



Exploring the path of high-quality employment in medical colleges and universities through party building leadership

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Highlights

- This review proposed Party-building strategies to enhance high-quality employment outcomes of medical majors:
- Strengthen ideological guidance and refine the employment-related ideological and political education system;
 - Enhance medical skills to improve employment competitiveness;
 - Improve the training system to cultivate precise talents meeting social needs;
 - Establish employment assistance and create new job opportunities.

Abstract

Employment is the cornerstone of people's livelihood and a vital component of talent cultivation in higher education institutions. In the pursuit of the "Healthy China 2030" initiative, medical colleges and universities are committed to ensuring high-quality and comprehensive employment for their students by strengthening Party-building efforts. This approach aims to enhance students' employability, secure favorable employment rates, and align their career development with societal needs. This article explores the significance of Party-building in guiding college students towards proactive employment. It provides a comprehensive analysis of the current employment landscape in medical colleges and universities, identifying key challenges and opportunities. In response to these challenges, the article offers targeted recommendations on how Party-building initiatives within these institutions can foster high-quality and full employment for medical students. By integrating ideological guidance, skill enhancement, and strategic training reforms, the proposed measures aim to support medical graduates in making informed career choices and securing suitable employment, thereby contributing to the advancement of health-care and societal well-being.

Keywords: Party building, medical colleges and universities, employment

Introduction

Employment is fundamental to people's livelihood and a crucial element in the talent-cultivation process in higher education institutions [1, 2]. The report delivered at the 20th National Congress of the Communist Party of China set the goal of promoting "high-quality and full employment" [3]. The employment of students from medical colleges and universities, the

primary providers of medical and healthcare professionals, is intrinsically linked to the advancement of the medical sector and the improvement of public health standards.

In recent years, the rapid growth of the medical and healthcare industry, coupled with ongoing reforms in the sector, has introduced both new challenges and opportunities for medical colleges and universities in terms of employ-



ment-related tasks [4]. In this new-era context, leveraging Party-building guidance to promote high-quality and full employment in medical institutions has become a pressing issue.

This article explores the intersection of Party-building guidance and employment initiatives. It delves into how Party-building efforts in colleges and universities can promote high-quality employment for medical students, explores the implementation routes, and evaluates the resultant achievements. The goal is to establish a mutually reinforcing relationship between Party-building and employment efforts, fostering coordinated development.

Analysis of the employment situation in medical colleges and universities

Intensified employment competition

Expansion of medical education

The continuous expansion of medical education has led to an annual increase in the number of medical graduates. As a result, the supply of medical professionals now significantly exceeds market demand, intensifying employment competition [5].

Saturation of hospital positions

In many urban areas, especially in large public hospitals, there is a saturation of medical positions, resulting in limited job openings for new graduates. While small and medium-sized hospitals may still require medical talent, they often struggle to attract top-tier graduates due to relatively inferior working conditions.

Increasingly stringent academic requirements

With advances in medical technology and improvements in medical services, hospitals are raising academic requirements for new hires. Many positions now necessitate a master's degree or higher, placing those with only a bachelor's degree at a disadvantage in the job market.

Changes in employment structure

Shifts in academic qualification requirements

The increasingly stringent academic thresholds for medical professionals have consequently driven a growing number of medical graduates to pursue advanced degrees, aiming to bolster both their academic qualifications and competitive edge in the job market. Postgraduate study

has thus become a mainstream option among medical graduates.

Evolution of employment patterns in medical field

Historically, the majority of medical graduates have primarily pursued career opportunities at public hospitals and large-scale medical institutions. Nevertheless, in recent years, with the deepening of medical reforms and the rapid growth of private medical institutions, a growing number of medical graduates are now opting for positions in grassroots medical facilities, including private hospitals and community health service centers. Concurrently, a notable trend has emerged with some graduates diversifying their career paths by entering related industries, such as pharmaceutical corporations and medical device manufacturing enterprises.

Alterations in employment locations

Historically, medical graduates have demonstrated a strong preference for employment opportunities in metropolitan areas and economically advanced coastal regions. However, a notable transformation has emerged in recent years, coinciding with the government's intensified focus and substantial investment in grassroots healthcare services. This policy shift has prompted an increasing number of medical graduates to pursue career paths in central and western regions, as well as in primary healthcare settings. Despite relatively underdeveloped economic conditions in these areas, the substantial demand for healthcare services presents medical graduates with more employment opportunities and room for development.

Emerging trends in healthcare employment sectors

The rapid development of digital healthcare technologies has revolutionized traditional medical practices, bringing unprecedented attention to innovative medical platforms such as internet-based hospitals, online consultations, and digital pharmacy. This has opened new employment domains and opportunities for medical graduates, with many entering emerging fields like telemedicine, health management, and medical data analysis. These occupations not only offer significant development prospects but also present medical graduates with diversified career trajectories and enhanced opportunities for specialization.

Inadequate employment services

Insufficient career guidance infrastructure

Some medical higher education institutions often fail to allocate sufficient resources to establish comprehensive career planning and professional development programs. They lack comprehensive career-planning and employment-guidance curricula. The existing career guidance services tend to be superficial, primarily focusing on basic skill development such as resume preparation and interview techniques. More critically, there is a notable lack of systematic analysis and instruction regarding emerging industry trends, evolving employment patterns, and the specific competency requirements of healthcare employers.

Ineffective employment information dissemination

The communication channels between medical educational institutions and potential employers remain underdeveloped, resulting in a significant information gap for students regarding current market demands. The absence of an integrated, user-friendly employment information platform creates substantial barriers for students attempting to access timely recruitment updates and industry trends.

Insufficient practical training opportunities

The availability of clinical internships and practical training positions provided by medical colleges fails to meet the growing demand from students. Moreover, many healthcare institutions impose rigorous prerequisites regarding students' clinical competencies and practical experience, thereby limiting access to high-quality internship opportunities that are crucial for professional development.

Underdeveloped school-enterprise cooperation

The collaborative efforts between medical institutions and industry stakeholders, including medical facilities and pharmaceutical enterprises, remain superficial and underdeveloped. Current partnerships are typically limited to basic arrangements such as establishing internship sites and conducting joint training sessions, lacking more substantive and innovative collaborative models that could significantly enhance students' professional readiness and employment prospects.

The significance of party building in facilitating graduate employment in medical institutions***Enhancing employment rate and professional******development of medical graduates***

Medical colleges serve as crucial bases for cultivating healthcare professionals, where the employment rate and professional competence of graduates directly impact the development of the medical and healthcare industry and the improvement of public health standards [6]. Party-building initiatives play a pivotal role in improving both the employment rate and career development quality of graduates. Through the guidance and education provided by Party organizations, students can develop a more comprehensive understanding of their career orientation and professional trajectories, thereby enhancing their employment awareness and competencies. Additionally, providing graduates with expanded access to employment information and opportunities, which effectively elevates employment rates. Furthermore, Party-building initiatives guide graduates in cultivating appropriate employment perspectives, selecting suitable professional positions, and achieving the integration of personal aspirations and societal values, consequently enhancing employment outcomes [7].

Strengthening grassroots party organizations and enhancing their cohesion and combat effectiveness

Grassroots Party organizations in medical colleges are integral components of the Party's grassroots organizations and serve as bridges and ties between the Party and the broader faculty and student body. Leading graduate employment efforts through Party building can further strengthen grassroots Party organizations and improve their cohesion and combat effectiveness [8]. On one hand, Party organizations can enhance Party members' Party spirit and sense of responsibility by conducting various organizational activities, social practices, and volunteer services, thereby improving the cohesion and centripetal force of Party organizations. On the other hand, Party organizations can strengthen Party member education and training, enhancing their political quality and professional competence, thereby boosting the combat effectiveness of Party organizations. These efforts help grassroots Party organizations better fulfill their roles as battle forts and provide robust organizational support for graduate employment efforts.

Fostering a synergistic relationship: mutual reinforcement and collaborative development between party building and employment initiatives

The integration of Party-building with graduate employment strategies not only enhances employment outcomes and strengthens grassroots Party organizations but also creates a dynamic framework of mutual promotion, collaborative development, and shared benefits between Party building and employment work. On one hand, Party organizations can significantly enhance graduates' understanding of the employment landscape and market dynamics through comprehensive career guidance programs and professional development workshops. These initiatives not only improve graduates' employability but also serve as vital platforms for Party organizations to engage with and serve the academic community, thereby strengthening their organizational cohesion and social influence. On the other hand, the successful implementation of employment efforts can provide Party organizations with more practical opportunities and platforms for showcasing their effectiveness. Through the strategic integration of Party building and employment services, a mutually reinforcing relationship is cultivated, leading to a new paradigm of collaborative success and shared achievements.

Strategic implementation of party building to facilitate high-quality employment for medical students

Enhancing ideological leadership and optimizing the political-educational framework for employment

Employment is a key outcome of talent cultivation in universities, and employment education plays a crucial role in the ideological and political education of students. To provide high-quality employment services for medical students, medical colleges should establish a comprehensive ideological and political work system for employment, guiding students to establish correct employment values aligned with the medical and healthcare professional spirit of the new era [9].

Constructing a Participation-Based Work Structure: Medical colleges should implement the "top leader" initiative, where key university and college leaders actively engage in researching, planning, and executing employment-related work. They should treat graduate employment as a significant political task, aiming to build a collaborative employment education community involving university leaders, renowned medical experts, medical staff, student affairs teams, and students' families. A comprehensive employment framework should be established, with the employment department overseeing

the overall strategy and relevant functional departments handling specific tasks.

Delivering Excellent Ideological and Political Courses on Employment Education: Adhering to the principle of cultivating both moral values and medical expertise, ideological education should be integrated throughout the talent cultivation process. A series of ideological, practical, and vocational courses should be tailored for medical colleges. Employment-focused thematic activities centered on "views on talent cultivation, career outlook, and employment concepts" should be organized to enhance medical students' employment awareness, encourage positive shifts in their employment attitudes, and foster innovative and entrepreneurial thinking. Additionally, role models of the times and heroes from the anti-epidemic efforts can be used as educational tools to vividly explain medical professionalism, instill patriotic sentiments, and guide students to view preventing diseases, alleviating pain, and safeguarding public health as their sacred responsibilities.

Highlighting the Main Theme of Grassroots Employment: The grassroots serve as a vital platform for medical students to realize their life values. Strengthening the exemplary role of grassroots employment is crucial, and activities such as "Searching for the Most Beautiful Grassroots Doctors" and "Forums for Alumni Employed and Entrepreneurial at the Grassroots Level" can be used to promote this cause. Continuous attention and widespread publicity should be given to the exemplary deeds of outstanding graduates and alumni who choose grassroots employment [10]. By highlighting their stories, medical students will be inspired to focus on grassroots healthcare roles. Through the power of model role, more medical students should be encouraged to start their careers in primary medical institutions, contributing to significant achievements in ordinary positions.

For instance, at the School of Anesthesiology of Wannan Medical College, the college leaders attach great importance to employment work and incorporate it into the overall development plan of the college. To build a community for employment and education, the college invites senior professors, outstanding alumni, and industry experts to participate in employment guidance activities. For example, Zhang, an alumnus who has worked in the anesthesia department of grassroots hospitals for many years and has been highly praised by patients for his superb medical skills and noble medical ethics,

was invited back to the school to give a lecture titled “The Persistence and Growth of Grassroots Anesthesiologists”, where he shared his work experience and achievements in grassroots healthcare. This inspired many students to dedicate themselves to primary healthcare roles. Such activities help students recognize the importance and potential of grassroots employment, with many expressing a strong desire to follow in the footsteps of their alumni and serve in these vital positions.

Enhancing medical skills and improving employment competitiveness

Party branches at both university and hospital levels should collaborate on Party-building efforts with teaching or affiliated hospitals to create platforms for medical skill development. These platforms should provide rich resources and practical opportunities for students [11]. For example, medical lectures, seminars, workshops should be organized, with experts and professors invited to share their knowledge and skills. Through early and frequent clinical experiences, students can improve their clinical skills and thinking abilities, ultimately enhancing their clinical competence.

At the School of Anesthesiology of Wannan Medical College, close Party-building collaborations with several affiliated hospitals have been established. These hospitals regularly send experienced anesthesiologists to the college to deliver lectures and provide skill training. In one notable instance, a special lecture and hands-on session on “Difficult Airway Management” was conducted, where the doctors not only explained theoretical concepts in detail but also demonstrated the procedure on a simulated patient, allowing students to practice firsthand.

In addition, the college also arranges early clinical internships for students, enabling them to gain exposure to the anesthesia department during their freshman and sophomore years and familiarize themselves with clinical work processes. With such opportunities, students’ clinical skills have significantly improved, and they have achieved excellent results in various medical skills competitions, enhancing their competitiveness in the job market. According to statistics, students who participate in such practical training are highly regarded by employers for their proficiency in professional knowledge and practical skills during job interviews, resulting in a significant increase in employment success rates.

Perfecting the training system to cultivate tal-

ents precisely meeting social demands

Medical education is a vital cornerstone for healthcare development [12]. Facing the new challenges posed by the pandemic, the new tasks of implementing the Healthy China strategy, and the new requirements of global medical development, medical schools should adhere to the orientation of serving national strategies and regional economic development needs. They must actively adapt to industrial development and economic transformation, beginning with the construction of new medical disciplines. Schools should focus on cultivating research-oriented, interdisciplinary, and applied talents, aiming to build a talent training system that aligns with the employment market’s needs. This will provide robust support for advancing the Healthy China initiative and safeguarding public health [13].

Perfecting the talent training cycle system: Medical schools should promote comprehensive evaluation of employment works, enhance the employment quality reporting system, and drive reforms that link employment, enrollment, and training. Improving graduate placement rates and employment quality should serve as key indicators for adjusting professional settings, optimizing training models, and refining curriculum systems. These efforts will continuously enhance the employment competitiveness of medical students. Additionally, market research and professional early-warning mechanisms should be strengthened to create a feedback loop where training and employment mutually reinforce each other.

Optimizing the structure and layout of disciplines and majors: Medical schools should actively respond to the urgent needs of national public health and emerging industries by deepening the reform of key majors such as clinical medicine, traditional Chinese medicine, preventive medicine, nursing, and health service and management. Efforts should be focused on strengthening second-tier disciplines such as pediatrics, obstetrics, psychiatry, infectious diseases, radiology, and anesthesiology, addressing the urgent societal need for professionals in these niche areas. Additionally, expanding order-oriented training programs and accelerating the cultivation of general medical professionals who integrate both prevention and treatment are essential.

Constructing a new model of diversified participation in training: Schools should enhance “medicine-education-industry-research” collaborative education mechanism, establish

multi-level and multi-field cooperation in medical training. The development of a new medical talent training model involving universities, teaching hospitals, industries, and enterprises should be prioritized. This should include deepening medical-education collaboration, industry-education integration, science-education fusion, and school-enterprise partnerships. Such a model will promote the seamless connection between the medical, education, talent, industry, and innovation chains, addressing structural contradictions in employment. Timely introduction of medical and healthcare industry standards will ensure that academic training aligns with job market requirements, producing graduates who are well-matched to their future roles.

The School of Anesthesiology of Wannan Medical College exemplifies this approach by continuously optimizing its curriculum based on market feedback. For example, in response to emerging trends in anesthesia, courses like “Anesthesia and Artificial Intelligence” are added to enhance students’ knowledge in cutting-edge fields. The school also focuses on cultivating talents in specialized medical areas, strengthening cooperation with hospital anesthesiology departments and medical device enterprises, and conducting industry-university research projects. A notable achievement is the joint development of a new anesthesia monitoring device with a medical device company, where students actively participated in the research and development process. This hands-on experience not only improved their professional skills but also deepened their understanding of the industry. Under this training model, students are better aligned with market demands. In recent years, the employment rate of graduates in anesthesia-related positions has steadily increased, with many securing positions at tertiary hospitals. Some graduates have also chosen careers in anesthesia research, contributing to the advancement of the field.

Establishing employment assistance and expanding new employment opportunities

Universities play a central role in providing graduate employment guidance and services. However, to address the challenge of “difficulty in finding employment,” a collaborative effort is needed among the government, employers, and universities. Ensuring job opportunities, expanding employment channels, and increasing job supply are crucial. In light of the current challenging employment situation, concerted societal efforts are required, combining various

measures to stabilize the existing job market, expand new opportunities, create more entrepreneurial spaces, and offer more job positions to meet the diversified employment needs of graduates [14].

Tapping the potential of market employment: Exploring new job resource development channels and creating more job positions are key to achieving full employment for medical students. Medical schools should focus on developing effective job resource mechanisms by collaborating closely with government health departments, the medical industry, and the broader job market. Strengthening school-enterprise and school-locality partnerships, coordinating better with the labor market, and actively promoting initiatives like the “Stay and Work in Guangxi” program are essential steps. Special actions such as “university presidents and Party secretaries visiting enterprises to expand job opportunities” should also be implemented to broaden employment channels and stimulate job creation. Leveraging the unique advantages of university-affiliated hospitals, medical schools can create an “information database of key employers,” facilitating job placements through national regional medical centers, medical consortia, specialist alliances, private hospitals, and other healthcare organizations. Organizing regional, industry-specific, and alliance-based campus recruitment events will help gather a broader pool of job resources from the market and society, further enhancing employment opportunities for graduates.

Creating a new engine for job supply: Seizing new opportunities within the “big health” industry, which encompasses prevention, diagnosis, treatment, and healthcare services throughout the life cycle, is key to expanding employment options for medical students. Emerging fields such as life health, clinical diagnosis and treatment, biosafety, drug innovation, vaccine research, and artificial intelligence offer a wealth of new job positions. Medical schools should actively guide students toward employment and entrepreneurship in areas that address urgent societal needs and align with strategic emerging industries. Strengthen innovation and entrepreneurship practices is essential, including building platforms that connect students’ innovative projects and with social needs, implementing preferential policies for college students’ entrepreneurship, and supporting graduates in achieving diversified employment through new forms and flexible work arrangements will further enhance their career prospects.

Leveraging policy support as a regulator: Medical schools should capitalize on favorable policies for grassroots medical employment, ensuring effective placement and contract management for rural order-oriented free medical students. Flexible use of employment assistance policies, such as “Three Supports and One Assistance” and the “Western Plan” is vital. Government should consider broadening recruitment criteria for county and township medical institutions in remote and undeveloped areas to fill the employment gap. Additionally, developing community public service roles that integrate medical and healthcare services, rehabilitation, and healthcare, and hospice care can create more employment opportunities for medical students. These measures not only improve grassroots disease prevention, treatment, and health management capabilities but also meet the employment needs of medical graduates.

The School of Anesthesiology of Wannan Medical College actively implements various employment assistance measures. The college leadership has spearheaded the special initiative, “Secretary and President Visiting Enterprises to Expand Jobs and Promote Employment”, establishing partnerships with multiple hospitals and enterprises. For example, the college is currently negotiating with a major medical group to secure anesthesia-related positions for its graduates. In addition, the college capitalizes on the growth of the “big health” industry by encouraging students to participate in innovation and entrepreneurship projects. It also promotes grassroots employment policies, such as “Three Supports and One Assistance” and “Western Plan”. Several students have joined grassroots hospitals in western regions to work in anesthesia under the “Western Plan,” gaining valuable experience while contributing to local healthcare. Through these efforts, the college has effectively broadened employment channels for its students, enhancing their job prospects and career development.

Conclusion

This article demonstrates that integrating Party-building guidance into university employment efforts can effectively improve students’ employment rates, facilitate their smooth transition into the workforce, strengthen grassroots Party organizations, and create a mutually supportive environment where Party-building and employment initiatives reinforce each other.

To address the current employment challenges faced by university students, it is crucial for

colleges and universities to promote the synergy between Party-building and employment efforts. This includes enhancing ideological guidance, helping students establish correct employment values, and offering clear interpretations of the current job market. Additionally, universities should provide employment assistance, skills development programs, and broaden employment opportunities for students. These measures will strengthen students’ employability, expand their career prospects, and ensure smoother transitions into the workforce.

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