at work. Wellbeing at work is an individual experience related to, for example, well-functioning personal relations at the workplace and employees' own vocational skills. Wellbeing at work helps a person to be enthusiastic and motivated and to take initiative. Therefore, wellbeing at work is directly connected with work productivity and with the competitiveness and reputation of the employer organisation. [6].

As a whole, the health and work ability of the population have continued to develop positively. According to the Health 2011 survey, health, work ability and functional capacity have improved, and mental health issues seem to have slightly decreased. Middle-aged people and especially people of retirement age are feeling better than before. What is worrying is that the health and well-being of 30–44 year olds has hardly improved at all in the 2000s according to the Health 2011 indicators. Lifestyle has a connection to coping at work and recovery. Sufficient sleep, regular exercise and regular eating habits promote recovery from work. [8]

In the future, well-being at work will be an even more central enabler of productivity, and the ability to renew and endure change. The development of well-being at work through risk management (decreasing of ill-being and prevention) is still needed. However, developing well-being at work through strengthening the positive resources of actors, people and work communities will be even more important as co-operation and the competence of people and organizations under constant change are now at the heart of the new economy, instead of machines. At the same time, the connection between well-being at work and productivity will become stronger than ever. [8], [9]

Laurea University of Applied Science and Finnish Institute of Occupational Health in co-operation carried out a national updating training to General upper secondary education the social and health care teachers in 2017. It was named as 'Proactive safety, ergonomics and occupational wellbeing know-how of a practical nurse'. The training consisted of those three themes.

The aim of updating training was to increase the capabilities of second grade social and health care teachers (n=38) to assess and execute preventive safety in care work. In addition, the purpose was to

prevent and assess physical risk and burden factors related to the work of practical nurses, and recognize factors that affect occupational wellbeing and working ability in care work. Teachers performed as examples and developers in daily teaching and this way students got knowledge and tools to their forthcoming practical nurse work.

## **2 PURPOSE OF THE STUDY**

The main purpose of this study was to explore the meaning of social and health care teachers' learning experiences in a updating training. The aim was also to describe the meaning of teachers for the development of professional and pedagogical skills and knowledge self-assessed.

## **3 METHODS**

Qualitative research explores a subjective, holistic pathway which helps to develop theory. Whereas quantitative research is based on scientific method, qualitative research suits behavioural and social sciences as it aids in understanding the unique nature of human beings. Qualitative research can generate information that can help nurses by informing clinical decisions. Qualitative nursing research focuses on patients and/or health professionals' experiences. Through this approach the reality of people's experiences and lives are not over simplified and subsumed into a number or a statistic. [10].

The Qualitative approach was used in this study. The data were collected through open questionnaires. N=25 second grade social and health care teachers participated in the study. The research data was collected end of the updating training in autumn 2017.

The data were analyzed with inductive content analysis. Qualitative content analysis is the analysis of the content of narrative data to identify prominent themes and patterns among the themes. Qualitative content analysis involves breaking down data into smaller units, coding and naming the units according to the content they represent, and grouping coded material based on shared concepts. [10].

## **4 RESULTS**

In care work safety thinking has traditionally being related to patient safety and it has been seen from the perspective of the safety related to care, medical treatment and medical equipments. Teachers and their students thought that the opening of the Law of Occupational Health Care meaning increased knowledge and understanding of the responsibilities of an employee and employer to take care of health and safety at work. Risk assessment techniques increased readiness to assess and execute preventive, risk based safety work in their work places.

Occupational wellbeing has an impact on work capability and it has been found to be related to work commitment, productivity and absence from work. As a result of tasks and common discussion, the teachers that participated the training found that they got necessary tools to speak and work on things with their students. They also was building co-operation and competence networks. Both teachers and students regarded new methods and work life skills.

Multiprofessional learning supported the teachers abilities in the fields of nursing and teaching. They also appreciated the opportunity update their pedagogical materials and they got more confidence to teach occupational safety and well-being.

## **5 CONCLUSIONS**

The results of this study suggest that 'Proactive safety, ergonomy and occupational wellbeing know-how of a practical nurse' updating training improves the personal resources needed in teaching as well as the knowledge, practical skills. The benefits of multiprofessional learning were wide-ranging and the teachers hoped to get more opportunities to learn with multiprofessional updating trainings.

In the future strong needs for change are targeted to the education and work of practical nurses. The most significant changes will be the social and health care reform and the reform of professional education. Between different professions will be done task transfers and responsibilities will further increase. Because of diminishing resources, the aging of population and increase of average lifetime will create challenges.

The results can be used in the planning and implementation of practical nursing education. The results also can be utilized in the development of the daily work of practical nursing teachers.

## ACKNOWLEDGEMENTS

I want to thank my colleagues Senior Lecturer Carita Saarikivi and Senior Lecturer Soili Martikainen from Laurea University of Applied Sciences and The Finnish Institute of Occupational Health (FIOH) for their co-operation.

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