School of Nursing, Jiujiang University

Training and Implementation Plan for Dual-Qualification and Dual-Competence Teachers

In accordance with the *Guiding Opinions on Transforming Some Local Ordinary Undergraduate Universities into Application-Oriented Universities* (*Jiao Fa [2015] No. 7*), the *Implementation Opinions on Further Strengthening the Construction of High-Level Application-Oriented Universities* (*GanJiaoGao [2022] No. 32*) and the *Measures for the Construction and Management of Dual-Qualification and Dual-Competence Teachers of Jiujiang University (Trial)* (*JJU [2023] No. 43*), this Plan is formulated to accelerate the construction of a high-level application-oriented university and cultivate a high-quality team of dual-qualification and dual-competence teachers with outstanding teaching and practical capabilities.

I. Training Objectives

To improve teachers' nursing practical teaching and application capabilities, strengthen students' practical ability and innovative spirit, and promote graduate employment and entrepreneurship. Adhere to the principle of combining training and introduction, and equal emphasis on professional further study and skill training. Strive to achieve that more than 95% of full-time teachers are dual-qualification and dual-competence teachers by 2025.

II. Training Methods

1. Strengthen training of dual-qualification teachers from affiliated and teaching hospitals

Select senior professional personnel with rich practical experience to teach in the School of Nursing.

2. Recruit industrial experts as industrial mentors and part-time teachers

Give play to industrial advantages to help in-school teachers improve practical ability.

3. Deepen industry-university cooperation

Build industry-university-research platforms with hospitals and enterprises to enhance practical and innovative capabilities.

4. Arrange further study and training in a planned way

New teachers: Those recruited after 2020 must complete at least 6 months of clinical further study within 5 years starting from 2023. Qualified dual-qualification teachers: Flexible further study during validity period; those beyond validity must complete at least 6 months within 5 years. In-service teachers by title: Teaching Assistant: ≥ 8 weeks per year - Lecturer: ≥ 6 weeks per year - Associate Professor: ≥ 2 weeks per year - Professor / ≥50 years old: no specific requirement - A clinical further study report and assessment shall be submitted after training. Nursing experimental courses further study: 1–2 teachers selected annually to domestic or overseas universities for ≥2 weeks. Participate in competitions: Teachers and students are encouraged to take part in nursing competitions; workload is counted in performance assessment. Serve local communities: Elderly care training, nursing skill popularization, etc.

5. Encourage professional qualification certification

Teachers are encouraged to obtain national vocational qualifications, professional technical qualifications, skill evaluator certificates, etc.

III. Certification Standards

1. Teachers from affiliated hospitals: Possess teacher qualification certificate + intermediate or higher professional title.

2. In-school teachers: Lecturer or higher title + industrial qualification certificate / professional skill evaluator qualification.

3. Practical experience: ≥6 months (accumulative) frontline professional work in the past 5 years, or qualified in Ministry of Education skill training.

4. Practical achievements: Presided or participated in 2 applied technology projects in the past 5 years with results adopted by enterprises/hospitals.

IV. Daily Management

1. Abide by national laws and university regulations.

2. Prohibit fraud.

3. Qualification cancellation conditions: Serious violation of laws and regulations, Misconduct in professional ethics, Annual assessment unqualified, Fraud in qualification, Major teaching accident or failure to complete practical guidance

V. Restriction and Incentive Measures

1. Dual-qualification status is included in promotion, appointment, performance assessment.

2. Full-time training period is counted as workload and working years; salary paid normally if qualified.

3. Priority in training, academic exchanges, talent programs and research projects.