

# How to Promote Medical Graduates to Work in Rural Medical Institutions

Guangrong Wu\*

Xi'an Medical University, Shaanxi, China

\*Corresponding Author.

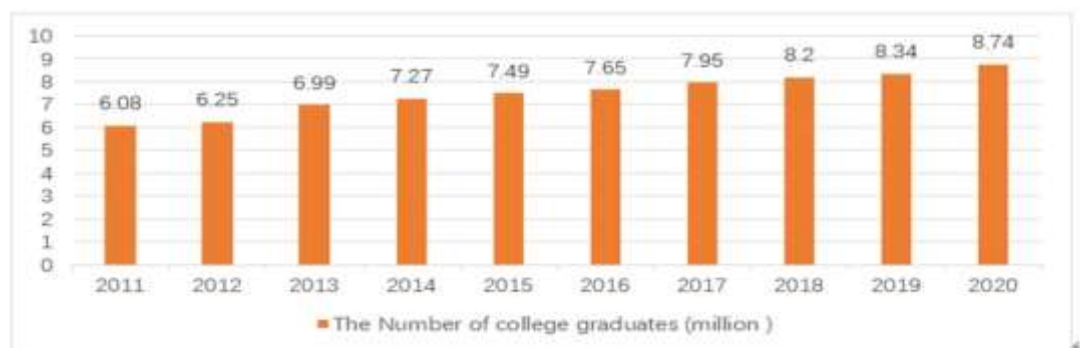
## Abstract:

The number of medical graduates is more and more. Two questions are raised. One is these graduates could not find fit jobs in big cities, the other is short of medical and health talents in rural areas. How to solve the two questions, it is important to our healthy development. First, the paper investigated the reason of these difficulties and analyzed these government made some plans about raising courage graduates to support the development of the western regions. Second, the paper thought that there should be set the related psychological courses in universities. At last, the paper suggests that our national and regional governments should provide some attractive policies to guide medical students to volunteer to participate in “New rural construction”, such as high salary, better material benefits and children’s education priority.

**Keywords:** Medical Graduates, Employment Situation, Medical talents, Employment policy.

## I. 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. The paper researched the national Statistical Yearbooks (2011-2020) to get data and draw figure 1<sup>[1]</sup>.



Data from the National Statistics, 20011-2020<sup>[1]</sup>

Figure 1: The Annual Number of College Graduates in 2011-2020

Through Figure 1, 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<sup>[2]</sup>. Several years ago, many big and booming areas drew a lot of talents and human labor, so that our economy kept extensive growth.

At present, China has entered a period of economic growth, but the conflict of the extensive growth mode of our resources and environmental deterioration has been kept fiercely. So, we must change the economy structure into intensive economy. So, the war for talent heats up between the eastern and the western.

There is not only the mature mechanism of employing persons and good career planning in eastern developed regions, but also these regions can give many chances, much challenges and the high quality of life. With the change of economy structure, more top technical and mature talents are needed than ordinary college graduate in eastern regions.

The increasing number of graduates causes the pressure in finding jobs. At the same time, medical graduates meet the same trouble, too<sup>[3]</sup>. The paper uses and calculates the relational data from the national Statistical Yearbooks (2011-2020) to get TABLE I.

**Table I. China national civil servants examination analysis**

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

Data from the National Statistics, 20011-2020<sup>[1]</sup>

Through TABLE I, the paper finds that there lie in two difficult questions. On the one hand, more and more college graduates face difficulty in finding satisfying jobs, especially in big cities after graduation. On the other hand, rural development needs a lot of talents in economy and life situation.

## **II. 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.<sup>[4]</sup> 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.

## **III. Investigation and Research on College Medical Graduates**

### **3.1 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<sup>[5]</sup>.

Through a questionnaire survey, it is clearly found that these students have these employment characters. Some graduates think they can not get some necessary technologies, some do not know what talents can satisfy employees and what knowledge are helpful to the society. More than 90% 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. 70% 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<sup>[6]</sup>.

### **3.2 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. At

present, there are 40000 villages and towns, 660000 incorporated villages in our country. The number of medical talents are subject to a great level of ascension, especially the old and disabled people. In some regions the allocation of health resources, has been promoted the process of cooperative medical care, more in need of medical graduates into the cause of a large number of colleges and universities.

### 3.3 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.<sup>[7]</sup> 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.

### 3.4 Provides a 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.

## IV. CONCLUSION

With the continuous development of the society and the continuous improvement of people's living standard, people gradually have not only paid attention to health, but also have pursued requirements for life quality of life, which further has put forward higher requirements for different levels of health services.

Now people look after more than the past. Our pattern evolution has changed from the biomedical mode to the biomedical, psychological and social medical model. The value of modern medical and health services become family planning, health care, home care, general practitioners, community service, hospice care and other forms of new type of modern medical service. It is 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. The country has organized good college students into villages, such as "western college students volunteer service plan", and "hundreds of college student village official plan", "Selected Graduates Plan", "three help plans" services, college graduates have been a chance to provide a broad space to turn their dreams true. Our government has encouraged college graduates into the grassroots, to the motherland where it is needed. With their double hand, they contribute their wisdom and energy to help our people, living in poor western areas to get rid of poverty.

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.

First, in colleges and universities, we should set up some useful lessons about psychology and help students to build healthful and valuable views of life. Let them know their burden of our country and a family. It is very valuable and important for these medical graduates to build our rural regions.

Second, all local governments or our center government should do their best to give some good policies to solve these urgent needs of medical graduates. Some rules are trended to the medicine

graduates, regardless of their families or themselves. Our government solve their questions. Give them high salary, so that they would work in rural regions. Bring them good chances to study advanced technical ways and new theories. Help their families get good care. Their parents can enjoy good care in body and spirit. Their children can share excellent education resource. Let them work in rural regions voluntarily.

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