

Educational Training Services

Training to foster high-quality doctors

To provide safe and good quality medical care from the patient's perspective, the NHO uses experienced instructors and a wealth of varied cases to train medical professionals to lead the next generation.

Early clinical training

We provide early clinical training to doctors immediately after graduation from medical school to teach basic medical competencies. We use the functions of regional core NHO hospitals to cultivate each doctor's mentality and teach basic primary care medical competencies (attitudes, skills, and knowledge). This aims to enable doctors to appropriately respond to diseases and conditions that are frequently encountered in routine care, while acknowledging the social needs of medicine and medical care irrespective of their future expertise.

Vocational doctor system (late clinical training)

We initiated the NHO Vocational Doctor System in 2006 to build a training system for specialist areas after the completion of clinical training (late clinical training) in Japan. This will foster specialists who can provide safe and good quality medical care from the patient's perspective, with a high level of clinical competency.

We are currently investigating our correspondence to a new vocational doctor system.

Vocational courses and programs

These enable doctors to do the following:

- Learn about diseases that are likely to be encountered, patient numbers, and treatment procedures.
- Acquire qualifications as certified doctors or clinical departmental specialists within academic societies, and so forth.
- Perform clinical research activities such as conference presentations and clinical trials.
- Play the role of medical safety advocate.
- Manage medical records and make use of medical statistics.
- Play an instructor's role in clinical training systems.

In addition, the NHO does the following:

- Checks the content of vocational courses and programs in review committees.
- Selects doctors to study abroad and arranges their dispatch.
- Supports career pathways after the completion of vocational training.
- Offers benefits for employing vocational doctors at NHO hospitals.
- Provides environments where doctors can devote themselves to medical care and be considered an asset of the NHO.

Implementing vocational doctor study abroad program and other systems

As part of the vocational doctor system, we started a vocational doctor study abroad program in 2006. This program dispatches doctors to overseas medical facilities. Each year, approximately 10 doctors study abroad. To date, 77 doctors have undergone training in which they experienced live medical settings in the US. Since 2010, we have also invited UCLA clinical lecturers who are medical advisors to US Veterans Affairs Medical Centers to visit NHO hospitals in various regions and hold workshops. The visiting lecturer program has allowed young doctors from around 30 NHO hospitals nationwide to participate in this training. Doctors at the hospitals hosting visiting lecturers have been able to receive direct guidance through clinical lectures in English, case conferences, and training rounds in actual wards.

Training courses to foster good quality doctors

Since 2010, we have held training courses to foster good quality doctors. These are hands-on training courses for doctors in training and vocationally trained doctors in the form of seminars to teach skills in conjunction with lectures using state-of-the-art equipment.

We use the NHO network to hold planning and management meetings for each training course to ensure that doctors who excel in their respective areas of expertise can teach other doctors and that the training courses appeal to doctors in training and vocationally trained doctors.

Training topics to foster good quality doctors include the following:

- Specialist fields (three fields: cardiovascular medicine, gastrointestinal medicine, and respiratory medicine including tuberculosis) necessary for integrated medicine.
- Primary care necessary for integrated medicine.
- The 5 services (two fields: emergency medical care and pediatric medical care).
- Respiratory management (respiratory support teams).
- Improving the skills of young doctors.
- Safety net medical care (fields such as balance, muscular dystrophy, and psychiatry).

NHO fellowship

The NHO network has allowed the creation of a NHO fellowship system to train young doctors from NHO hospitals at other NHO hospitals for a specific period of time. This allows these doctors to improve their skills and work to become specialists.



Educational Training Services

Fostering high-quality nurses and other staff

In addition to operating 40 nurse training schools, we offer training tailored to various stages of the nursing career pathway after employment. This aims to improve the knowledge and skills of nurses.



Operating nurse training schools

The nursing training schools are based on the principle of providing high-quality medical care that is meticulous from the patient's perspective. These training institutions enable medical and nursing practitioners to achieve high QOL for patients based on human dignity.

National nursing examination pass rate:
2004 : 98.6% → 2008 : 97.8% → 2013 : 98.9% → 2015 : 98.4%

National average:
2004 : 91.4% → 2008 : 94.4% → 2013 : 95.1% → 2015 : 94.9%

Enhancing the nurse career pathway

To raise nurses' awareness of themselves as professionals and improve nursing competencies to promote medical care for which the NHO is responsible, we have introduced a Nurse Skills Development Program. This program offers unified and standardized educational training to all NHO hospitals, allowing nurses to gradually acquire nursing competencies from their first year of employment.

We support each individual nurse through a program to create ideal "ACTy nurses."

※ An ACTy nurse is the NHO's ideal image of a nurse; a nurse who protects the dignity of patients, practices care with theory and skill, and who creates nursing care (ACTy: Art, Create, Theory).



Activities of specialist and certified nurses

As medical and nursing care has become more advanced and diversified, a need has grown for nursing specialists with more specialized and high-level knowledge and skills. The NHO actively dispatches personnel to provide training, and instates certified and specialist nurses to provide appropriate guidance and advice to nurses in different fields, based on the characteristics of each hospital. This also promotes the practice of more enhanced and high-level nursing.

Activities of Japanese nurse practitioners

The NHO has created NHO Clinical Nurse Training Hospital Requirements to improve training and development systems for nurse practitioners reinstated and employed in each hospital. Nurses who have completed a course at a NHO Clinical Nurse Training Hospital, such as the Graduate School of Nursing of Tokyo Healthcare University Faculty of Nursing, work as Japanese nurse practitioners (JNPs).



Cooperation between Tokyo Healthcare University Faculty of Nursing and the Graduate School of Nursing

The NHO uses the wealth of clinical sites to engage in training JNPs in critical areas ahead of the rest of the country. This is achieved through cooperation with the Tokyo Healthcare University Faculty of Nursing in initiatives to foster nurses who can provide team medical care, with advanced nursing competencies and a mix of skills.

