

A-3. Nursing Education: Career Development

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Field survey of the careers of visiting nurses, Report No. 3:
Visiting nurses' ideas on career development

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Objective: To identify the opinions of visiting nurses on career development and to use this information as the foundation for developing a training program for visiting nurses.

Methods: Visiting nurses employed at 309 visiting nurse stations affiliated with the Association of Visiting Nurse Stations of the Prefecture A completed a self-administered questionnaire. Their responses to open-ended questions about their thoughts, ideas, and desires regarding career development were categorized according to meaningful content. This study was conducted after receiving approval from the research ethics committee (20085).

Results: The thoughts on career development were described by 236 individuals and classified into four categories. There were a generalist, a specialist, a manager, and on one step for the purpose of job change. There were a desire for facility users to feel relaxed and secure when receiving nursing care, a desire to master a wide range of knowledge and skills, a desire to gain confidence, to toward a managerial position or a desire to acquire new qualifications, and to improve the work environment and work teams or a desire to contribute to society. Ninety-three individuals expressed their specific desires, which were divided into the following three categories: desire for education/training, improvements in the visiting nurse system, and horizontal cooperation and information sharing.

Conclusion: Many respondents viewed career development as engaging in self-improvement in order to provide care that benefits facility users, and they desired to master knowledge and skills for this purpose. Few respondents desired to acquire new qualifications, such as manager or certified nurse. Based on their desire for improvements in the law that would further protect visiting nurses, it appears that visiting nurses would find it difficult to pursue career advancement in the absence of systematic improvements that would allow them to work in a safe and secure environment.