Research on the Feasibility of College Medical Graduates Employment in Rural Medical Institutions

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Abstract. The number of medical graduates is more and more. Two questions rise. One is these graduates could not find fit jobs in big cities. But the other is there is short of medical and health talents in rural areas. How to solve the two questions is important. The paper suggests that our national and regional governments should provide some attractive policies to guide medical students to volunteer to participate in the construction of “a new countryside”.

Introduction

Since 1998, the number of college graduates has been increasing year by year, from 829,800 in 1998 to 8.74 million in 2020 in China. In the past 21 years, the number of higher education graduates has increased more than ten times. Acceptance rates in online higher education have reached 75 percent, more than double the rate in 1998 and 15 times the rate when the university entrance exam was firstly reinstated. Several years ago, our economy belonged to extensive growth, so that many big and booming areas drew a lot of talents and human labor.

At present, China has entered a period of economic growth to accelerate, but the extensive growth mode of our resources, environmental conditions and the conflict between economic growth further. We are changing the economy structure into intensive economy.

The increasing number of graduates causes the pressure on graduates to find jobs. At the same time, medical graduates meet the same trouble. There lie in two difficult questions. On the one hand, more and more college graduates face difficulty in finding work in cities after graduation. On the other hand rural development of economy and life situation need a lot of talents.
Table 1. China National Civil Servants Examination Analysis.

<table>
<thead>
<tr>
<th>Year</th>
<th>Applying Position</th>
<th>The Number of Selected People</th>
<th>A trial number (thousand)</th>
<th>Competitive Ratio</th>
</tr>
</thead>
<tbody>
<tr>
<td>2020</td>
<td>13849</td>
<td>24128</td>
<td>1109.5</td>
<td>60:1</td>
</tr>
<tr>
<td>2019</td>
<td>9657</td>
<td>14537</td>
<td>1379</td>
<td>63:1</td>
</tr>
<tr>
<td>2018</td>
<td>16144</td>
<td>28533</td>
<td>1659.7</td>
<td>58:1</td>
</tr>
<tr>
<td>2017</td>
<td>15589</td>
<td>27061</td>
<td>1338.6</td>
<td>50:1</td>
</tr>
<tr>
<td>2016</td>
<td>15659</td>
<td>27817</td>
<td>1394.6</td>
<td>34:1</td>
</tr>
<tr>
<td>2015</td>
<td>13475</td>
<td>22249</td>
<td>1409</td>
<td>47:1</td>
</tr>
<tr>
<td>2014</td>
<td>11729</td>
<td>19538</td>
<td>1520</td>
<td>51:1</td>
</tr>
<tr>
<td>2013</td>
<td>12927</td>
<td>20879</td>
<td>1500</td>
<td>53:1</td>
</tr>
<tr>
<td>2012</td>
<td>10486</td>
<td>17941</td>
<td>1300</td>
<td>59:1</td>
</tr>
<tr>
<td>2011</td>
<td>9763</td>
<td>15290</td>
<td>1415</td>
<td>59:1</td>
</tr>
</tbody>
</table>

Data from the National Burea of Statistics

Urban Medical Talents Are Saturated

After years of construction and enrollment expansion, medical colleges and universities have been able to cultivate medical talents far enough to meet the needs of medical and health institution in economically developed areas, especially in big cities. At present, many medical institutions in cities are carrying out personnel adjustment and personnel system reform, and the number of medical graduates they accept every year is very limited. In addition, some large hospitals have been continuously improving their requirements for graduates. In addition to some outstanding talents or special positions, most of the clinical department personnel require the candidates to be master or doctor candidates from key national universities. Therefore, it is an inevitable trend for medical graduates to seek employment at the grassroots level.

Investigation and Research on College Medical Graduates

Investigation Analysis

In 2019, the paper firstly investigated 350 college medical graduates at random, who are from Xi’an Medical University, Shaanxi University of Chinese Medicine and the Medical Department of Xi’an Jiaotong University, etc. in Shaanxi Province.

Through a questionnaire survey, it is clearly found that these students have these employment characters. Some graduates think they cannot get some necessary technologies, some do not know what talents can satisfy employees and what knowledge are helpful to the society. More than 90% percent of them worry about career prospects. Over half of them are going to attend the postgraduate examination so that they can study in campus and put their graduation off. Seventy percent of them hope that in the future, they can work and live in big cities. Over two-fifths give priority to personal development prospects. Only 10% can accept salary under 5,000 Yuan. All think they could choose a job while they were working.

Analysis the Current Employment Chance of Medical Graduates

At present, many basic units, such as private hospitals, community medical rooms, township hospitals, and hospitals at or below the county level in western regions are hard to recruit college medical graduates. Under the market competition, the primary medical institutions are the main force to solve the employment problem of medical graduates. At present, medical and health institutions at and below the county level are in great demand for medical graduates from colleges and universities. Our country at present, there are 40000 villages and towns, 660000 incorporated villages, both from the number of medical talent and in terms of quality, are subject to a great level

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of ascension, especially old, less, some regions in the allocation of health resources, to promote the
process of cooperative medical care, more in need of medical graduates into the cause of a large
number of colleges and universities.

**Promote the Development of Community Health Care**

In November 2016, China youth daily social survey center conducted a survey among 4,235
Internet users through the online platform. Its end declared that 78.4% of the respondents believed
that the most prominent problem in China's current medical field was the unbalanced distribution of
medical resources. Few people were willing to see a doctor in small hospitals. In large and
medium-sized hospitals there are huge crowds.

In view of this problem, 82.5% of the respondents believe that college medical graduates should
be encouraged to work in community hospitals to provide talent guarantee for improving the
medical level of community hospitals. In addition, with the continuous improvement of China's
economic development level and the rising quality of the population, the whole people's demand for
health is constantly improved, and the demand for community medical services will gradually
increase. In addition, China has begun to enter the aging age, the demand for community medical
services will also increase.

**Provides a Large Number of Potential Jobs for Medical Graduates in the New Rural
Construction**

The improvement of rural medical service level is one of the main contents of the new socialist
rural construction. At present, with the deepening of the new rural cooperative medical care reform,
the demand for medical talents in rural grassroots medical care is more vigorous, and many
grassroots hospitals have begun to attract and train medical talents vigorously, so as to reserve
abundant human resources for the medical reform. Under this situation, college medical graduates
become the best source of talents, encouraging and guiding college medical graduates to find jobs in
new rural medical institutions is also one of the objective requirements of China's new rural
construction.

**Summary**

With the continuous development of the society and the continuous improvement of people's
living standard, people's health awareness gradually deepens, and their requirements for life health
and quality of life are gradually improved, which further puts forward higher requirements for
different levels of health services. At present, the medicine pattern evolution has by the biomedical
mode to the biomedical, psychological medicine, social medical 'model, the value of modern
medical and health services to highlight, family planning, health care, home care, general
practitioners, community service, hospice care, and other forms of new type of modern medical
service is then developed, which requires a lot of medical talents to meet the diversified and
multi-level health services demand. According to the guiding ideology of China's health reform,
there are many new jobs to be filled by college medical graduates, whether it is medical security,
health service, or health law enforcement and supervision. It can be seen that the development of
modern medical and health services indeed provides more opportunities for grassroots employment
of college medical graduates.

**Services and Policies for Grassroots Employment are Gradually Maturing**

College medical graduates are valuable human resources in the medical field of our country. Since 2003, the country has organized a ‘college student village’, ‘into the community plan’,
‘western college students volunteer service plan’, and ‘hundreds of college student village official
plan’, ‘XuanDiaoSheng plan’, ‘three helps plan’ services, such as grassroots employment for
college graduates has provided a broad space, encourage college graduates into the grassroots, to
the motherland where it is needed.
The western plan of college students' voluntary service is a talent development plan jointly organized and implemented by the central committee of the communist youth league and the ministry of education. Since 2003, we have organized a certain number of college graduates to be engaged in youth center construction and management, poverty alleviation, agricultural technology, health, education and other voluntary services for 1.2 years in poverty-stricken counties/towns in western China through centralized dispatch, organizational selection, voluntary registration and open recruitment. After the expiration of their service, the state encourages them to take root at the grass-roots level, or to seek floating employment and choose jobs independently. College medical graduates who participate in the ‘volunteer service west plan’ are mainly engaged in grassroots work such as public health service, epidemic prevention and medical treatment, as well as youth centers in towns and villages, deputy secretary of the youth league committee in towns and villages, and school teaching. In addition, it can also assume some management positions under government agencies.

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References


