Diversity Training Mode Exploration in Applied Medical Universities

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Abstract. Diversified application type talents training mode is in various forms, multi-level, multi standard form of running a school to strengthen ability training as the goal, to meet the needs of society as the starting point, optimize the structure of professional talent training mode. Medical colleges and universities shouldering 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

With the further development of higher education, cultivating high-quality applied talents has become an important mode of talent training. 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.

**The Goal of "Diversified" Applied Talents Training Model**

Setting up the constructive and cultivating scheme of diversified applied talents training model in local medical colleges and then putting forward the feasible medical training model become the ultimate goal of project. Local medical colleges need to make an analyze form status quo form the local economic development of traditional Chinese medical to the surroundings colleges are facing and school-running strength torpidity the trend of medical health personnel demand under the local economic construction, on which the orientation of cultivating talents, the design of training scheme, optical allocation of teaching resources, the establishment of teaching system, adjustment of professional structure are based during the cultivation of diversified talents of local medical colleges, and eventually form a distinctively diversified talent training mode of teaching in these schools.

**Realize the Goal of Cultivating Concentric Diversification Talents**

Local Medical colleges need to form a centripetal diversified talent training mode which centers on medical specially. 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 University, it carried out the integration of pharmaceutical research center and other research institutions, purchased a large number of teaching and research equipment, 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.

**Combination of Production and Teaching, Mutual Promotion 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 colleges 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.

**Satisfying Social Needs and Building a Professional Brand**

In recent years, 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, clinical pharmacy, etc. on the basis 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.

Besides, it should be a lively and flexible design with humanization and human culture, requiring medical colleges and universities to have diversified, professional and open design in the teaching content and to have a variety of changes and more flexible practice in teaching means and methods.

**Research of Professional Structure and Curriculum Setting in Diversified Talent Training Mode**

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. Therefore, aside from

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 colleges 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.

Schools and related teaching institutions should actively create conditions to guide teaching reform and increase the proportion of practical skills assessment to effectively improve the level of students' practical skills. Meanwhile, they should actively improve the construction and opening of professional introductive courses, change the teaching methods and introduce "PBL" teaching pattern and flipped classroom teaching to enhance students’ ability of active learning. Besides, these schools and educational units should establish an active learning method which centers on students, enhance the cultivation of self-learning and focus on the update of experimental content in experiment teaching, increase student's opportunities of practice based on the principle of Three Basics and Three Stricts, intensify the cultivation of experimentally practical training, scientific thinking method and integrally applied ability. In addition, strengthening the monitor in the whole process is to avoid the "free-ride" phenomenon.

Summary

The teaching in the diversified talent mode should be performed based on the principle of efficiency coming first and overall consideration. Due to teaching characteristics of medical colleges, 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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References


