

The insertion of graduates of the nursing course in the labor market

La inserción de los egresados de la carrera de enfermería en el mercado laboral

A inserção de egressos do curso de enfermagem no mercado de trabalho

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How to cite this article:

Flores GB, Santo TBE, Moraes CLK.

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Glob Acad Nurs. 2022;3(3):e258.

<https://dx.doi.org/10.5935/2675-5602.20200258>

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Chief Editor: Caroliny dos Santos Guimaraes da Fonseca

Executive Editor: Kátia dos Santos Armada de Oliveira

Submission: 03-30-2022

Approval: 05-31-2022

Abstract

Aiming to verify the insertion of nursing graduates from a private college in Greater Florianópolis in the labor market, a descriptive, exploratory and qualitative study was carried out. Data collection was carried out through a semi-structured online form, using the "snowball" technique. The graduates included in the sample had completed their training in the period from 2018 to 2020. Of the 21 graduates in the research, there was a predominance of females, in relation to entering the labor market, the vast majority entered within six months and the forms admission to the first job as a nurse were varied, with the selection process and the COVID-19 emergency selection process being the main forms of admission, respectively and in hospital units. The lack of experience was pointed out as the main difficulty encountered by the graduates, and personal characteristics were presented as the main facility. The research results made it possible to verify the dynamics of insertion of graduates in the labor market and understanding of the profile identify facilities and difficulties so that it became possible to analyze and understand the socioeconomic context. It was concluded that entry into the labor market was facilitated because of the pandemic, and experience and low wages define the labor market.

Descriptors: Nursing; Educations Nursing; Nursing Students; Education; Job Market.

Resumén

Con el objetivo de verificar la inserción en el mercado de trabajo de los graduados en enfermería de una facultad privada de la Gran Florianópolis, se realizó un estudio descriptivo, exploratorio y cualitativo. La recolección de datos se realizó a través de un formulario en línea semiestructurado, utilizando la técnica de "bola de nieve". Los egresados incluidos en la muestra habían culminado su formación en el período de 2018 a 2020. De los 21 egresados en el período investigado, hubo predominio del sexo femenino, en relación al ingreso al mercado laboral, la gran mayoría ingresó dentro de los seis meses y las formas de ingreso al primer empleo como enfermero fueron variadas, siendo el proceso de selección y el proceso de selección de emergencia COVID-19 las principales formas de ingreso, respectivamente y en las unidades hospitalarias. La falta de experiencia fue señalada como principal dificultad encontrada por los egresados, y las características personales fueron presentadas como principal facilidad. Los resultados de la investigación permitieron verificar la dinámica de inserción de los egresados en el mercado laboral y la comprensión del perfil, identificar facilidades y dificultades para que sea posible analizar y comprender el contexto socioeconómico. Se concluyó que la entrada al mercado laboral se facilitó a raíz de la pandemia, y la experiencia y los bajos salarios definen el mercado laboral.

Descriptoros: Enfermería; Educación en Enfermería; Estudiantes de Enfermería; Enseñando; Mercado de Trabajo.

Resumo

Com o objetivo de verificar a inserção de egressos de enfermagem em uma faculdade privada da Grande Florianópolis no mercado de trabalho, realizou-se um estudo descritivo, exploratório e de abordagem qualitativa. A coleta de dados foi realizada através de um formulário on-line semiestructurado, utilizado a técnica "bola-de-neve". Os egressos incluídos na amostra tinham a formação concluída no período de 2018 a 2020. Dos 21 egressos do período pesquisado verificou-se o predomínio feminino, em relação à inserção no mercado de trabalho, a grande maioria se inseriu em até seis meses e as formas de ingresso no primeiro emprego como enfermeiro foram variadas, sendo o processo de seleção e processo seletivo emergencial COVID-19 as principais formas de admissão, respectivamente e em unidades hospitalares. A falta de experiência foi apontada como principal dificuldade encontrada pelos egressos, e as características pessoais foram apresentadas como principal facilidade. Os resultados da pesquisa proporcionaram verificar a dinâmica de inserção dos egressos no mercado de trabalho e entendimento sobre o perfil, identificar facilidades e dificuldades para que se tornasse possível analisar e compreender o contexto socioeconômico. Concluiu-se que a inserção no mercado de trabalho foi facilitada em decorrência da pandemia, e a experiência e baixos salários definem o mercado de trabalho.

Descritores: Enfermagem; Educação em Enfermagem; Estudantes de Enfermagem; Ensino; Mercado de Trabalho.



Introduction

The constant technological change, advances in knowledge, generation of new jobs and scenarios, in the health area, demand from its professionals a development of their competences and abilities to accompany the job market. Furthermore, the labor market has a large number of nurses to fill vacancies, which generates great competitiveness and greater selectivity on the part of employers¹.

According to Brazilian legislation, individuals who have a higher education degree in the Nursing course, awarded by a public or private educational institution, accredited by the Ministry of Education (MEC), and have active enrollment in the Regional Council of Nursing (COREN) in the state in which you will exercise².

According to the National Nursing Council (COFEN) they have three areas of specialties, called areas I, II and III. The first refers to the specialization in Collective Health and the others management and teaching and research respectively^{2,3}.

Nurse entrepreneurship was stimulated after COFEN published Resolution No. 568/2018 which regulates the operation of nursing clinics and offices as well as their performance in the area of aesthetics, making possible the realization of a wide range of procedures that cannot be related to the medical act^{4,5}.

The Home Care (AD) area, in which, in addition to carrying out procedures specific to its training, it also makes immediate decisions in urgent or emergency situations, coordinates, organizes, measures, plans, supervises, evaluates and educates its team, has also grown in the Brazil^{5,6}. This area is very important for the profession because it is where you perform stomatherapy as well as in hospital care, and it provides you not only with stoma care, chronic and acute wounds, and fistulas, but also teaching, research, advice and consulting^{7,8}.

The lack of experience, vacancies, technical domain and the relationship with the team are factors that normally make it difficult to enter at the beginning of a professional career. Insufficient discussion of issues such as technological advances, the reality of the job market, power relations and hierarchy, during graduation, also pose a risk to this insertion¹⁰.

In view of the contextualization, the research aims to verify the insertion of graduates from a private college in Greater Florianópolis in the labor market, and it is important due to the need to better understand the profile of graduates and the dynamics of insertion in the labor market.

It aims to answer: How nurses trained in the years 2018 to 2020 are inserted in the job market?

Methodology

Descriptive, exploratory study with a qualitative approach carried out with graduates of the Nursing course of a private college in Greater Florianópolis with training from 2018 to 2020. The reason for choosing the period was to cover a period pre and post pandemic by COVID-19.

To reach the target population, the "snowball" technique was used, which consists of sending the research

to initial volunteers who must indicate other participants and, so, therefore, until a number of people can be reached within a stipulated time limit¹³.

The research scenario was a private educational institution in Greater Florianópolis. All participants were informed that their participation in the research is voluntary, anonymous, and that they could withdraw at any time, without prejudice.

The inclusion criteria included those who graduated from the private higher education institution of the Nursing course with training completed in the period from 2018 to 2020 and who accepted the Informed Consent Term (ICF). All graduates who did not complete their training within the indicated period at a particular private educational institution in Greater Florianópolis, or who did not accept the informed consent form, were excluded.

Data were collected using a semi-structured form with open and closed questions, using the Google Survey tool. We started the collection in September 2021, forwarding the access link to the form together with the TCLE to the research volunteers via email, social networks, and instant messaging applications depending on the availability of means of contact, and for data analysis. Microsoft Excel software was used.

The research project was submitted to the Research Ethics Committee of UNIP according to Resolution No. 466/2012 of the National Health Council and approved according to Opinion 4,948,929 and CAAE 50144821.1.0000.5512.

Results

Participated in the research 21 graduates of the nursing course considering the inclusion criteria.

Characterization of graduates

The female sex predominated, being 76.2% and 23.8% men; in total 100% recognize themselves as cisgender. Regarding the age group, 33.33% completed the course aged over 30 years, but the majority concluded before the age of 30, with 42.84% before the age of 25, 19.04% from 26 to 30 years and 1% before the 20 years. The 71.42% of the volunteers did not have children during graduation and 28.57% did.

Only 4.76% of graduates completed their graduation before the pandemic, and 95.23% between 2019 and 2020. About exercising some occupation or paid activity during the graduation period, 80.95% did. Regarding extracurricular internships, a large 71.42% did not. As for technical training, 71.4% claim that they did not have.

Regarding the second language, 52.38% of the graduates did not have a second language, the others had English or Spanish at levels ranging from 38.09% in basic level, 4.76% intermediate and 4.76% of the graduates were fluent in Spanish.

Regarding postgraduate studies, 66.66% started one, and 42.85% of the total had already concluded it. Of the total, 42.85% (nine) felt encouraged by the institution to



start graduate studies and the majority, 61.90%, deny the institution's encouragement.

Of the total number of graduates, 71.42% did not feel prepared for the job market. However, 85.71% are currently employed as nurses. The ways of entering the work field of the first job as a nurse were varied, highlighting the selection processes 47.61%, COVID-19 emergency selection process 23.80%, indications 19.04% and others 9.52%.

Entry into the job market

Most participants, 33.33%, reported entry using the field of the form "others" and describing "ILPI, UPA, drug distributor, telenursing, diagnostic medicine, laboratories" as the area of insertion of the first job. Public and private hospital 19.04% each, clinic of other specialties and home care 14.28%. The municipality that employed the most in Florianópolis was São José 47.61%; Florianópolis employed 23.8%, and the others added up to 23.8%. In addition, 4.76% were employed in Curitiba. The result in relation to self-employed nurses showed that 61.9% had never worked in this area.

It is possible to observe brevity in the first insertion in the job market, with 76.19% in up to six months, 9.52% in up to one year after graduation; 4.76% after one year and 4.76% have not joined up to the present moment; 4.76% did not respond. From 4 months to 1 year there were 42.85%, the others stayed for more than 1 year or more than 2. The total number of jobs so far was 4.76% with more than 4; 3 jobs 9.52%; 2 jobs 38.09% and; the majority only had a first job 42.85%; but 4.76% did not answer the question. Most do not have a double employment relationship 66.66%. Regarding the position of the first job, 88.95% entered as a general nurse, 14.28% as a specialist and 4.76% did not respond. The salary range in relation to the first job that prevailed was from BRL 1,500.00 to BRL 3,000.00 (52.38%); BRL 3,001.00 to BRL 5,000.00 were 33.33% and; more than BRL 5,000.00 (14.28%).

The main difficulty observed in entering the job market was lack of experience 85.71%, followed by low remuneration and requirements for additional training with 42.85%, high competitiveness 33.33%, not having contact or indications and little offer of work 28.57%, age 14.28%, abusive working hours 9.52%, having children 4.76% and precarious working conditions 4.76%. Regarding prejudice, 95.23% reported not having suffered during any selection process, but 4.76% felt harassed because they had little experience. The greater ease of insertion was represented in 71.42% as "personal characteristics"; contacts and indications 47.61%; sufficient training 19.04%; experience as a nursing technician 19.04%; extracurricular internship 9.52; recognition of the institution 4.76%. It is also observed that the job market, given the large supply of nursing workforce, takes into account the professional experience, the graduate's training and personal characteristics, being able to select the most qualified professionals.

Discussion

Women reaffirm their leading role in Nursing, as well as in the world scenario of the profession, in addition to

being the majority among university students in Brazilian higher education^{14,15}.

The research results bring a scenario well known by Brazilian university students: the double daily journey between studies and an occupation or paid activity, in order to contribute to family income and education expenses¹⁴.

The portrait of women still suffers from prejudice in the job market, salary difference, and moral and sexual harassment. Its representation among the population is 52%, but its insertion in the labor market is 42%. Their political participation also does not represent their population¹⁵.

Citizens of the LGBTQIA+ community (lesbian, gay, bisexual, transvestite, transgender, transgender, queer, intersex, gender, asexual and more) are more susceptible to discrimination and social prejudice. Bearing this in mind, the fact that most volunteers in this research are female (and care, for society, is directly linked to women), being entirely cisgender, can justify the report of never having suffered prejudice in a job interview^{16,17}.

Nursing has been fighting for a fair wage floor and adequate workload. According to Fiocruz, Brazilian nurses earn an average of 3 minimum wages in the private sector of the labor market, the results presented here demonstrate similar reflexes, and this is the same result presented¹⁶.

The postgraduate course has been expanding in Brazil and has the *Stricto Sensu* and *Lato Sensu* modalities. Since its creation, *Stricto Sensu* has been a means of improvement sought by professionals as a form of scientific development and research in the academic world¹⁸.

Graduates have shown a preference for the *Lato Sensu*, which may suggest, in our analysis, that the preference may be due to the difference in the format and dynamics of the courses, being focused on mass certification generating a refinement to the training of manpower for the job market^{19,20}.

Most graduates do not feel prepared to face the job market, the suggested concern was difficulty in putting into practice the theoretical knowledge acquired at graduation; high and continuous insertion of new technologies in health work; high requirements for entering the job market; insecurity in changing the role from student to professional and; personal stressors²¹.

Nursing working hours have been increasing over the years in both the public and private sectors^{21,22}. On the other hand, most participants reported not having a double shift or a number of current employment contracts greater than 1, which may, therefore, suggest that this process occurs throughout their professional life as they meet the greatest number of requirements in the labor market, for example.

Despite the high unemployment rate and growth of informal work observed during the COVID-19 pandemic, it was noted that a large part of them entered the labor market through the emergency selection processes that took place in public and private institutions, providing greater job offers, combined with the possibility of gaining experience in the labor market. Although many of these fields of work could be temporary, it made possible the inclusion in the



market and the possibility of envisioning new professional perspectives²⁴.

As with the “Spanish flu” pandemic, the new coronavirus pandemic absorbed a large part of nursing graduates, however, with the increase in the supply of nursing jobs, the rhetoric of workload and remuneration characterized by supply/demand still remain²⁵.

Salary remuneration remains humble, its relationship with supply/demand can justify this fact, as well as the large amount that the nursing team represents represents a good part of an institution's budget. The value of the hour worked in this case is not based on meritocracy, skill or good professional performance. The job market has been demanding in terms of personal attributes and professional skills as a form of selection, not necessarily of remuneration, it is still necessary to consider a primarily female workforce. Studies indicate that there is no doubt that the fact that it is mostly performed by women is one of the reasons for low remuneration²⁶.

For professional training, undergraduate education is based on the National Nursing Curriculum Guidelines (DCNs) that establish the necessary skills for nursing graduates, supporting professional performance considering the context and health demands. Even so, the first job can generate some difficulties such as lack of practical or theoretical knowledge, fear of judgment from more experienced colleagues, fear in important decisions, high responsibility of the function, and feeling of persecution. However, the lack of experience has been constantly cited. Even so, graduates usually get their first job within 6 months of graduating²⁷⁻²⁹.

Health nowadays focuses on team practice and multiprofessional practice, characterizing teamwork. Nurses perceive that teamwork brings them benefits such as better results in terms of patient care, and day-to-day satisfaction in carrying out and performing their tasks. Team spirit is seen as a very important personal characteristic for entering the job market, and is represented as the greatest facility for graduates³⁰⁻³³.

Conclusion

The research provides a better understanding of the population studied. It was possible to verify the insertion of graduates in the labor market, their salary ranges, difficulties and facilities, and other factors that make it possible to analyze the socioeconomic context in which they belong.

It brings important discussions for the development of Nursing, even as a way to subsidize discussions about undergraduate teaching that must be aligned with the health needs of the population as well as with the demands of the labor market that requires skills and competences necessary for good professional performance.

We, researchers, felt that many of the fears, doubts and questions we had were clarified in the research giving us the opportunity to reflect on the profession as well as the possibilities and perspectives of the job market.

The study may present selection bias due to the unavailability of a list of graduates from the period studied, and may not represent the population reliably.

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