GENERAL CHARACTERISTICS OF THE EGRESSES OF A NURSING RESIDENCE PROGRAM

CARACTERÍSTICAS GERAIS DOS EGRESSOS DE UM PROGRAMA DE RESIDÊNCIA DE ENFERMAGEM

CARACTERÍSTICAS GENERALES DE LOS EGRESADOS DE UN PROGRAMA DE RESIDENCIA EN ENFERMERÍA

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RESUMO
Objetivo: descrever as características gerais dos egressos de um programa de residência em Enfermagem. **Método:** estudo quantitativo, descritivo, transversal. A pesquisa envolveu egressos de um programa de residência em Enfermagem que concluíram o curso entre os anos de 2007 a 2019. Para a coleta dos dados, foi utilizado um questionário misto com perguntas de múltipla escolha. Os dados foram submetidos à análise descritiva por porcentagem simples. **Resultados:** informa-se que 96% dos egressos são do sexo feminino. A faixa etária predominante é entre 20-30 anos (56%). A maioria dos egressos (90%) concluiu a graduação em instituições públicas de Ensino Superior. Quanto ao ano de conclusão da graduação, a maioria concluiu entre 2013-2016 (46%). Quanto à conclusão da residência, 44% concluíram entre 2013-2016. Dos egressos, 88% estão empregados e, desses, 78% atuam na área em que se especializaram. Quanto ao caráter do trabalho, 50% são enfermeiros assistenciais, 20%, enfermeiros docentes e 18%, enfermeiros assistenciais e docentes. Ao concluir a residência, 36% ingressaram em especializações *Stricto sensu*. **Conclusão:** maioria dos egressos é do sexo feminino, jovem, concluiu a graduação em instituições públicas de Ensino Superior, está empregada e atua como enfermeira assistencial na área em que se especializou. Foi possível verificar que a residência é facilitadora na inserção desse egresso no mercado de trabalho e que parece ser estímulo para a carreira docente.
Palavras-chave: Internato não Médico; Especialização; Enfermagem.

ABSTRACT
Objective: describe the general characteristics of the egresses of a Nursing residency program. **Method:** it is a quantitative, descriptive, cross-sectional study. This research involved egresses of a residency program in nursing that concluded the course between the years 2007 and 2019. For data collection, a mixed questionnaire with multiple-choice questions was used. The data was submitted to descriptive analysis by simple percentage. **Results:** it is informed that 96% of egresses are female. The predominant age group is between 20-30 years old (56%). Most egresses (90%) have completed their degree in public institutions of higher education. As for the year of graduation, most concluded between 2013-2016 (46%). As for the completion of residence, 44% concluded between 2013-2016. Of those who have graduated, 88% are employed and, of those, 78% work in the area in which they have specialized. As for the character of the work, 50% are welfare nurses, 20%, teaching nurses and 18%, welfare nurses and teaching staff. At the end of the residency, 36% entered in specializations *Stricto sensu*. **Conclusion:** Most of the graduates are female, young, graduated from public institutions of higher education, is employed and works as a care nurse in the area in which she specialized. It was possible to verify that the residence is a facilitator in the insertion of this egress in the job market and that it seems to be a stimulus for the teaching career.

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RESUMEN

Objetivo: describir las características generales de los egresados de un programa de residencia en Enfermería.**Método:** estudio cuantitativo, descriptivo, transversal. La investigación involucró egresados de un programa de residencia en Enfermería que concluyeron el curso entre 2007 y 2019. Para la recolección de datos, se utilizó un cuestionario mixto con preguntas de opción múltiple. Los datos se sometieron a análisis descriptivo por porcentaje simple. **Resultados:** se informa que el 96% de los egresados son mujeres. El grupo de edad predominante se sitúa entre los 20-30 años (56%). La mayoría de los egresados (90%) completaron sus estudios de pregrado en instituciones públicas de Educación Superior. En cuanto al año de conclusión de la graduación, la mayoría lo completó entre 2013-2016 (46%). En cuanto a la finalización de la residencia, el 44% la completó entre 2013-2016. De los egresados, el 88% está empleado y, de estos, el 78% trabaja en el área en la que se especializaron. En cuanto al carácter del trabajo, el 50% son auxiliares de Enfermería, el 20% enfermeras docentes y el 18% enfermeras auxiliares y docentes. Al finalizar la residencia, el 36% ingresó a las especializaciones *Stricto sensu*. **Conclusión:** la mayoría de los egresados son mujeres, jóvenes, egresadas de instituciones públicas de Educación Superior, están ocupadas y actúan como auxiliares de enfermería en el área en la que se especializaron. Se pudo constatar que la residencia facilita la inserción de este egreso en el mercado laboral y que parece ser un estímulo para la carrera docente.

Palabras-clave: Pasantía no Médica. Especialización. Enfermería.

INTRODUCTION

The residency programs are *Lato sensu* postgraduate teaching methods for the health professions in the form of a specialization course, characterized by in-service teaching and the development of technical-scientific and ethical skills. The residence in Nursing started in Brazil in the 60's and is still little diffused today if compared with other modalities of post-graduation teaching.[1]

The purpose of nursing residency programs is to provide the resident nurse with, access to a set of actions that articulate the knowledge regarding research, assistance, extension and teaching of Nursing, qualifying it as a critical professional and inserted in the debate on technical-scientific development. To achieve this goal, the residence has a duration of two years, with a workload of 60 hours per week, thus adding up to 5,760 hours of course, with a greater focus on practical areas (80% of the total workload) and 20% of the course focused on theoretical subjects.[1-2]

The valuation of nurses who have this type of specialized training is increasing, because there is still a culture that not only technical knowledge is enough to perform specific activities, it is necessary that other values are added to this practice. It can then be inferred that the residence, by placing the nurse in daily work, allows meeting this market demand.[3]

It is worth mentioning that the knowledge about egresses allows the analysis of the formation and allows knowing and identifying other issues, such as the insertion in the job market, the work process, the continuity of the formation, the

professional development, among others. This can encourage educational institutions to improve a professional education committed to citizenship and to the needs of health services.[4]

Thus, this research is relevant for society in general and especially for Nursing, since it is essential to have a recent picture of Nursing. Such reflection can provide elements to understand the role of residence in the professional training of nurses. Based on these considerations, this study aimed to describe the general characteristics of the egresses of a Nursing residency program.

METHOD

It is a quantitative, descriptive, transversal study, developed from the consultation of the database of a university located in Maceió/Alagoas through the egresses of the Nursing Residency Program. This study was extracted from the academic work of course conclusion Relevance of the notions of teaching practice for higher education in a nursing residency program, presented to the Post-graduate Program in Health Education (PPES), College of Medicine (FAMED) of the Federal University of Alagoas (UFAL).

The research involved 94 egresses from a residency program in Nursing, which concluded the course between the years 2007 and 2019. Of these 94 egresses, 50 completed the data collection instrument. Non-localized egresses were excluded from the study and those who did not present availability to participate in the study.

Data collection began after the approval of the Research Ethics Committee (Opinion No. 3,183,050/2019, CAAE No. 06340418,1,0000,5013). The collection took place during the months of August and September 2019 through a mixed questionnaire with multiple-choice questions prepared by the surveyor on Google Drive. After the questions were prepared and the questionnaire was structured, it was sent to the electronic addresses of the egresses made available by the university. The information was inserted in a Microsoft Office Excel database and was submitted to descriptive analysis by simple percentage.

RESULTS

The sample consisted of 50 nurses who completed the residency between 2007 and 2019, who completed the survey questionnaire, making up 53.1% of the total egresses in the Nursing residency program. The data collected made it possible to characterize these egresses.

Among the graduates of the program, 96% are female and 4% male. The predominant age group of participants is between 20-30 years old (56%), followed

by the group between 31-40 years old (44%).

In this study, 90% of egresses graduated from public institutions of higher education and only 10% from private institutions. The majority completed graduation between 2013-2016 (46%), according to table 1.

Table 1. Year of graduation from the Nursing residency program. Maceió (AL), Brazil, 2019.

Description	n	%
Year of graduation		
2005 – 2008	5	10
2009 – 2012	22	44
2013 – 2016	23	46
Total	**50**	**100**

Source: Research data (2019).

As for the year of completion of residence, 44% concluded between 2013-2016, as shown in table 2.

Table 2. Year of completion of the residency program egresses in Nursing. Maceió (AL), Brazil, 2019.

Description	n	%
Year of completion of residency		
2009 – 2012	10	20
2013 – 2016	22	44
2017 – 2019	18	36
Total	**50**	**100**

Source: Research data (2019).

As for the residency program you have attended, most of them are graduates of the Obstetrics and Infectious Diseases program, according to table 3.

Table 3. Nursing residence program of the egresses. Maceió (AL), Brazil, 2019.

Description	n	%
Residency program		
Obstetrics	12	24
Neonatology	9	18
Infectology	12	24
Psychiatry/Mental Health	6	12
General Emergency/Pre-hospital Care	11	22
Total	**50**	**100**

Source: Research data (2019).

Of those who have graduated, 88% are employed and, of those, 78% work

in the area in which they specialize. In this survey, 94% of egresses affirmed that the residence contributed to the insertion in the work market.

As for the character of the work, 50% of the egresses are welfare nurses. It is also important to point out that 20% of the egresses act as teaching nurse and 18% develop activities as assistance nurse and teaching, adding a total of 38% of egresses that develop teaching activities. At the end of the residency, 36% of egresses entered Stricto sensu specializations, either in academic or professional master's degree.

DISCUSSION

Among the egresses of the program, the majority are female, a characteristic that has been highlighted in several studies, since the Nursing team has always been composed, in its majority, by female professionals. However, it can be noted that this fact has been changing over the years with the increasing insertion of men in this work market. Other authors confirmed this assertion when they stated that the Nursing team is still predominantly female (85.1%), but there is a growing presence (14.4%) of men, which means the emergence of a new trend, the masculinization in the category.[5]

It is worth mentioning that Nursing in Brazil was exercised by women and, only from 1968 on, with the university reform, it was possible to insert men and women in Nursing courses. The selection by gender for the course was no longer linked to criteria of "vocation" or behavior considered, thus, in "good manners", but only by the approval in the "*vestibular*".[6]

The predominant age of the participants of the research is between 20-30 years, a finding similar to that of a study carried out in a public university institution, located in the South of Brazil, which showed that the predominant age of the egresses of the Nursing residence offered corresponds to 27 years (23.1%), followed by 25 years (15.4%). Data from the survey Nursing Profile in Brazil showed that 1/4 of the contingent is up to 30 years old, which means that the Nursing team is predominantly young.[5,7]

Regarding the age group found in this study, other authors have confirmed that it is common for recent graduates to seek means to provide professional maturity, to facilitate their entry into the work market and the acquisition of skills and knowledge for which the time for development in graduation was insufficient. Due to these growing demands, professionals are looking for a specialization course, be it in the modality of residence or not, for the qualification and improvement of technical skills. Corroborating the data, other authors affirmed

that residency in Nursing has attracted, besides women, young professionals (46.85%) and recent graduates.[7-9]

Studies have stated that the graduation of nurses in Brazil occurs, in its majority (57.4%), in private institutions of Higher Education. The public ones are responsible for the formation of 35.6% of the contingent and the philanthropic ones, for less than 5%.[10]

It should be noted that in the residency program in Nursing studied, 12 vacancies are offered, being four in Obstetrics and two vacancies in each of the other areas. The greatest number of vacancies for the Obstetrics area is justified by the need of the work market.[2]

The requirements for entering the work market have increased, causing new graduates to aspire to specialization courses and, in particular, residences that focus on the qualification and improvement of technical skills. In view of this, this research shows that the residence is a facilitator in this insertion in the job market, because most of the graduates are employed and work in the area that has specialized, data that explain the desire of recent graduates to specialize in this modality.[8]

In this study, a large number of egresses stated that the residence contributed to the insertion in the work market. This finding is confirmed by the study with egresses of Nursing in Neurosurgery that stated that the residence favors positively the insertion of specialist nurses trained in this modality in the labor market, because it prepares a specialist with differentiated training, which stands out when it is emerged in the service, being summarily valued by employers.[3]

As for the character of the work, most of the egresses are welfare nurses, corroborating other studies where the welfare activities and the hospital area are still the ones that most absorb the Nursing professional. A research with egresses from a Nursing residency related the course to the preparation of nurses for care, but it also arouses a relevant interest for teaching.[2,8,11]

The results found in a study with egresses pointed out that the areas of action after the specialization are focused on assistance and management, teaching and research. This proves to be the residency theoretical and practical support that allows the resident, professional growth and individualized personal, considering that opportunities are offered to become a competent professional and trained to the requirements of the labor market.[7]

At the end of the residence, some egresses entered *Stricto sensu* specializations, either in academic or professional master's degree. A similar fact was observed in a study with egresses from the multi-professional residency programs and in the Nursing area of the State of Bahia, which showed the interest of the egresses for the continuity of formation, since, after finishing the residency, 42.85% entered the Master's degree. Other studies have also shown significant numbers of egresses inserted in the teaching training, showing that the residence seems to promote interest in teaching among egresses.[9,12-13]

The fact that it was carried out in only one institution induced limitations to the study, however, it exposes important information on the general characteristics of the egress of the residency program, strengthening the knowledge on the subject, besides being fundamental to draw a portrait of the nurses who opted for this modality of specialization.

CONCLUSION

The results achieved with this study show that most of the graduates are female, young, graduated from public institutions of higher education, is employed and works in the area in which she specialized. As for the character of the work, most of them are welfare nurses.

It was possible to verify that the residence is a facilitator in the insertion of the egress in the job market, because it has an important role in the professional qualification of the newly graduated nurses. It comes to meet the demands of this market because, in itself, it gathers actions that will be faced in the assistance activities, in the management and in the teaching, making the nurse apt to act in several areas.

It is noteworthy that the residency seems to be a stimulus for the teaching career of egresses, since, after completion, an expressive number entered the master's degree and works in teaching. This evidenced that the residency in Nursing is a teaching modality that provides an extensive theoretical and practical training, which encourages a deepening and improvement of knowledge and skills, in addition to awaken, in the egression, the desire to continue their training.

It is hoped that this research will contribute to the improvement of the permanent education actions of the egresses. Thinking about the process of qualification of the nurses contributes to the improvement of the health care of the population in general, by Nursing professionals trained to act in the care and management activities, besides the areas of teaching and research.

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