

## **Application of Diversified Paths in Standardized Training of Residents**

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**Keywords:** diversified path; residents; standardized training

**Abstract:** Standardized training of residents plays an important role in training qualified doctors and improving the overall medical quality and level of the country. Regarding the problems existing in the standardized training of residents, it is necessary to realize a diversified training path from management personnel, training bases, teaching staff, living training students, incentive measures, etc., improve the hierarchical management system, and strictly implement the base recognition standards. 2. Attach importance to the teaching ability of faculty members, explore training models that meet the characteristics of the base, and build a regular assessment and evaluation incentive system.

After completing the necessary medical education and going to work, clinical medical students often need to receive certain training in a certified training base as residents. Through these systematic, professional, and standardized trainings, the clinical medical graduates can be effectively improved as Professional level of clinicians. Although the training of resident training in China has been gradually conducted throughout the country since 1993, only in 2014 did the National Family Planning Commission release the "Guidelines on Establishing a Standardized Training System for Residents by the 7 National Health and Family Planning Commission" document requirements, Therefore, although China has accumulated some experience in the training of residents in the pilot, there are still many problems that need to be solved urgently, and various paths need to be explored from various aspects.

### **1. Problems Existing in Resident Training in China**

#### **1.1 Managerial level: Incomplete management system**

A systematic and complete management system has a great impact on the overall quality and level of standardized training for residents. Only with a sound and complete management system can reasonable arrangements be made for specific work content. However, the management system of many standardized training bases for resident physicians is not perfect at present, and relevant management departments are not set up according to the work content, which results in unclear division of work content and job responsibilities, which cannot effectively promote the progress of training work. On the other hand, even though many training bases have set up relevant management personnel, some of the management personnel are unable to give full play to their management role in training because their professional quality is not high, resulting in frequent training problems and failure to play its due value and role.

#### **1.2 Level of training bases: Incomplete training bases**

As a place for standardized training of residents, the training base has a great influence on the training. Although the state has issued relevant documents to make clear the requirements for standardized training bases for residents, there are still some training bases whose overall level cannot meet the training standards. There are mainly problems in the following areas: One is that the area of the training base cannot meet the relevant training requirements, resulting in the inability to expand training on a large scale. Second, as mentioned above, the base management staffing is inadequate, the staffing structure is unreasonable, and the management system is incomplete, resulting in irregular training as a whole.

### **1.3 Level of teaching staff: The overall quality of the teaching staff needs to be improved**

Although the standardized training of residents has achieved some results in China, there is still a lack of teachers' driving force in teaching. This is mainly due to the need to improve the overall quality of the teachers. First of all, many training teachers are medical staff, not professional teachers, so lack of certain teaching skills and teaching methods, resulting in poor teaching and training work. Secondly, the base's overall investment in teachers is insufficient, resulting in the inability of teachers to keep up with training requirements. Finally, the teachers' motivation and measures are not perfect, which leads to teachers lacking motivation and willingness to train, which will naturally affect the final training effect.

### **1.4 Level of live-training students: Levels of live-training students vary**

Within the scope of resident doctors, there are very serious differences in educational levels. Among them, there are students at all educational levels, from junior college students to undergraduate students, master's degree students, and doctoral students. Among these students at different levels, although some students have lower education levels, they have enough practical experience, such as outpatient doctors or community doctors from the countryside. This part of the students are mainly specialized and bachelor degrees. In addition, some graduate students and doctoral students have already acquired very solid theoretical knowledge while they are still at school, but they often lack the necessary practical experience due to their lack of work experience. In summary, different students have different levels of theoretical knowledge and experience accumulation, and they should take corresponding training measures to distinguish them. However, many training bases ignore this situation, and adopting traditional and rigid unified training methods does not meet the actual situation of the trainees. [1]

### **1.5 Incentive measures: guarantee that the incentive measures are not in place**

With the country's emphasis on standardized training of residents, the state's financial support for this area has also become stronger. However, when many training bases use these funds, they neglect the incentives for residents. As a result, the salary and benefits cannot meet the needs of residents, so many residents lack sufficient motivation to participate in training. As we all know, the current rate of knowledge upgrading is very fast. If residents are regularly participating in standardized training and actively learn more about their own occupations, their lack of professional knowledge and skills will further affect their future promotion, Remuneration, and job title and other aspects related to their professional development. And it will have a great impact on the overall medical level and quality of our country. Therefore, relevant departments should take measures to ensure the guarantee and encouragement of standardized training for residents.

## **2. Analysis of Measures to Improve Training Quality Through Diversified Paths**

### **2.1 Improve the hierarchical management system and implement the main responsibility**

Standardized training of residents should establish a sound and perfect management system. To this end, the standardized training base for resident physicians must improve a hierarchical management system in order to implement the main responsibility. First of all, the standardized training base for residents should set up a special department to be responsible for the overall planning of standardized training for residents, and it is necessary to strengthen the operability of the actual training by developing a comprehensive and reasonable related training system to ensure the relevant training Under the guarantee of the system, the university can be operated and developed in an orderly manner. Second, to implement different tasks and responsibilities of each department, each department is responsible for a leader. At the same time, a special monitoring team was set up to monitor the progress of work in different departments, so as to promote better and faster training. Finally, it is necessary to implement the publicity of standardized training for residents in medical colleges and universities in order to strengthen the emphasis on clinical medicine students.

## **2.2 Strictly implement the base identification standards and strengthen base construction**

The standardized training of resident doctors takes the training base as the training place, and through the training base, high-level, high-quality and high-level outstanding doctors are trained and delivered to all parts of the country. Therefore, the training base plays an important role in the overall training work, and even directly determines the overall training quality and training level of the residents. The National Health and Family Planning Commission has made clear the relevant standards for the identification of standardized training bases for residents. Therefore, the relevant departments must strictly implement the document requirements and work deployment issued by the state when selecting the residency training bases. [2] Only by controlling the training base from the source can the quality and level of standardized training of residents be effectively guaranteed.

## **2.3 Attaching importance to the teaching ability of faculty members and continuously improving quality**

The purpose of standardized training for resident physicians is to improve the working level of medical practitioners. Therefore, the teaching level of teachers at the resident training base has a great impact on the overall quality of training. Therefore, it is necessary to effectively strengthen and value the teaching capacity of residential training teachers To improve the quality of training for residents. For this reason, relevant departments should earnestly improve and strengthen the faculty training for residents. First of all, in the pre-selection of teachers in residence training, it is necessary to raise the selection standards and select high-quality, high-level training classrooms. Secondly, after completing the selection of training teachers, these teachers must be regularly trained to improve the overall level of teachers. Finally, we need to formulate a certain evaluation system and promotion channel standards to motivate the training teachers to improve their teaching level.

## **2.4 Exploring training models that fit the characteristics of the base, and implementing personality training**

The base cannot be a one-size-fits-all way when training residents, and it is best to explore a training model that fits the characteristics of the base and implement personality training. To this end, the base should learn from relevant domestic and foreign experiences when training, draw on the excellent experience of standardized training of residents at home and abroad, and conduct personalized training for the college. Before training the trainees, the base can take certain measures to collect, organize and analyze the relevant personal information of trainees, and design and plan a reasonable training program based on a full analysis of trainees' personal information, such as targeting different people. Educational level and practical experience accumulation to explore the training plan in line with the college's personality and personality. [3]

## **2.5 Establish regular assessment and evaluation incentive system to improve subjective initiative**

Establishing a regular assessment and evaluation incentive system plays a very important role in improving the subjective initiative of leading teachers and students. To this end, the training base must consider various factors to formulate a comprehensive assessment system and adopt a variety of assessment methods. Periodic assessment can be carried out according to the stages of monthly assessment, mid-term assessment, and final final assessment. The specific assessment means can adopt various assessment methods such as self-assessment and other assessments, and formulate certain reward and punishment measures to encourage teachers and Students progress together.

## **Conclusion**

The standardized training of residents in China is currently in the initial stage of development, and there is still a long way to go in the future. Under the guidance and support of various national policies and documents, certain results have been achieved. Although there are still some inevitable problems on the development path, as long as we actively explore and solve the diversified path and

focus on improving the overall training quality, we can effectively promote the further development of standardized training for residents in China.

## References

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