

NURSING RESIDENCE GRADUATES AND THE JOB MARKET EGRESSOS DE RESIDÊNCIA EM ENFERMAGEM E O MERCADO DE TRABALHO EGRESOS DE RESIDENCIA EN ENFERMERÍA Y EL MERCADO DE TRABAJO

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Objective: to describe the sociodemographic and professional characteristics of the graduates of Nursing Residency programs. Method: this is a descriptive, descriptive, exploratory, cross-sectional study involving 32 Nursing Residency graduates, through a semi-structured interview. Data was analyzed by spreadsheet with relative and absolute values and frequencies and the results presented in tables. Results: it was evidenced that the graduates present a young profile, are single and of origin outside the capital, with Intensive Therapy as chosen concentration area and, after completing the course, sought to continue their formative process in post- University graduate. Conclusion: it was contributed, through the Residency course, to the training of professionals better prepared to respond to the demands of the health services, besides enabling and expanding the opportunities of entering the job market, expanding possibilities and perspectives for the continuity of learning . It is believed that this study represents a way to carry out other research that seeks reflection on the evaluation of programs, especially on training and the job market. Descriptors: Internship Nonmedical; Education, Nursing, Graduate; Inservice Training; Nursing; Job Market; Unified Health System.

Objetivo: descrever as características sociodemográficas e profissionais dos egressos dos programas de Residência em Enfermagem. Método: trata-se de estudo quantitativo, descritivo, exploratório, transversal, envolvendo 32 egressas de Residência em Enfermagem, por meio de entrevista semiestruturada. Analisaram-se os dados por meio de planilha eletrônica com valores e frequências relativas e absolutas e os resultados apresentados em tabelas. Resultados: evidenciou-se que as egressas apresentam um perfil jovem, são solteiras e de origem fora da capital, com a Terapia Intensiva como área de concentração escolhida e, após a conclusão do curso, buscaram continuar o seu processo formativo em programas de pós-graduação. Conclusão: contribuiu-se, pelo curso de Residência, para a formação de profissionais mais preparados para responder às demandas dos serviços de saúde, além de possibilitar e ampliar as oportunidades de ingresso no mercado de trabalho, ampliando possibilidades e perspectivas para a continuidade do aprendizado. Acredita-se que este estudo significa um caminho para a realização de outras pesquisas que busquem reflexão acerca da avaliação dos programas, especialmente sobre a formação e o mercado de trabalho. Descritores: Internato Não Médico; Educação de Pós-Graduação em Enfermagem; Capacitação em Serviço; Enfermagem; Mercado de Trabalho; Sistema Único de Saúde.

RESUMEN

Objetivo: describir las características sociodemográficas y profesionales de los egresados de los programas de Residencia en Enfermería. Método: se trata de estudio cuantitativo, descriptivo, exploratorio, transversal, involucrando 32 egresas de Residencia en Enfermería, por medio de una entrevista semiestructurada. Se analizaron los datos por medio de planilla electrónica con valores y frecuencias relativas y absolutas y los resultados presentados en tablas. Resultados: se evidenció que las egresadas presentan un perfil joven, son solteras y de origen fuera de la capital, con la Terapia Intensiva como área de concentración elegida y, tras la conclusión del curso, buscaron continuar su proceso formativo en programas de postgrado. Conclusión: se contribuyó, por el curso de Residencia, a la formación de profesionales más preparados para responder a las demandas de los servicios de salud, además de posibilitar y ampliar las oportunidades de ingreso en el mercado de trabajo, ampliando posibilidades y perspectivas para la continuidad del aprendizaje. Se cree que este estudio significa un camino para la realización de otras investigaciones que busquen reflexión acerca de la evaluación de los programas, especialmente sobre la formación y el mercado de trabajo. Descriptores: Internado no Médico; Educación de Posgrado en Enfermería; Capacitación en Servicio; Enfermería; Mercado de trabajo; Sistema Único de Salud.

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INTRODUCTION

The Residency programs in the health area are proposed to the (re) orientation of professionals based on the principles and guidelines of the UHS, which allows the change in the profile of the workers and the assistance practice from the locoregional needs and realities. ¹⁻² It is characterized by in-service education and training, through effective exchanges of experiences and knowledge that aim to promote the specialization of professionals to create a new health reality for the population and the qualified insertion of young professionals in the the job market, particularly in priority areas for the implementation of UHS. ³⁻⁴

It must be asserted that the interlocution scenarios between services and education are agents of transformation for health education and, especially, for the consolidation of UHS. It is understood, therefore, the teaching-service integration as a potent strategy, both for the service in its training practice, and for the student / resident in their formative trajectory. It is hoped, in this sense, the development of a professional profile that is capable of acting, in a critical and reflexive way, in different scenarios, integrating assistance, teaching, research and management with a focus on the reality of the UHS.

It is believed that studies about the profile and follow-up of Residents are an important strategy for obtaining data about student training and its adequacy to the new demands of society and the job market, ⁷⁻⁸ being a tool of evaluation, monitoring and follow-up with the power to subsidize important data in the planning of actions to adjust the incongruity of the programs, improvements in the training process and, therefore, in the quality of the assistance provided and in the identification of the degree of insertion of the graduates of the programs in the society.⁹

This study is relevant because it offers scientific subsidies that serve as indicators and stimulate the implementation of strategies and the formulation of public policies in the field of training of specialized human resources in the health area, linking the training and the qualified human resources to meet the job market of the UHS.¹⁰⁻¹

OBJECTIVE

• To describe the sociodemographic and professional characteristics of the graduates of Nursing Residency programs.

METHOD

This is a quantitative, descriptive, exploratory, cross-sectional study, developed with 32 graduates of the Multiprofessional Residency programs and in

the Nursing area of the State of Bahia. Data was collected during the months of May to December 2017 and January 2018 through a semi-structured interview and, as an instrument, an interview script was used by the authors.

The field of empirical research was used as a starting point in the Multiprofessional Residency Commissions (COREMU), a collective decisionmaking body created by CNRMS / MECA Resolution No. 2 of May 2010. A total of seven COREM's were constituted, six of which were located in the city of Salvador and one in the city of Petrolina (a partnership with the State Secretariat of Bahia). The location of the alumni who did not have addresses registered or updated at COREMU through the active search, through the snowball technique (through classmates who could be contacted), and on the Internet, through websites of search the internet, personal data platforms and health professionals such as: social networks and Curriculum Lattes. Telephone contact was made through the telephone numbers available, to communicate about the research and e-mails of those who did not have this contact form in their registration data or when there was no return of the electronic messages sent.

They were attended by the 32 graduates who consented to participate in the research, and the inclusion criteria were: graduates of the Lato sensu postgraduate courses, including Nursing Education (Residency in Professional Nursing Area) Teaching Multiprofessional Health (Multiprofessional Residency in Nursing), from 2007 to 2017, who had a minimum of six months at the end of the program. The time cut is justified by the time the Multiprofessional Health Residency Program was created and regulated by the Interministerial Ordinance ME/MH No. 2,117, in November 2005, and by the existence of a time window that allows the insertion in the job market of these professionals, since they completed the course for at least six months, all of whom signed the Free and Informed Consent Term.

Sociodemographic information and those related to professional information were covered by the studied variables. The following variables were considered: age, gender, marital status, place of residence, admission before and after residence, form of entry, place and type of administrative work and academic trajectory after the Residence.

Interviews were carried out in two ways: face-to-face - recorded in a digital medium, in the audio format, with a tape recorder and later transferred and transcribed to a portable computer; and distance - with the use of instant messaging application. All the data were analyzed by means of spreadsheet with the ejobation of tables with values and relative and absolute frequencies. The results were presented in

aggregate form, not allowing the identification of the individuals, and they were archived in the same place where all the material of the research was stored.

This study is part of the funded research project entitled "Professional trajectory of registered nurses from multiprofessional residency programs in health and in the health professional area of the state of Bahia". The research was based on the determinations and norms stipulated

by National Health Council Resolution 466, of 2012, and was duly approved by the Research Ethics Committee of the General Hospital Roberto Santos under Opinion n. 1,606,568 and CAAE No.

RESULTS

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In relation to the sociodemographic data, the following data were shown in table 1.

Table 1. Sociodemographic characterization of graduates of the Nursing Residency Program according to gender, age, marital status and naturalness. Salvador (BA), Brazil, 2018.

Variables	N (%)
Sex	
Male	8 (13.5%)
Female	28 (87.5%)
Total	32 (100%)
Age (years)	
25-30 years	15 (46.85%)
31-35 years	14 (43.75%)
>35 years	02 (6.25%)
Not informed	01 (3.15%)
Total	32(100%)
Marital status	
Single	22 (68.75%)
Married/Stable union	09 (28.12%)
Divorced	01 (3.13%)
Total	32 (100%)
Place of birth	
Salvador and metropolitan	14 (43.75)
region	
Interior of the State of Bahia	16 (50%)
Other states of Brazil	02 (6.25%)
Total	32 (100%)

When considering the area of concentration and entry into the job market, before and after

completing the Residency course, the data in table 2

Table 2. Characterization of the concentration area and the moment of entry into the job market. Salvador (BA), Brazil, 2018.

market: sattador (srt); srazit; zoro:		
Variables	N (%)	
Residence concentration area		
Intensive Care Unit	20 (62.5%)	
Mental health	10 (31.5%)	
Nephrology	1 (3%)	
Children's health	1 (3%)	
Total	32 (100%)	
Job market entry - before		
completing residence		
No	17 (53.13%)	
Yes	15 (46.87%)	
Total	32 (100%)	
Job market entry - after		
completing residence		
Yes	29 (90.63%)	
No	3 (9.37%)	
Total	32 (100%)	

Table 3 shows the main forms of entry into the job market, the type of job regime and the time of entry into the job market.

Table 3. Forms of entry into the job market, administrative sphere and type of job regime.

Salvador (BA), Brazil, 2018. (n = 32)

Variables	N (%)
Forms of job market entry	
Contest	12 (37.5%)
Selection/interview	7 (21.87 %)
Invited by the emplyer	10 (31.25%)
Did not work	3 (9.38%)
Total	32 (100%)
Administrative sphere	
Pulic	21 (65.63%)
Public/Private for-profit	04 (12.5%)
Private	04(12.5%)
Do not work	03 (9.37%)
Total	32 (100%)
Type of relation	
CLT	17 (53.13%)
Statutory	06 (18.75%)
Statutory /CLT	03 (9.38%)
Fixed-term contract	02 (6.25%)
Statutory /Contract	01 (3.13%)
Do not work	03 (9.38%)
Total	32 (100%)

Turning to the search for training after completion of the residency, 65% of graduates sought to continue their training process in other postgraduate courses, and among these, 42.85% opted for courses in the modality Stricto sensu.

DISCUSSION

The results of the analyses show predominance of females (87.5%) among the graduates, a characteristic observed in the professional category of Nursing. In other studies carried out in Salvador, 12 Minas gerais3 and Rio Grande do Sul, 13 were also found, with similar results, with females being the highest among the graduates. It is noteworthy that, even with the increase of male professionals in Nursing, started in the 90's, it is still an unimpressive number when compared to that of women, supported by the historical process that advocates it as an inherent activity for women. 14

It interfered with this representation of the profession in the construction of professional identity, mainly in Brazil, where the first Nursing schools also sought to select women with certain characteristics in relation to color, age and sociocultural level. ¹⁵ It is described that the interest of the feminine by the entrance in the upper level in courses of the health area, although this one is predominantly masculine area, is a growing world tendency, due to the increase of the insertion of women in the work market of the health, object study in countries such as the United States, Canada, England and France. ¹⁶

They have attracted, in the search for this postgraduate modality, in addition to women, young professionals (46.85%) and newly formed. Similar results were observed in studies with nursing home graduates from the South of Brazil¹⁷ and with students from the Intensive Care Nursing Residence of two public hospitals in the

Northeast.¹² From these data, the perspective of the Residency programs, which propose the qualified insertion of young health professionals in the job market for better care is corroborated by this data.⁶

In addition, it is common for recent graduates to seek early devices that provide professional maturation, facilitate their entry into the job market and seek to acquire skills and knowledge for which, the time for development at the undergraduate level has often been insufficient.¹⁷ It is therefore due to the growth of the requirements for the insertion in the job market, with which professionals aim for a specialization course, be it Residence or not for the qualification and improvement of technical skills.¹⁸

It is emphasized that, in this study, 68.75% of the graduates are single. Similar data was found in surveys of Nursing Residents and Multiprofessional Residents in the South of the country, ^{17,19} who presented 61.5% and 81.08%, respectively. It was understood, through research with graduates, that this condition may be related to the young person's search for professional and financial stability, being also very common for him the option of not maintaining marital bonds.¹⁴

It is suggested by this information, in part, to ratify a trend pointed out in studies²⁰ that one would be experiencing an extension of youth, presented by the procrastination of some moments that represent the young person's entrance into adult life, as an example, the prolongation of time dedicated to the study of the insecurity of professional stability and the postponement of the emancipation of the parental residence to constitute the family itself.²¹

As far as naturalness is concerned, half (50%) of the respondents in this study come from different locations in the State of Bahia, which shows that the course attracts students from the interior of

Bahia and other states and, consequently, promotes the migration and the fixation of these professionals in the capital, a fact that may be related to the concentration of health facilities and, thus, more job opportunities. There is a global trend for health professionals to live close to large urban and economic centers, large-scale sites of health and education establishments, and thus greater job opportunities.²²

In terms of the chosen area of concentration, a trend of graduates in the interest of the hospital sector, more specifically, by the Intensive Care Unit (ICU) (62.5%) was observed. This fact can be related to two points: first, it was the greater number of vacancies in intensive care programs compared to the other areas provided by the programs, a fact justified by the promotion of the interministerial policy of the Ministry of Education (ME) and Ministry of Education the Ministry of Health (MH) to finance MSY programs and to expand fellowships for residents in priority areas of focus, such as Primary Care / Family Health, Mental Health, Intensive Care, Urgency / Trauma, among others.²³

It is believed that the second point was the desire of the professional for the rapid insertion in the job market and, thus, to choose to specialize in the area that presents greater possibilities. According to a study carried out in 2016 with 505 graduates from the EEUSP, it was verified that the Hospital Institution in the care area is the sector that most absorbs the Nursing professional (56.7%), followed by primary care (14.6%). 18 A recent study on the Nursing profile in the job market showed that 56.5% of Brazilian nurses are working in hospitals, of which approximately 50,000 are in closed sectors such as ICU and CTI.²⁴ It was observed that, even with the reorganization of the public health services, especially the basic network, after the implantation of the UHS, the hospital sector is still a sector of first choice and that most absorbs these professionals, while maintaining hospital-centered hegemony.

It is known that the Residency is an important strategy to train qualified human resources, as well as to select professionals to work in the job market, being a qualification that favors this insertion. It was identified in this study that 53.13% of the interviewees, before residency, were not professionally enrolled, and, after graduation, 90.63% of respondents within six months entered the job market. It should be noted that graduates who stated that they were not in the job market during the research represent professionals who were undergoing Stricto sensu postgraduate studies as fellows, and the regime of this type of specialization requires not having an employment relationship.

It was also identified, in the job market entry, by this study, also an interesting data, since,

besides the Residence being a title that positively favors the insertion of newly formed nurses who seek this modality of training, also presents significant impacts for experienced professionals in terms of job market replacement or salary improvement, as found in a study with Residents in Management of Nursing Services, which pointed out that most of the interviewed nurses who completed the Residency entered or were able to enter the nursing market. work at different levels after the course ends.²⁵

In this way, it can be seen that the training achieved by the egress meets the needs imposed by the market and that the acquisition of competencies for the professional exercise is achieved and, therefore, the graduates were well prepared to deal with the challenges of the professional exercise. ¹⁰ It was found in studies with graduates in Medical-Surgical Nursing ¹⁷ and Multiprofessional in Family Health², that the resident title portrays that this training has a great influence in selecting qualified professionals for the insertion in the job market soon after the end of the course, as 86.1% and 68% of respondents, respectively, were professionally enrolled shortly after the end of the program.

These findings are corroborated by a survey conducted in Texas (United States) with nurses residing in the Residency programs, which, because of its robust format, favored the formation of the nurse's workforce for the practice of the profession and insertion in the business market. ²⁶ It is thus the training achieved by the significant egress because it presents a better qualification for the job market, a fact that justifies the findings of this study on the entry of nurses residing in the job market up to a year after the conclusion of the course.

It is known that a course should not be subject to the demands of the job market, however, it is important a dialogue between the training system of human resources and the market that will absorb the trained professional, both for the benefit of the egress, and of the population that will be assisted by it. It is also added that it is a positive indicator for the training institution to include its graduates in the job market, since this is one of the evaluation criteria and quality of the course. ^{10,27}

It is pointed out that it is in this scenario that 65.3% of graduates entering the job market act in the public sphere. These findings confirm the proposal of the program to train and train professionals for work in the UHS, whose governmental resources focus on differentiated training and the reconstruction of new paradigms of health care for the expansion of the resolution of non-developed actions only by the public sphere, but also by the private sphere of health services.²

It was observed that 37.5% of those who entered the public sector were through the public tender. It is known that this process of professional selection is the most democratic and egalitarian vehicle for entering the position and / or public employment.

It should be emphasized that, even with a higher percentage of graduates enrolled in the public sphere, the study highlighted the regime according to the Consolidation of Job Laws (CLT) (58.62%). For this reason, it is suggested that the management of human resources in health shows tensions in its basic structure, as it is driven by new challenges arising from the flexibilization and deterioration of job relations.² Therefore, the presence of new Public Administration bodies has impacted new ways of contracting and managing Human Resources in the area of health, which reflects the current panorama of the weakening of job ties in the UHS.

Another point that deserves to be highlighted is that, even with the characteristic of articulation between knowledge and action for the preparation of the residents for the care area, the Residence also aroused the interest for the continuity of training, since, after 81% of the graduates continued their studies, with 42.85% opting for the master's degree and approximately 39% presenting other training courses.

It is possible to infer from these data that the participants participating in this study value continuity in the training process, seek for improvement and for new professional opportunities and, possibly, interest in the academic career as another form of entry into the job market by the search for the Stricto sensu formation. In view of the significant number of graduates enrolled in teacher training, the Residence seems to promote, through the model permanent education, teaching graduates.^{2,28} Thus, in articulating the knowledge to the research and the extension, by the course, in its residents, the need of the search of new knowledge, learning and other activities towards the continuity of the training.

It is exposed in this direction that a recent study with graduates of the Multiprofessional Residency Program of the National Cancer Institute José Alencar Gomes da Silva, Lato Sensu level and technical level, showed that 57.3% of respondents. Lato Sensu after Residency. continued their studies, and of these, 15% included masters and doctorates, adding pathways to teaching and research. These data seem to reflect the profile sought by the Residency programs, such as the policy of fostering science which aims technology, to integrate teaching and research stimulating the development of research that may serve as a basis for the construction of research projects to be carried out during the master's or doctoral degree. $^{10}\,$

Through this study, it is possible to explore new data about egress and its relationship with the current demands of the job market, its replication to other scenarios. However, there are limitations, because the study does not answer the relationship between the chosen training area and the professional activity, since the results can not be affirmed as to the area of performance of the interviewee, but they bring elements that can contribute for the reflection about the profile of the egress and the entrance into the job market in the public and private spheres.

CONCLUSION

It is evidenced in this study that the graduates of the Multiprofessional Residency and Nursing programs of the State of Bahia have a young profile, are single and of origin outside the capital and have chosen, as a concentration area, for Intensive Care and, soon after completing the course, sought to continue their formative process in graduate programs in the modalities Stricto sensu and Lato sensu. It was also observed that the insertion in the job market was considered successful, since the data indicate that the graduates entered the market soon after the end of the course in different spheres of work, highlighting the public sphere, for means of public tender and bond under the CLT regime.

It contributes, therefore, to the Residency Course, for the training of professionals better prepared to respond to the demands of the health services, besides enabling and expanding the opportunities of entering the job market, expanding possibilities and perspectives for the continuity of learning through the incentive provided by the program in active teaching strategies and in stimulating scientific initiation.

It is concluded that this study means a way to carry out other research, which goes beyond elucidating questions about the sociodemographic and professional profile of the graduates and seeking reflection on the evaluation of programs, especially on training and the job market.

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