



# Research and Practice on the Training Model of Critical Care Nursing Talents

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**Abstract:** With the continuous development of medical technology, the success rate of treatment for critically ill patients has been increasing year by year, among which critical care nursing talents have played a crucial role. The cultivation of critical care nursing talents not only concerns the safety of patients, but also reflects the comprehensive strength of medical institutions. However, there are some problems in the current cultivation of critical care nursing talents, which restrict the development and improvement of critical care nursing talents. Therefore, this article briefly analyzes the importance of cultivating critical care nursing talents, and explores in depth the problems existing in the cultivation of critical care nursing talents, as well as the principles for constructing the cultivation mode of critical care nursing talents. It proposes practical strategies for the cultivation mode of critical care nursing talents for reference.

**Keywords:** critical care, talent cultivation, mode, research, practice

## 1. Introduction

The cultivation of critical care nursing talents is an important issue in the medical field. Constructing a scientific and reasonable training model for critically ill nursing talents can help improve their professional competence and practical ability, and provide better nursing services for critically ill patients. At the same time, it is necessary to constantly summarize experiences and lessons, continuously improve and optimize training models to adapt to the continuous development of medical technology and changes in patient needs.

## 2. The importance of cultivating critical nursing talents

The cultivation of critically ill nursing talents has profound significance in the medical field, playing a crucial role in improving the success rate of treatment for critically ill patients, reducing the incidence of complications, improving medical quality, and patient satisfaction.

### 2.1 Improving the success rate of treatment for critically ill patients

Critically ill patients have severe conditions and rapid changes, requiring timely and effective treatment. Critical care nursing professionals possess rich professional knowledge and practical skills, able to quickly respond to various emergency situations and buy valuable treatment time for patients. By cultivating high-quality critical care professionals, the success rate of treatment for critically ill patients can be significantly improved, providing strong guarantees for their life safety.

### 2.2 Reducing the incidence of complications in critically ill patients

Critically ill patients are prone to various complications, such as lung infections, pressure ulcers, etc. The occurrence of these complications not only affects the patient's recovery, but also increases their pain and economic burden. High quality critical care professionals can better grasp the methods and skills for preventing and managing complications, timely detect and deal with various complications, thereby reducing the incidence of complications, alleviating the pain and economic burden of patients[1].

### 2.3 Improving medical quality and patient satisfaction

The professional competence and work ability of critically ill nursing talents are directly related to the quality of medical care and patient satisfaction. High quality critical care professionals can provide professional and accurate nursing services, reduce the incidence of medical errors and accidents, improve the success rate of patient treatment, and thus improve medical quality and patient satisfaction. At the same time, critically ill nursing talents can also work closely with doctors and other nursing staff to ensure that patients receive comprehensive nursing services and improve the overall level

of nursing services.

## **2.4 Promoting the development of critical care nursing discipline**

With the continuous progress of medical technology and the increasing demand for health, the discipline of critical care is also constantly developing. Highly qualified critical care nursing talents possess innovative abilities and academic literacy, which can contribute to the development of the discipline and promote the continuous improvement and development of critical care nursing[2]. At the same time, the cultivation of critical care nursing talents can also strengthen exchanges and cooperation with other countries and regions, draw on advanced experience in critical care nursing talent cultivation, and jointly promote the development of critical care nursing.

## **3. The problems in cultivating critical care nursing talents**

### **3.1 Unclear training objectives**

At present, many medical institutions lack clear training goals when cultivating critical care talents. This leads to the trained nursing staff being unable to meet the actual needs of their work, and also affects their work enthusiasm and career development. Therefore, medical institutions should establish clear training objectives based on actual needs, and improve the targeted and effective training of critical care nursing talents.

### **3.2 Unreasonable course design**

The curriculum is the core content of cultivating critical care nursing talents, but there are some problems with the current curriculum. Some courses are too theoretical, lacking practicality and applicability. However, some courses are too simple and cannot meet the needs of practical work. Therefore, medical institutions should scientifically plan and adjust their curriculum, so as to strengthen the combination of theory and practice, and improve the practicality and pertinence of the curriculum.

### **3.3 Insufficient practical experience**

Critical care work requires rich practical experience and skills. However, the current practical aspects are generally insufficient. Some nursing staff do not receive sufficient exercise and improvement in practice, resulting in limited skill levels and practical abilities. Therefore, medical institutions should strengthen the construction and management of practical links, provide more practical opportunities and resources, and improve the practical ability and skill level of nursing staff.

### **3.4 Weak teaching staff**

The teaching staff is one of the key factors in cultivating critical care talents, but currently, the teaching staff is relatively weak. Some teachers have limited professional competence and practical experience, and are unable to undertake the important task of cultivating high-quality critical care talents. Therefore, medical institutions should strengthen the construction of teaching staff, improve the professional competence and practical ability of teachers, and provide strong support for the cultivation of critical care nursing talents.

### **3.5 Unclear career development path**

The career development path is an important guarantee for the development of critical care nursing talents, but the current career development path is not clear. Nursing staff lack clear planning and guidance in their career development process, which hinders their career development. Therefore, medical institutions should establish clear career development paths and promotion mechanisms to provide nursing staff with more career development opportunities and space. At the same time, it is necessary to strengthen the guidance and management of career planning for nursing staff, and help them develop reasonable career plans and development plans.

## **4. The construction principles of the training model for critically ill nursing talents**

### **4.1 The principle of combining theory with practice**

The combination of theory and practice is the basic principle for cultivating critical care nursing talents. In the training process, emphasis should be placed on imparting theoretical knowledge and training practical skills, so that nursing staff can comprehensively grasp the theoretical and practical knowledge of critical care. Through theoretical learning, nursing staff can understand the physiological and pathological changes and nursing points of critically ill patients, and master relevant medical knowledge; Through practical training, nursing staff can continuously improve their operational skills and ability to respond to emergency situations.

## **4.2 Principles of comprehensive quality cultivation**

Critical care nursing talents need to possess high comprehensive qualities, including good professional ethics, communication skills, and teamwork spirit. Therefore, in the cultivation process, attention should be paid to the cultivation of comprehensive qualities. To cultivate a high sense of responsibility and mission among nursing staff, so that they can take responsibility for the safety of patients. To strengthen communication skills training, so that nursing staff can effectively communicate with doctors, patients, and family members. We should pay attention to the cultivation of teamwork spirit, so that nursing staff can play a positive role in the team.

## **4.3 Principle of professional ability enhancement**

Critical care nursing professionals need to possess solid professional skills, including skills in technical operations, disease observation, emergency response, and other aspects. Therefore, in the training process, attention should be paid to the improvement of professional abilities. To systematically train nursing staff in professional technical operations, so that they can proficiently master various first aid techniques and nursing skills. To strengthen the training of patient observation ability, so that nursing staff can timely detect changes in the patient's condition. To cultivate the emergency response ability of nursing staff, so that they can quickly make correct judgments and response measures in emergency situations.

## **4.4 The principle of sustainable development**

Sustainable development is an important principle for cultivating critical care nursing talents. With the continuous development of medical technology and the increasing demand for patients, critical care nursing talents need to constantly update their knowledge and skills to adapt to changes in the medical field. Therefore, in the training process, we should pay attention to the concept of sustainable development, encourage nursing staff to continuously learn new knowledge and skills, and improve their professional competence and practical ability; At the same time, it is necessary to provide more career development opportunities and space for nursing staff, promoting their sustainable career development.

# **5. Practical strategies for cultivating critical care nursing talents**

## **5.1 Clarifying training objectives**

In the process of cultivating critical care nursing talents, the first step is to clarify the training objectives. The training objectives should be based on the needs of the medical market and the direction of subject development, while considering the career and personal growth needs of students. The training objectives for critically ill nursing talents should include the following aspects: possessing solid medical basic knowledge, mastering the physiological and pathological changes of critically ill patients, and nursing points. Having strong practical and operational skills, able to proficiently respond to various emergency situations. Having good communication skills and teamwork spirit, able to effectively communicate with doctors, patients, and family members. Having innovative awareness and continuous learning ability, able to continuously update knowledge and skills, and adapt to the development and changes in the medical field.

## **5.2 Optimizing course offerings**

The curriculum is the core content of cultivating critical care nursing talents. In order to improve the quality of training, it is necessary to optimize the curriculum, strengthen the combination of theory and practice, and focus on the cultivation of comprehensive qualities and professional abilities. Firstly, it is necessary to strengthen the teaching of basic medical courses, so that students have a solid foundation in medical knowledge, and to offer specialized critical care courses that systematically introduce the physiological and pathological changes of critically ill patients as well as nursing points. Secondly, it is necessary to increase the proportion of practical courses and improve students' practical abilities and operational skills. At the same time, courses on communication skills, team collaboration, and other aspects are offered to cultivate students' comprehensive qualities. In addition, courses on innovative thinking, research methods, and other aspects should be offered to cultivate students' innovative awareness and research abilities[3].

## **5.3 Strengthening practical teaching**

Practical teaching is a key link in cultivating critical care nursing talents. Through practical teaching, students can improve their practical and operational skills, and cultivate their ability to respond to emergency situations. Specifically, the following measures can be taken: firstly, to strengthen the construction of on campus training bases and provide students with simulated critical care environments (as shown in the figure).

Secondly, collaborate with medical institutions to establish off campus practice bases, providing students with authentic clinical nursing practice opportunities; Thirdly, improve the management system of practical teaching, formulate detailed

practical teaching plans and assessment standards; Fourthly, strengthen the quality monitoring and feedback mechanism construction of practical teaching, timely identify problems and make improvements.



Figure 1. Practical teaching

#### 5.4 Improving the construction of teaching staff

The construction of teaching staff is an important guarantee for the cultivation of critical care nursing talents. In order to improve the quality of training, it is necessary to improve the construction of the teaching staff, enhance the professional competence and practical ability of teachers. Therefore, it is necessary to strengthen the professional training and academic exchange of teachers, improve their professional competence and academic level, and encourage them to participate in critical care practice and research activities, in order to improve their practical ability and research level. In addition, it is necessary to establish a sound teacher evaluation and incentive mechanism, encourage teachers to actively participate in talent cultivation work, strengthen cooperation and communication with medical institutions, and introduce experts and scholars with rich clinical experience to participate in teaching work.

#### 5.5 Focusing on career development

Career development is an important aspect of cultivating critical care nursing talents. In order to promote the career development of students, it is necessary to pay attention to their career planning and development needs. Specifically, the following measures can be taken: Offering career planning courses and lectures to help students understand the importance of career development and planning; Establishing a career development guidance center to provide personalized career planning and guidance services for students; Strengthening cooperation and communication with medical institutions to provide students with more career development opportunities and space; Encouraging students to participate in academic conferences, research projects, and other activities to improve their academic level and overall quality[4].

In summary, the cultivation of critical care talents is of great significance for improving medical quality, reducing the incidence of complications, enhancing patient satisfaction, and promoting the development of critical care discipline. Therefore, medical institutions should attach great importance to the cultivation of critically ill nursing talents, establish a scientific and reasonable talent cultivation system, continuously improve the professional competence and work ability of nursing staff, and provide more high-quality services for critically ill patients. At the same time, it is necessary to strengthen exchanges and cooperation with other countries and regions, draw on advanced experience in cultivating critical care nursing talents, and jointly promote the development of critical care nursing.

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