



# Exploring the Path of Nursing Talent Training and Career Development Based on School-Enterprise Cooperation

Huixian Zhu, Tingting Chen, Xi Chen

Hainan Vocational University of Science and Technology, Haikou 571126, Hainan, China

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**Abstract:** As the demand for healthcare services continues to increase, the need for high-quality nursing professionals has become more urgent. The school-enterprise cooperation model, as an effective approach to talent cultivation, better integrates theory with practice, improving nursing talent's comprehensive qualities and practical abilities. This paper explores the nursing talent training model based on school-enterprise cooperation, analyzes its importance in career development, and proposes suggestions for optimizing nursing talent career development paths to provide valuable insights for nursing education and industry development.

**Keywords:** school-enterprise cooperation; nursing talent training; career development path

## 1. Introduction

The nursing industry, as an essential part of the modern healthcare system, is responsible for patient care and health management. With the aging population and advancements in medical technology, the demand for nursing talent is characterized by higher qualifications, specialization, and diversity. However, traditional nursing education models tend to overemphasize theoretical knowledge, lacking sufficient practical training, leading to students facing challenges with inadequate experience upon entering the workforce. Therefore, the school-enterprise cooperation model has garnered attention as an effective talent development mechanism. By combining academic theoretical education with enterprise-based practical training, school-enterprise cooperation can enhance nursing students' practical skills and professional qualities, promoting their career development.

## 2. The Nursing Talent Training Model in School-Enterprise Cooperation

### 2.1 The Concept of School-Enterprise Cooperation

School-enterprise cooperation refers to a collaborative process between schools and enterprises, jointly participating in talent training through signed agreements. This model is particularly crucial in nursing talent development due to the extensive hands-on experience required in the nursing profession. Through such cooperation, students can engage in internships and clinical placements within enterprises, gaining exposure to real-world nursing practices and enhancing their operational skills. Enterprises, in turn, can participate in the design of academic curricula to ensure that the educational content aligns with industry demands.

### 2.2 Specific Forms of School-Enterprise Cooperation

In the nursing talent training process, school-enterprise cooperation manifests in various forms. Schools can establish long-term partnerships with hospitals, organizing regular internships where students receive guidance from professional nursing staff. Enterprises can also contribute to the curriculum design and textbook development, ensuring that theoretical knowledge remains aligned with the latest industry trends. Furthermore, enterprises may offer scholarships and financial aid to motivate students to excel academically.

### 2.3 Advantages of School-Enterprise Cooperation

The school-enterprise cooperation model presents significant advantages in nursing talent training. Firstly, it shortens the transition time from school to workplace, equipping students with stronger practical skills. Secondly, enterprises can pre-select and nurture highly qualified nursing staff through this model. Additionally, through internships, students gain a clearer understanding of their career development trajectories, enabling them to plan their professional paths more effectively.

### **3. The Impact of School-Enterprise Cooperation on Nursing Talent Career Development**

The impact of school-enterprise cooperation on nursing talent career development is profound and multi-dimensional. First, this model provides nursing students with extensive practical opportunities, which directly enhance their professional competitiveness. In traditional education, students are often exposed only to theoretical knowledge and lack sufficient practical experience, which is particularly problematic in a practice-intensive field like nursing. Through school-enterprise cooperation, students can intern in real clinical environments, where they encounter actual nursing cases, allowing them to integrate classroom knowledge with hands-on operations. The practice platforms provided by enterprises help students accumulate experience and adapt more quickly to their future professional roles.

Furthermore, school-enterprise cooperation helps students gain a clearer understanding of their career development directions. Throughout the cooperation, students engage directly with real-world work environments and professional roles, providing valuable career experience. Through these practical experiences, students can gain early insights into various positions within the nursing industry and clarify their future career paths. For instance, some students may develop an interest in a particular field of nursing during their internships, thus setting more specific career goals. Without such practical exposure, students may only have an abstract understanding of the nursing profession, making it difficult to plan their career paths effectively.

From the perspective of skill development, school-enterprise cooperation offers significant advantages. The rapid advancement of the nursing industry requires practitioners to continuously update and enhance their skills. School-enterprise cooperation provides a platform for students to engage in continuous learning and practice. Not only can students learn the latest nursing theories while at school, but they can also acquire industry-relevant skills through practical work in enterprises. More importantly, enterprises often provide ongoing training opportunities for students, ensuring that they continue to enhance their professional competence even after graduation. This continuous skill development is crucial for students' career advancement and aligns with the increasing complexity of the nursing field.

Additionally, the nursing industry requires practitioners to possess strong professional qualities, such as a sense of responsibility, communication skills, and teamwork spirit. In the enterprise environment, students are better able to grasp the importance of these qualities. The work atmosphere, professional standards, and expectations in enterprises help students cultivate a correct professional attitude, which they are more likely to internalize and implement in their future careers. Compared to classroom education alone, real-world work experiences during internships more effectively underscore the value of these "soft skills."

### **4. Optimizing the Career Development Path for Nursing Talent in School-Enterprise Cooperation**

#### **4.1 Deepening and Expanding School-Enterprise Cooperation**

While current school-enterprise cooperation models have contributed to nursing talent development, they often remain superficial, lacking systematic depth and breadth. To make this model more effective and sustainable, the collaboration between schools and enterprises must be deepened and expanded. In most nursing programs, school-enterprise cooperation is concentrated in the internship stage, where enterprises merely provide a practical venue, and students continue to rely on school-based theoretical education. However, enterprises should play a more proactive role in the educational process. As the frontline practitioners, enterprises have a clearer understanding of the industry's skill requirements and knowledge demands. Thus, they should be more involved in curriculum design, offering course content based on real-world needs, helping schools update their curriculum in line with industry trends and clinical practices. Furthermore, professional nursing staff from enterprises can serve as part-time lecturers, regularly providing students with industry insights and training, ensuring students gain up-to-date knowledge.

#### **4.2 Enhancing Students' Professional Qualities and Comprehensive Abilities**

The nursing industry not only requires practitioners to have solid technical skills but also demands that they possess high professional qualities and multi-dimensional comprehensive abilities, such as responsibility, communication skills, emergency response capabilities, teamwork, and ethical awareness. These soft skills are critical in nursing, as nurses are not merely technical performers; they must effectively communicate with patients and their families, understand patients' needs, offer personalized care, and collaborate with other healthcare providers to ensure coordinated care. Therefore, the cultivation of students' professional qualities and comprehensive abilities is a crucial task within school-enterprise cooperation.

### 4.3 Building a Comprehensive Career Development Support System

To better promote the career development of nursing talent, a comprehensive career development support system should be established within school-enterprise cooperation. Schools and enterprises can jointly offer career planning guidance and job recommendations, helping students clarify their career paths. Schools should also strengthen follow-up surveys on graduates' performance and needs in the workplace, adjusting the teaching content and cooperation strategies accordingly.

## 5. Conclusion

As an effective talent training model, school-enterprise cooperation provides nursing students with enriched practical opportunities, enhancing their professional competitiveness and career development capabilities. Moving forward, schools and enterprises need to deepen their collaboration further, jointly optimizing nursing talent career development paths and cultivating more high-quality nursing professionals for society. By strengthening the depth of cooperation, enhancing professional qualities, and establishing a career development support system, school-enterprise cooperation is poised to become a significant driving force in nursing talent training and career development.

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## Author Bio

Huixian Zhu (August 1986 –), female, Han ethnicity, native of Zhoukou, Henan Province, Bachelor's degree, Intermediate level, research focus: nursing education.

Tingting Chen (January 1986 –), female, Han ethnicity, native of Lianyungang, Jiangsu Province, Bachelor's degree, Intermediate level, research focus: nursing education.

Xi Chen (March 1986 –), female, Han ethnicity, native of Guigang, Guangxi Province, Master's degree, Intermediate level, research focus: clinical nursing.