

How to Improve the Employability of Medical Students

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Abstract: The difficulty of college students' employment has become a universal problem, which is especially prominent among medical students with strong speciality and narrow career choices. Based on the analysis of the employability, this paper analyzes the factors that restrict the development of the medical students' employability, and puts forward a number of suggestions to improve the employability of the medical students in various ways.

1. Introduction

At present, the imbalance between public pursuit of good health and the development of medical and health institutions is prominent. After the reform of medical system, the personnel system and labor system are still insufficient, and the difficulty of medical students' employment has become a structural problem. Faced with the grim reality, medical students must improve their ability, maintain sound mentality, and dare to rise up to the challenge.

2. The analysis on the structure of medical students' employability

With regard to the structure of employability, the United States has done more research. Therefore, the structure of employability adopted in this study is base on the report "Workplace Basics-The Essential Skills Employers Want" published by ASTD in 1990, which divided employability structure of medical students into seven abilities.

2.1 Basic capability

The basic ability refers to the capability to learn and to improve, which is the foundation of all abilities, and is the most important. Medicine is a discipline to deal with all kinds of diseases of life by means of science or technology. Medical personnel have to face complicated situations, which requires medical students to acquire all kinds of knowledge and use it flexibly. Therefore, for medical students, the ability to learn and to improve is the most essential.

2.2 Basic competence

Basic competence includes three skills of reading, writing, and calculating. These three skills are very important to any employee in any position. For medical students to be a good medical worker, these skills are indispensable and entail a large amount of time to practice repeated.

2.3 Communication skills

For a medical worker, good communication with the patient is as important as excellent diagnostic and therapeutic skills. In modern society, the conflict between the doctor and the patient has not been solved once and for all. It is difficult to establish mutual trust between doctors and patients, which requires greater communication ability of medical personnel. Therefore, the importance of active, reasonable and effective communication is self-evident.

2.4 Adaptability

At work and in daily lives, there are numerous challenges and opportunities, and we must learn to change ourselves to adapt to the environment. The working environment of medical and health institutions is different from that of schools, and internal competition is very fierce. If medical students do not have good adaptability, their development will certainly be hindered. Consequently, it is essential for them to get integrated into medical and health institutions and departments as soon as possible.

2.5 Development capability

Medical staff should not only finish their own work, but also actively think about how to deal with the new diseases and develop more effective treatment measures. The innovation ability can determine the status that medical students can reach. Improving the skills and service quality through individual efforts and teamwork is integral to the sustainable development of medical institutions.

2.6 Collaboration capability

Interpersonal relationship, teamwork and negotiation skills are particularly important in life and work, and this is even more important for medical students. It is impossible for a single individual to complete any task. Therefore, it is important to find an appropriate position in the team for novice medical students.

2.7 Impact capacity

Organization is a complex overt and recessive structure with its own culture. How to exert influence in it is very important for individual development. The unique development of individuals originates from self-quality. How to promote the team-building in medical institutions through individual efforts is a very important for every medical student.

3. The main problems existing in the cultivation of Medical students at present

3.1 Misunderstanding of medical students' employment

A vast majority of medical graduates will focus on tertiary hospitals, especially Grade 3A General Hospital, unwilling to work in grass-root hospitals. Because of the higher requirements for degree of recruiters in general hospitals, with at least doctor's degree, a large number of medical students choose to take the postgraduate entrance examination and competition of the examination is very fierce, which makes a considerable part of the students only attach importance to theoretical study.

3.2 The lagged arrangement for internship for medical students

At present, the internship for medical students is practiced mainly through the following ways. First, students are arranged to go to affiliated hospitals, teaching hospitals or other medical and health institutions for internships; second, students are recommended for internship in medical and health institutions, which can only accommodates a small number of students; third, family relationship is used by students to seek internships themselves. These internships are arranged from the perspective of universities and medical students, and the actual needs of medical and health institutions are not taken into full account. In addition, the supervision measures for the quality of education are not effective enough.

3.3 Disconnection between major setting and market demand

Medical majors are set blindly and the adjustment period is very long, which can not meet the needs of medical and health institutions in time. For example, the training for paediatricians, gynaecologists, and general practitioners are obviously inadequate, due to the constraints of employment concepts and other factors.

3.4 Lack of practice teaching for medical students

The practice teaching of medical students doesn't attract enough attention. Practice is a very important training for medical students, and it plays an important role in improving their employability. However, due to the expansion of enrollment in colleges and universities, the lack of teachers and limitation of the funding, some practice education for medical students is not materialized.

3.5 Weak sense of responsibility in medical institutions

Medical institutions have a weak sense of responsibility because they have to undertake a large number of diagnosis and treatment services. At present, the hierarchical diagnosis and treatment system is being explored in China, and the overcrowding of general hospitals is especially prominent. These hospitals are often the places to train medical students, so there is bound to be a conflict between the large amount of diagnosis and treatment of patients and teaching of medical students.

4. Countermeasures for improving the employability of medical students

4.1 Improving training rules

It is necessary to gather the wisdom of many parties, to formulate specific implementation rules for the training of medical students' employability, to make efficient supervision, to ensure that all training measures are put into practice, and to formulate better standards about the cultivation of medical students. The cultivation of medical students is related to the health of the people, and needs to be attached great importance to by all parties. Concerted efforts should be made to promote it.

4.2 Grasping the social dynamic and cultivating qualified medical talents

Medical colleges and universities rely on professional institutions to dynamically analyze the adjustment of the state's industrial structure and the employment needs of medical and health institutions, and make timely adjustments to some specialties. Great efforts should be made to develop the mode of differentiation in the late stage of major training to ensure that the trained medical students can be more in line with the actual needs.

4.3 Paying attention to the application of theory in practice

To build a platform for training medical students' employability, colleges and universities should strengthen the relationship with Teaching Hospitals and Medical and Health institutions. The training of medical students' employability can not be separated from the participation of employers. Only by understanding the actual needs of the positions can they have more motivation, which is particularly important for the training of medical students' employability.

4.4 Making a reasonable career plan

All external conditions cannot fundamentally solve the problem. What is really critical is that medical students must constantly adjust their career planning and strive to improve their employability. It is important for students to set clear career goals, to actively develop employability, to participate in practical activities, to enhance communication and adaptability, to seek opportunities for social work, and to develop interpersonal skills.

5. Summary

The cultivation of medical students has attracted wide attention and the public have very high expectations for "healthy China". The health of the public needs a large number of medical personnel to safeguard, so we must continue to improve the cultivation of medical students.

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