Innovative study programs in nursing education in Germany – combining the vocational education and a bachelor’s degree in nursing

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Since 1989 academic programs in nursing do exist focusing on nursing leadership and teaching in Germany.

But Germany has failed to integrate general nursing into academic education at the same time.

In the meanwhile, the education of nurses should be carried out as an academic education at universities and universities of applied sciences in every EU-country conformable with the Bologna declaration.
Background II

- Shortage of nurses
- New challenges and tasks in nursing
- Chronical diseases are increasing
- Focus on nursing the elderly based on the demographic development
- Science council recommends “reflective practitioners” educated at universities (10-20% academic qualified general nurses)
- Government initiated a B-L work commission concentrating on academic nurses education
So what situation do we have in Germany right now?
Vocational education in nursing

- 3-years vocational education
- Ending with an exam
- Carried out at nursing schools at hospitals
- Specialization in general nursing, children’s nursing or nursing the elderly
- Meaning of the exam for working as a nurse
- ca. 21,000 nurses are educated per year
Vocational education in nursing

Nursing schools at hospitals

Hospital

Theory and practice
Academic education in nursing

- Started at the beginning of the 1990ties
- More than 50 different study programs at Universities and Universities of Applied Sciences (BA-/MA-programs)
- Nursing Science (PhD Program)
- Combined study programs in nursing (Bachelor’s degree including vocational education)
Innovative study programs in nursing combining vocational and academic education
Models of study programs in general nursing

- Model of acknowledgement
- Model of interconnection
- Model of substitution
- Model of supplement

See analysis of Moers et al. 2012
Model of acknowledgement

- Vocational education (exam as a nurse) is required.
- Vocational education will be considered within academic education so this academic study program will only last 2 years.
Model of acknowledgement

Nurses → University

BA-degree
## Model of acknowledgement

<table>
<thead>
<tr>
<th>Type of university</th>
<th>Study program</th>
<th>Duration</th>
<th>Exam as a nurse</th>
</tr>
</thead>
<tbody>
<tr>
<td>University Witten/Herdecke</td>
<td>Innovative nursing practice</td>
<td>BA after 2 years</td>
<td>Is required</td>
</tr>
<tr>
<td>University of applied</td>
<td>Nursing</td>
<td>BA after 2 years</td>
<td>Is required</td>
</tr>
<tr>
<td>sciences Hannover</td>
<td></td>
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</tr>
</tbody>
</table>
Model of supplement

- Focus first on vocational education.
- During the vocational education, the academic education starts partly too.
- The exam as a nurse is a prerequisite for getting a BA-degree.
Model of supplement

Nursing schools at hospitals

Hospital

University

Theory & practice in vocational education ending with an exam as a nurse

Theory in academic education ending with the B.Sc.
<table>
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</tr>
</thead>
<tbody>
<tr>
<td>15 universities of applied sciences</td>
<td>• Nursing</td>
<td>B.Sc. after 3-4.5 years</td>
<td>After 3-4 years exam as general nurse or children’s nurse or nurse for the elderly</td>
</tr>
<tr>
<td></td>
<td>• Nursing (dual)</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>• Health and nursing</td>
<td></td>
<td></td>
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<tr>
<td></td>
<td>• General nursing</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>• Nursing science</td>
<td></td>
<td></td>
</tr>
<tr>
<td>University Halle/Wittenberg</td>
<td>Health and nursing sciences</td>
<td>B.Sc. after 4 years</td>
<td>After 3-4 years exam as general nurse or children’s nurse or nurse for the elderly</td>
</tr>
<tr>
<td>University of applied sciences</td>
<td>Health care studies</td>
<td>B.Sc. after 4 years</td>
<td>After 3 years exam as general nurse or children’s nurse</td>
</tr>
<tr>
<td>Hamburg (online university)</td>
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</tbody>
</table>

See analysis of Moers et al. 2012
Model of substitution

- Theoretical lessons are only carried out at the university.
- Thereof, the vocational education is transferred into the university.
- Students are at university level educated.
Model of substitution

University

Hospital

Theory
(vocational & academic education)

Practice
## Model of substitution

<table>
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<th>Duration</th>
<th>Exam as a nurse</th>
</tr>
</thead>
</table>
| 2 Universities of applied sciences | • Bachelor of Nursing  
• Nursing | B.Sc. after 4 years | After 3 years exam as general nurse or children’s nurse or nurse for the elderly |

See analysis of Moers et al. 2012
Model of interconnection

- Actually it’s the “real” dual education based on 3 players: Nursing school, university, and hospital.
- All three players are involved within the academic education from the beginning.
Model of interconnection

University  Nursing school  Hospital

Theory  Practice
## Model of interconnection

<table>
<thead>
<tr>
<th>Type of university</th>
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</tr>
</thead>
</table>
| 5 Universities of applied sciences | • Nursing  
• Nursing and health  
• Dual program in nursing science/nursing management | B.Sc. or B.A. after 4-4.5 years | After 4-4.5 years exam in general nursing or children’s nursing or nursing the elderly |
Which model is to prefer?

- Model of acknowledgement: as a special education for those who are already nurse but have no academic background.
- Model of supplement: vocational and academic education at the same time.
- Model of substitution: theory only offered at the university.
- Model of interconnection: Hospital, nursing school and university are working together.
Problems

- What will happen to the nursing schools and to all nurses’ teachers?
- The vocational education will not disappear, we need different types of educated nurses.
- Problem of accepting the new students in practice by vocational educated nurses.
- In which field do the academic educated nurses work afterwards?
Problems

- The Question of financing the academic education for nurses: Health care system (insured people) vs. educational system (state).
- Occupational laws should be changed by the government, of course.
- …??
Thank you
References


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