

# Research on the Cultivation of Employment Values and Practical Pathways of Medical Students under the Guidance of Party Building: A Case Study of Wenzhou Medical University

Yinyi Wu <sup>1</sup>, Yixin Chen <sup>1</sup>, Jiangnan Gong <sup>1</sup>, Jianing Fang <sup>1</sup>, Xianglong Qiu <sup>1</sup>,  
and Yifan Zhang <sup>2,\*</sup>

<sup>1</sup>Wenzhou Medical University Renji College, Wenzhou 325035, China

<sup>2</sup>Wenzhou Medical University, Wenzhou 325035, China

\*Corresponding author E-mail: 1030517046@qq.com

## Abstract

With the ongoing optimization of the talent structure in the healthcare industry, medical students face difficulties such as intense competition for high-quality positions and low willingness to work in primary-level institutions. As the core carrier for implementing the fundamental task of “fostering virtue and cultivating talent,” university party building has unique advantages in shaping values and enhancing employability. Taking Wenzhou Medical University as an example, this study employs literature review and questionnaire survey to analyze the impact of medical students’ participation in party-building activities on their employment values and willingness to work at the grassroots level. The results show that most medical students prefer public hospitals and high-paying positions in their initial job search, with insufficient inclination toward primary-level posts. However, party-building activities—through policy interpretation, role model publicity, and social practice—significantly enhance students’ understanding and recognition of primary healthcare work. Specifically, 89.17% of the students reported an increased willingness to serve at the grassroots after participating in party-building activities, and 99.37% believed that their sense of professional ethics and responsibility were strengthened. Based on these findings, this study constructs a three-dimensional pathway of “value guidance—capability enhancement—practice empowerment,” proposing deep integration of party building with career guidance, and improving mechanisms for policy dissemination, targeted assistance, and practice linkage. This approach aims to guide medical students in forming correct employment values, encourage more graduates to work in primary-level institutions, and achieve a win-win situation between personal growth and social needs.

## Keywords

University party building; medical students; professional values; party building+employment.

## 1. Introduction

Employment is the most critical livelihood project. The 20th National Congress of the CPC explicitly proposed the “employment-first strategy,” emphasizing the promotion of high-quality and full employment through strengthened pro-employment policies, thus charting the course for university employment efforts. The Fourth Plenary Session of the 20th Central Committee and the recommendations for the “15th Five-Year Plan” have set new requirements for the implementation of the talent power strategy, stressing the integrated advancement of education, science and technology, and talent development. Currently, recruitment criteria in

the healthcare industry are becoming increasingly stringent, and medical student employment exhibits characteristics of regional concentration, utilitarian choices, and value deviation. On the one hand, graduates cluster in tertiary hospitals in the developed eastern coastal regions, leaving a large gap in primary healthcare institutions<sup>[1]</sup>. On the other hand, some students prioritize salary over mission, weakening the public welfare and social nature of the medical profession, leading to a disconnect between employment choices and industry needs as well as national strategies.

Universities are the main battleground for talent cultivation and play a key role in resolving graduate employment difficulties. Student party branches are the closest and most direct service bodies for students, possessing political and organizational advantages to mobilize students. As the core carrier of ideological and political education, university party building shoulders the mission of educating people for the Party and the nation. Integrating it with career guidance is a necessary choice for implementing national policies.

From the perspective of integrating party building with employment, this study theoretically constructs an analytical framework of “value guidance—capability enhancement—practice empowerment” to enrich the cross-disciplinary connotation of ideological education and career guidance. Practically, it summarizes a replicable “party building+employment” working model, leveraging the nurturing role of grassroots party organizations to solve medical student employment difficulties, cultivate medical talent with both virtue and skill, and support the Healthy China strategy.

## 2. Research Objects and Methods

The study selected senior fourth- and fifth-year undergraduates majoring in clinical medicine, nursing, pharmacy, medical laboratory technology, etc., at Wenzhou Medical University, with a focus on Party members, probationary members, and applicants for Party membership. A mixed-method approach of “literature review—status survey—empirical analysis—model construction” was employed. First, we systematically integrated the employment quality reports of Wenzhou Medical University graduates from 2020 to 2024 and conducted descriptive statistical analysis to outline the cohort’s employment profile. Second, using random sampling, we distributed 157 self-designed questionnaires and recovered 138 valid responses. The overall Cronbach’s  $\alpha$  coefficient was 0.817 (see Table 1), indicating good reliability. SPSS software was used for frequency statistics and cross-analysis.

Table 1. Questionnaire Reliability Analysis

Reliability Statistics		
Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	Number of items
.811	.817	9

## 3. Current Employment Situation of Medical Students at Wenzhou Medical University

### 3.1. Longitudinal Comparison by Educational Level

Data over the past five years show a significant positive correlation between educational level and employment quality. In terms of agreement-based and contract-based employment (excluding further study, flexible employment, etc.), the higher the degree, the higher the average rate: for doctoral students, the rate can reach 95% or above due to academic accumulation and job-position fit; for master’s students, it is about 85%; for undergraduates,

due to a large cohort and intense competition, the rate is about 40%. In other forms of employment (self-employment, freelance, etc.), undergraduate choices are more diversified, with some temporarily in flexible employment transition. Meanwhile, the proportion of “other employment” among master’s students increased from 0% to 7.55% over the five years, indicating a rising trend of flexible employment in this group.

Regarding the nature of employer units: Over the past five years, graduates of Wenzhou Medical University have mainly been employed in research, education, and medical institutions. More than 94% of doctoral graduates, over 84% of master’s graduates, and about 50% of undergraduate graduates chose such units. Among them, medical majors showed a particularly strong tendency to work in public institutions (see Figure 1).

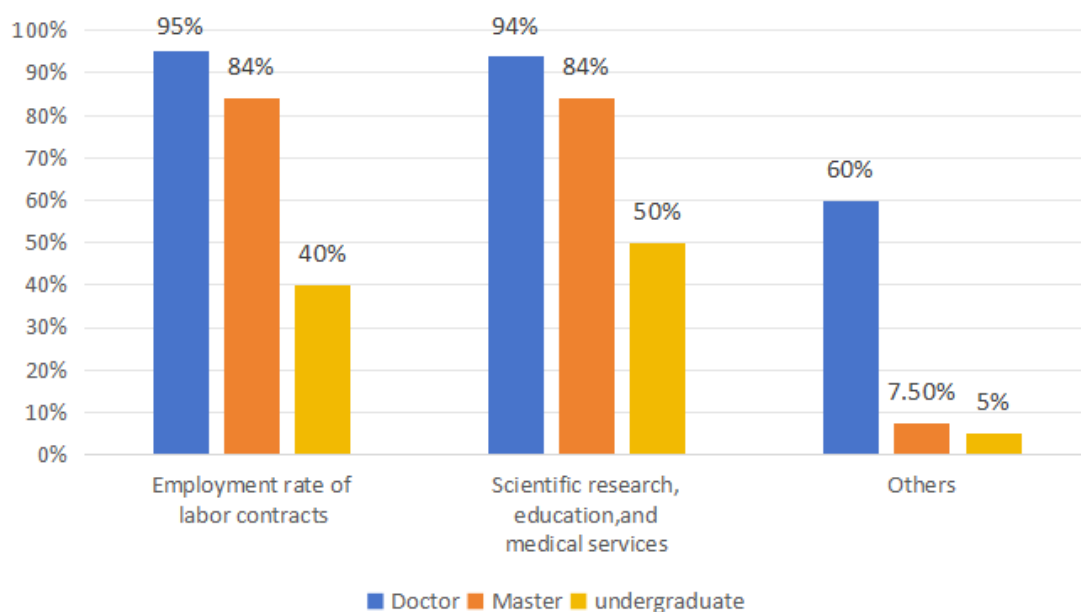


Figure 1. Employment Quality Data of Wenzhou Medical University from the Class of 2020 to 2024

For undergraduates, private enterprises are also relatively common employers. Graduates in public administration, pharmacy, and other majors found more jobs in government agencies; nursing and medical laboratory technology graduates had higher proportions in state-owned enterprises; information management and information systems, nursing, public administration, etc., also had relatively high proportions in private enterprises.

### 3.2. Industry and Geographical Distribution

In terms of industry type, graduates’ employment industries are closely related to the university’s disciplinary setup. Wenzhou Medical University has a distinct medical character, with the vast majority of graduates employed in health and social work (Figure 2). Over the past five years, the top ten industries for graduates were health and social work, scientific research and technical services, education, residential services/repair/other services, wholesale and retail, etc. Among them, the proportion of graduates employed in health and social work reached 75%; scientific research and technical services and education each accounted for 4%–5%; other industries accounted for about 10%. This indicates that the employment of medical students is highly relevant to their majors, reflecting that their career paths are relatively fixed.

Regarding geographical distribution: location has always been a significant factor affecting college students’ employment choices, including regional economic development, living environment, career development space, salary level, education level, and talent attraction policies<sup>[2]</sup>. According to the survey, over the past five years, the main employment destinations

of Wenzhou Medical University graduates were Zhejiang Province, Shanghai, Jiangsu Province, Sichuan Province, and Guangdong Province (Figure 3). There is a clear “dense east, sparse west” pattern, with relatively low proportions of graduates working in central-western regions and primary-level units, reflecting a gradient imbalance in talent distribution. At the same time, the phenomenon of regional concentration of graduates' destinations in the past five years is consistent with the national "dual mismatch" trend of medical students' employment in Li Jingyi's research, that is, regional mismatch and industry mismatch coexist<sup>[3]</sup>.

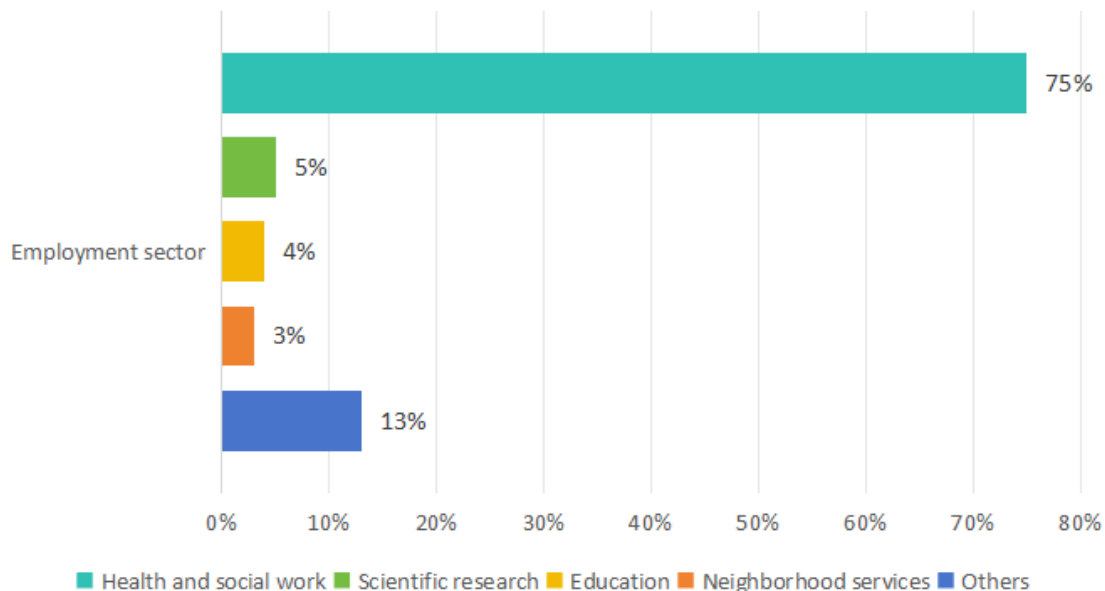


Figure 2. Types of Employment Industries

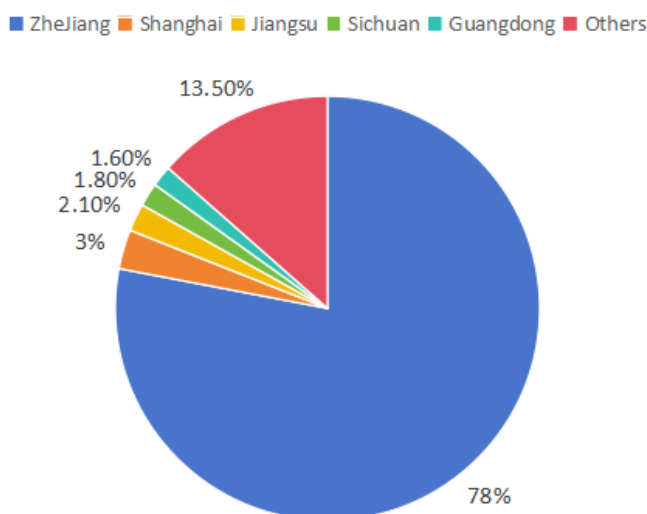


Figure 3. Employment Destinations of Graduates of Wenzhou Medical University in the Past Five Years

#### 4. Empirical Analysis of the Impact of Party-Building Activities on Medical Students' Employment Values

##### 4.1. Perception of the Employment Situation

The survey shows that more than half of medical students pay close attention to the current employment situation. Most believe that medical student employment is rather difficult, with

“fierce industry competition” ranked as the most influential factor, followed by “hospital recruitment demand” (Figures 4 and 5).

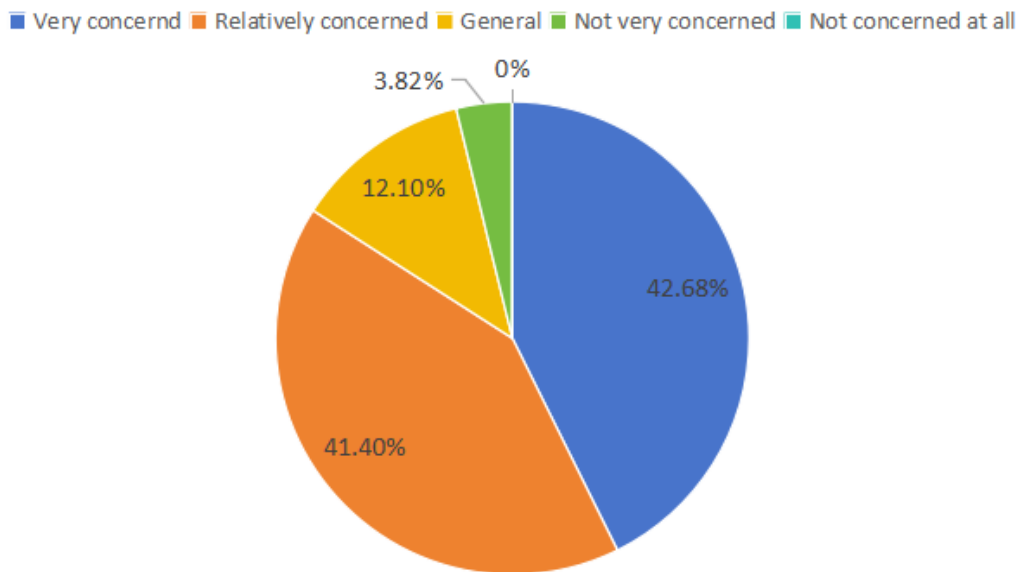


Figure 4. Overall Attention to the Current Employment Situation of Medical Students



Figure 5. Most Influential Factors on Medical Students' Employment

#### 4.2. Employment Field Preference and Career Selection Factors

In terms of preferred employment fields, 91.72% of students chose public hospitals as their first choice, reflecting a strong preference for stable, institution-based positions with job security. Regarding job-selection factors, salary (40.13%) ranked first, followed by career development space and job stability (Figure 7), indicating a value orientation that prioritizes short-term security and material rewards. This finding is consistent with the national trend of changing employment values among university graduates, where economic value may be given more importance than personal and social value<sup>[4]</sup>.

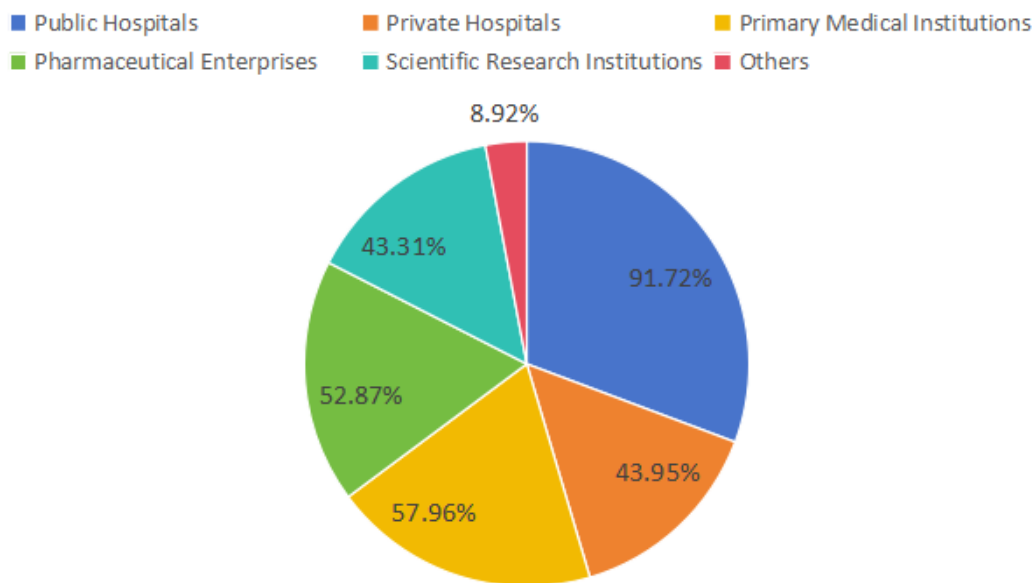


Figure 6. Employment Fields

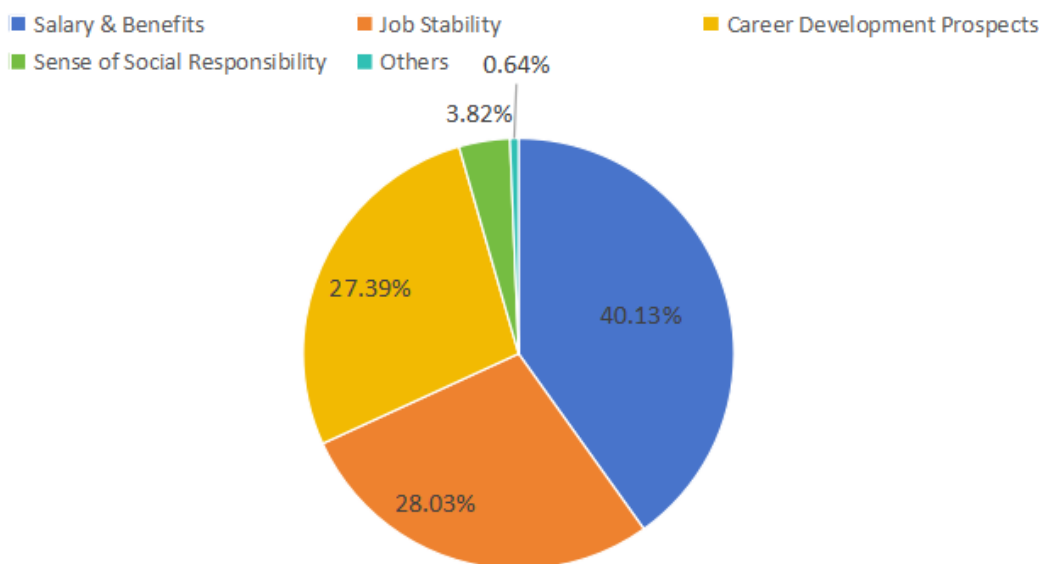


Figure 7. Most Valued Factors in Career Choice

### 4.3. The Shaping Role of Party Building Leadership on Employment Values

The survey results strongly confirm the positive guiding role of party-building activities on medical students' employment values (Table 2).

Table 2. The Shaping Role of Party Building Leadership on Medical Students' Employment Values

Survey Content	Specific Performance	Data Support
Guidance of Professional Values	Medical students generally recognize the value guidance function of Party building activities	More than 70% of students believe that Party building activities have "very large/relatively large" guiding effect on professional values

Survey Content	Specific Performance	Data Support
Policy Understanding and Employment Advantages	Party building activities become a bridge connecting national needs and personal development	93.63% of students believe that Party building has enhanced their employment competitive advantages; 64.97% believe that it has significantly helped them understand the orientation of medical policies
Grassroots Employment Willingness	The conceptual recognition of grassroots medical talent reserve has been significantly enhanced	After participating in Party building, the total proportion of students whose willingness to serve grassroots medical care has "significantly improved/improved to a certain extent" reaches 89.17%
Professional Ethics and Employment Choice	Party building activities have deeply strengthened medical students' professional ethics and sense of social responsibility	99.37% of students have enhanced their sense of responsibility; 69.43% are more inclined to choose public hospitals/grassroots institutions
Mechanism Tightness	There is a relatively mature collaborative foundation in the university, but there is still room for optimization	The current integration degree of Party building and professional values education reaches 78.34%

After participating in party-building activities, the willingness to “serve primary healthcare” increased significantly by 29.3%, and 59.87% reported a certain increase. This indicates that party-building activities help medical students understand primary healthcare work more comprehensively and expand their employment directions. 99.37% of students believed that party-building activities enhanced their sense of professional ethics and responsibility, with primary healthcare practice having the greatest impact, followed by learning about exemplary Party member deeds (Figure 8). This also shows that party-building activities, through systematic policy interpretation and role model demonstration, build a bridge connecting personal aspirations with national needs. However, most students still perceive that the current integration of party-building activities and professional values education is not very close, indicating that the “party building+employment” model still needs further optimization. Regarding expectations for future party-building activities related to employment values education, the most requested activity was inviting outstanding Party member doctors to share grassroots experiences, and students most hoped to gain help in understanding the policy advantages of primary-level employment.

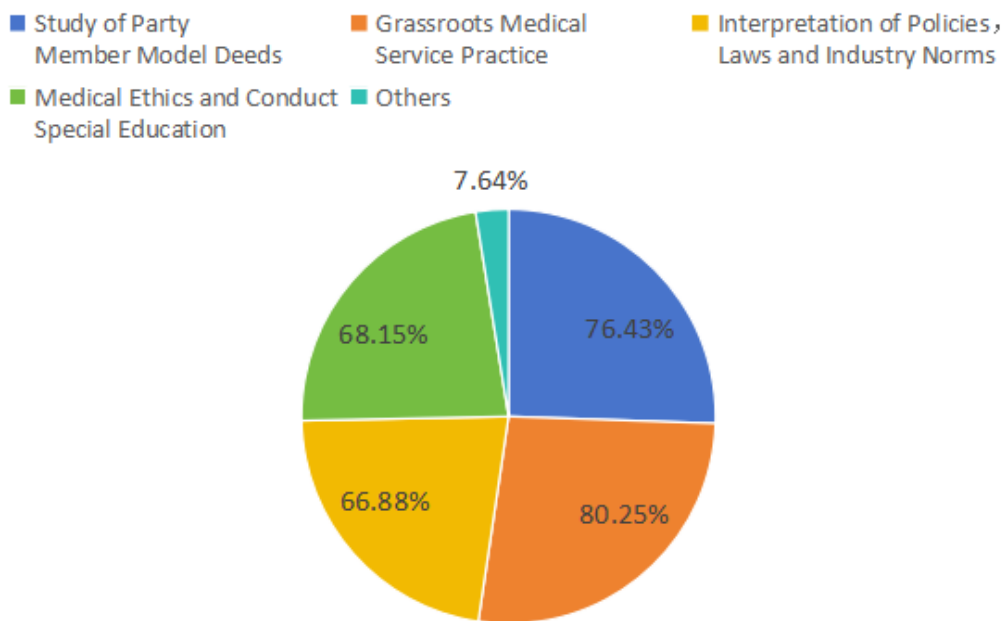


Figure 8. Which Contents of Party Building Activities Have the Greatest Impact on Your Professional Values

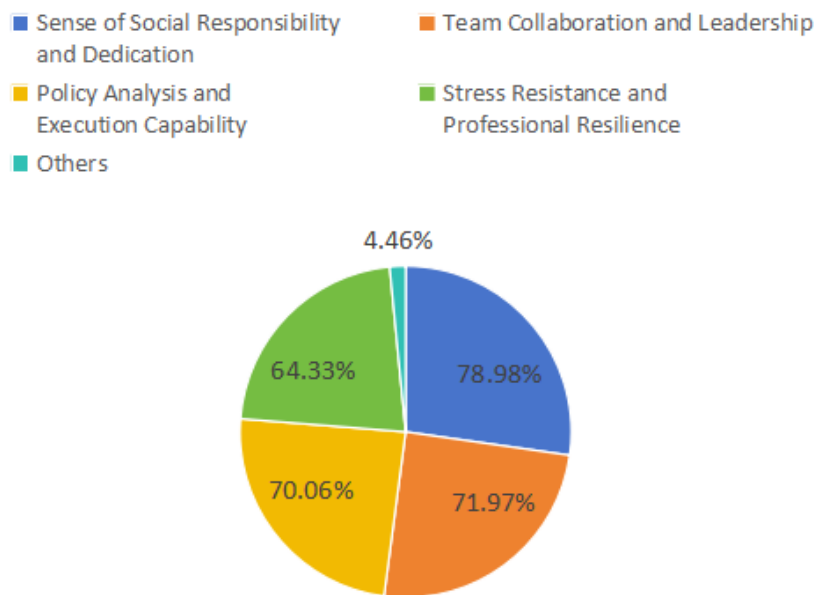


Figure 9. Which Abilities Have Been Most Improved by Party Building Activities

The above survey indicates that although students’ initial job preferences are highly concentrated, their value orientations are relatively malleable, and party-building activities can effectively awaken their sense of mission to serve at the grassroots. Furthermore, party-building-led employment assistance can explore interdisciplinary integration approaches, provide ideological education, career guidance, and psychological support, help students establish correct employment concepts, enhance employment skills, and improve overall employment quality<sup>[5]</sup>.

## 5. Construction of a Three-Dimensional Pathway for Party Building to Guide Medical Student Employment

Taking graduates of Wenzhou Medical University as the research object, this study focuses on the main line of “party-building-led cultivation of medical students’ employment values.” Through theoretical research and field investigation, it systematically sorts out the specific operational paths of the university’s “party building+employment” synergy mechanism and reflects on existing problems and directions for improvement, providing a micro-level sample for other universities’ party-building-led employment work.

Based on the survey results, this study constructs a “value guidance—capability enhancement—practice empowerment” full chain and preliminarily forms a practice system for promoting employment through party building with medical characteristics.

### 5.1. Integrate Ideological and Political Education to Consolidate the Value High Ground

Embed employment values cultivation into curricula and activities. On the one hand, integrate party building and career development education into the main channel of ideological and political education. Through thematic teaching in courses such as “Situation and Policy,” close reading of classics, and red classic sharing sessions, strengthen medical students’ theoretical understanding of the “Healthy China” strategy and the mission of primary healthcare. On the other hand, innovate the forms of party organization life. Within the “three meetings and one lecture” and theme Party Day activities, add themes such as “medical students’ mission and responsibility” and “Healthy China strategy and career choice,” organize related competitions, and conduct thematic seminars to transform abstract medical ethics into tangible and perceptible professional ideals, deeply integrating red education with professional ideal education<sup>[6]</sup>.

### 5.2. Multi-dimensional Empowerment to Enhance Core Competitiveness

Establish a “three-dimensional training+precise guidance” support system. Relying on platforms such as the “Youth Marxist Project,” construct a three-dimensional training model of “theoretical education+practical training+ mentor/instructor guidance,” focusing on cultivating graduates’ sense of national duty and responsibility. At the same time, build specialized career consultation studios and form a career guidance team composed of program leaders, branch secretaries, counselors, etc., integrating professional development, employment guidance, entrepreneurship support, and talent cultivation. This team undertakes “one-on-one” precise employment assistance for graduates. Additionally, universities should build a three-level linkage mechanism of “Party committee coordination — branch cooperation — Party member demonstration,” integrating resources from school leadership decision-making, academic guidance from professional teachers, ideological and political education from counselors, demand feedback from employers, and collaborative support from parents, to provide personalized career assessments, job-position matching analysis, and job screening for current students, addressing bottlenecks such as “capability anxiety” and information asymmetry<sup>[7]</sup>.

### 5.3. Practice Linkage to Catalyze Behavioral Transformation

Develop immersive career awareness carriers. Innovate the forms of party and league activities, establish volunteer service bases, and carry out “career experience workshops,” “immersive internships in primary healthcare units” for fourth-year students, and “the Western Volunteer Program” for graduates. Through hands-on participation in primary healthcare services, enhance students’ intuitive understanding of job value<sup>[8]</sup>. Simultaneously, set up special scholarships, implement an alumni mentor system, conduct typical case presentations of

grassroots employment, and build a full-chain incentive system of “policy guidance — role model demonstration — career development support,” ultimately facilitating the transition from “value identification” to “action consciousness.”

## 6. Limitations and Prospects

Although synergy is emerging, this study reveals several issues that need to be addressed. First, the three-level “party building+employment” linkage guidance system is not yet stable, particularly the lack of dynamic analysis of individual data such as family socioeconomic status, limiting the capacity for targeted interventions. Studies show that graduates from relatively disadvantaged family backgrounds are more inclined to work at the grassroots, while those from advantaged families, having higher “tolerance for error,” tend to have more diverse and delayed career choices<sup>[9]</sup>. Second, some party-building activities still suffer from “strong presence but weak sense of gain,” with superficial integration into career education, lacking systematic and institution-specific design for grassroots employment guidance projects.

To address these issues, future research should focus on the following three pathways. First, build a “university — faculty — branch” three-level employment guidance system, establish a dynamic family background database, and improve service targeting. Second, deeply embed party-building employment education into the “grand ideological and political course” framework, with a focus on creating a “grassroots employment guidance project” through deeds of outstanding Party member doctors and structured interpretation of grassroots employment policies to enhance the appeal of mission education. Third, fully leverage the Internet, establish party-building joint mechanisms between universities and primary healthcare institutions, effectively integrate employment resources, and assist students in more accurate employment positioning and correct self-perception.

This study shows that party-building-led employment for medical students is a systematic project involving policy articulation, platform building, curriculum integration, and practice empowerment. Transforming the “red gene” into the professional belief that medical students “are willing to go down, stay, and be useful” is not only a practical necessity for improving individual employment quality but also a strategic concern of “educating people for the Party and the nation.” In the future, medical colleges should base themselves on the Healthy China strategy, use party building as a lever to strengthen medical students’ sense of national commitment, and provide long-term support for primary healthcare talent reserves.

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