On the Training Mode of Diversified Applied Talents in Medical Universities—Mudanjiang Medical University as an Example

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Abstract. Medical colleges and universities shouldering the important task of training medical talents, along with the change of the social demand, diversified applied talents cultivation has become an important way of talent demand, so as a general medical colleges and universities should continuous through professional training goal setting, training plan adjustment, teaching link to improve, integration of teaching resources on coordinated development, constantly optimize the talent training mode, improve the quality of personnel training.

Introduction

The expansion of college enrollment produces the increasing employment pressure of graduates and the relative surplus of human resources. Continuous innovation, upgrading talent training mode, and cultivating innovative and applied talents have become the subject major colleges and universities generally attach important to Mudanjiang Medical University is designated by Heilongjiang provincial government as the applied higher medical college, aiming at the cultivation of applied talents and forming School-running characteristics have become an urgent task and goal of this period, the design of conforming to the features of local medical colleges and embodying unique teaching mode have become the core of work, which meanwhile provides a good university and environment of better use of diversified training mode to cultivate innovative talents. How to cultivate the applied talents who can meet the needs of society and serve the grassroots better has become the primary goal of the college talent training mode.

"Diversified" Applied Talents Training Mode

"Diversified" applied talent training mode refers to the training mode in a various, multi-level and multi-standard form of school, seeing strengthening the training of ability as the goal, taking the social demand as the starting point to realize the optimization of professional structure. Diversified applied training mode includes both the diversified ways of talents cultivation and cultivation of diversified talents, this mode should be based on a comprehensive analysis of internal school educational resources, external environment and school-running orientation, accurately positioning its own development and learning from others.

"Diversified" Applied Talents Training Mode Goal

As the local medical colleges with the rapid development of economy and society, to face the three change, first change educational ideas, development and change of the traditional concept of school, set up more in line with the needs of the market economy, to further improve the medical college to serve the local economic construction; the change of training goal, in the traditional training objectives the cultivation of medical and medical related professional talents cannot adapt to the needs of medical personnel under the new economic environment. Society requires a large number of
medical professionals to the needs of the general practitioner. The hospital needs undergraduate students from big city to the city and the rural grass-roots community needs; change the teaching content and teaching methods of local medical colleges should adapt to the demand of local economic construction on the design scheme of the personnel training of clinical medicine, medicine, nursing, pharmacy, health management, and other professionals in the teaching of preventive medicine the content, teaching system, curriculum, teaching methods and teaching methods of teaching mode innovation, new technology to strengthen exploration, in order to adapt to the requirements of the mode of talent cultivation under the new situation, to cultivate a strong ability, better service and grassroots and pluralistic society to adapt to the needs of graduates, truly realize the service the purpose of the local economic and social development.

Establish Diversified Personnel Training Goal

The first step should be set up on the basic teaching conditions. Mudanjiang Medical University has constantly strengthened innovation and cultivation of applied talents after being recognized as an applied universities, it carried out the integration of pharmaceutical research center and other research institutions, purchased a large number of teaching and research encouraged students to participate in scientific research work, constantly improved the level of scientific research, built the new clinical skill-training building and further enhance the school-running conditions and facilities, which provide the necessary guarantee for the cultivation of diversified talents.

The Combination of Production and Education and Coordinated Development

Local Medical colleges should actively encourage the cooperation between relevant scientific research institutions and enterprises strengthen the exploration of "production-learning-research" integrative model and positively transform the scientific research achievements Besides these colleges need to gain the support form provincial and municipal government and other relevant departments, strive to become a base of talent cultivation and scientific research in the medical field which can adapt to the need of local economic construction, utilize the advantage of educational resources and cultivate suitable applied talents for local economic construction.

On the one hand, these universities must strengthen the building of cultivating and scientific base; on the other hand, reinforce its exploration, development and promotion of pharmaceutical products. Both should develop cooperatively in that talent cultivation promotes the development of industrial base, whereas, this development provides good conditions of experiment, practice and training for talent cultivation.

Make Medical Professional Brand

Mudanjiang Medical University continue to strengthen the cultivation of basic general practitioners instead of orientation training so as to cultivate general practitioners under requirement for grass roots. In addition, the school continues to build some brand specialties, promoting the cultivation of professional students of oral, anesthesia, psychology, etc. On the basic of iconography being the national specialty. meanwhile, aiming at the need of curricular integration and setting to achieve the goal of diversified talent training the school, facing the grass roots, cultivate the compound talents with good medical knowledge and skill.

Exploration of “Diversified” Talent Training Mode

Diversified talent training mode is to meet the needs of social development, break unity and closure of original training mode in local medical colleges and universities, make it more in line with the requirement of the diversified social development, promote the open-type talent training mode, actively the professional structure and broaden the professional caliber. Moreover, this mode stresses the improvement of students’ comprehensive ability and cultivates students’ practical operational abilities, making the students have more practical and operational skills on the basis of extensive medical knowledge. As far as teaching design is concerned, this mode is more diversified and open,
and actively absorbs and learns from the latest teaching achievement in the teaching means and
methods.
This training mode first requires us to pay attention to soften the boundaries between disciplines
and to add diversified design in the teaching progress of a course. Meanwhile, it really lets medical
students go to the central position in teaching and studies various teaching modes according to the
differences of students.

Professional Structure and Curriculum Setting

The traditional higher education of local medical colleges is the one which centers on profession
and major and aims at clinical medicine only to cultivate clinician, ignoring the training for
humanistic quality, psychological quality and communicative ability. Insisting the basis of basic and
clinical medicine, we need to constantly strengthen the teaching of humanistic quality courses and
enhance the promotion of students’ communicative ability and humanistic quality especially due to
the real tension in the doctor-patient relationship.
Medical colleges should strengthen the integration between various professional courses,
especially in practical skills. The school of medicine of Mudanjiang Medical University makes an
overall analysis in the courses of pharmaceutical chemistry, pharmaceutics and medicine and the
conducts integration and redesign step by step, which on the one hand transforms knowledge acquired
into results better; on the other hand, makes the students really understand the association of various
disciplines avoiding the defects of single-subject teaching. Local medical universities and
universities should set up curriculum based on the training objectives for the needs of primary health
care and provide some integrated and highly practical clinical medical related skills courses.

Practical Teaching in Diversified Talent Training Mode

The cultivation of diversified applied talents should go out of the traditional teaching mode, it
should carefully design and effectively implement the diversified practical teaching rather than
confine to the professional and social practice.
Practice teaching at local medical collages first needs to pay attention to expanding practice to the
end. In the process of teaching, especially though the course of unprofessional profess and graduate
practice, we need to reach a primary understanding based on clinical and practical skills training
through multimedia and instrumental demonstration, then perform the on-site practice according to
relevant courses. Furthermore, in order to apply what the students learn, we should strengthen the
exploration of medical resource at different levels, make the students have a real mastery of
knowledge at different levels of medical institutions, continue to strengthen the real simulation and
display to medical students, heighten ties with grass roots hospitals so that students can finish their
internship during the holiday time, and then seeing the hospital examination results as the basis for
the assessment of professional courses and making practice and internship a successive, regular
teaching activity.

Integration of Teaching Resources in Diversified Talent Training Mode

The rational allocation of teaching resources is the necessary condition for the training of
diversified talents. Teaching resources in medical colleges have always focused on the teaching
allocation of traditional medine and its related disciplines. In the cultivation of diversified applied
talents, the original teaching resources should be fully integrated and allocated due to the softening of
the scope of professional courses, the change of teaching process and the diversification of teaching
means and methods. Meanwhile, the operation of the training mode of diversified talents also makes
the efficiency of use greatly improved.

Summary

Due to teaching characteristics of medical universities, the present teaching resources enjoy a
superior advantage in the cultivation of diversified talent training, which can be fully utilized, and it's
function can be extended and used in the teaching resources further improved On the basis of full
utilization of reserved teaching resources and on the premise of meeting the need of diversified talent cultivation medical colleges need to analyze the incremental investment of teaching resources to determine the structure and size of incremental teaching resources.

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