Career choices on graduation - a study of recent graduates from University College Cork

Précis
Increasing numbers of new graduates from University College Cork (UCC) are choosing to take part in vocational training. In addition, many graduates initially move away from Ireland.

Abstract
Introduction
Irish dental graduates are eligible to enter general dental practice immediately after qualification. Unlike their United Kingdom counterparts, there is no requirement to undertake vocational training (VT) or any pre-registration training. VT is a mandatory 12-month period for all UK dental graduates who wish to work within the National Health Service. It provides structured, supervised experience in training practices and through organised study days.

Aims
This study aimed to profile the career choices made by recent dental graduates from UCC. It aimed to record the uptake of VT and associate posts, and where the graduates gained employment.

Methodology
A self-completion questionnaire was developed and circulated electronically to recent graduates from UCC. An existing database of email addresses was used and responses were returned by post or by email. A copy of the questionnaire used is included as Appendix 1.

Results
Questionnaires were distributed over an eight-week period and 142 were returned, giving a response rate of 68.9%. Responses were gathered from those who graduated between 2001 and 2007; however, the majority came from more recent classes. Overall, the majority of graduates took up associate positions after qualification (71.8%) with smaller numbers undertaking VT (28.2%). Increasing numbers have entered VT in recent years, including 54.3% from the class of 2007. Overall, the majority of graduates initially took up positions in England (43%); however, in recent times more have been employed in Scotland. Subsequent work profiles of the graduates illustrate that the majority are now working as associates in general practice (51.4%) and in Ireland (54.2%).

Conclusions
- There has been an increase in the proportion of UCC graduates undertaking VT.
- Graduates tended to move away from Ireland initially to gain employment.
- There has been a shift away from employment in England towards Scotland where the majority of new UCC graduates are now initially employed.
- The majority of graduates returned to Ireland for employment after the initial move away.
Introduction
Irish dental graduates are eligible to enter associate positions within general dental practice in Ireland or the United Kingdom (UK) immediately after qualification. There is no requirement to undertake any formal pre-registration training or examinations as seen in other medical disciplines. Since 1993, vocational training (VT) has been a compulsory requirement for all UK dental graduates who wish to work independently as practitioners within the National Health Service (NHS). It is a 12-month training period designed to provide an introduction into general practice, which allows for strengths and weakness to be identified and built upon. Vocational dental practitioners (VDPs) work in approved practices with designated trainers who provide supervision, in-house training and help on demand throughout the training period. VDPs are paid a set annual salary irrespective of patient through-put in order to reduce financial pressures. The benefits of VT have been well documented; it can help to improve young dentists' confidence levels by providing exposure to patients and procedures that they felt uncomfortable with while undergraduates. It can also aid future career planning and engender a commitment to continued professional development.

VT was introduced as a pilot project in the Republic of Ireland in 1999. The scheme is voluntary and is open to all new dental graduates. As part of the training period, VDPs spend two days per week in general dental practice, two days in the Health Services Executive (HSE) Dental Service and one day on day release attending lectures. The VDPs are paid an annual salary by the HSE and they can provide treatment for medical card, PRSI and private patients in general practice, as well as patients attending HSE dental clinics. Any fees earned by the VDP while working in the practice accrue to the practice, in addition to a training grant paid by the Postgraduate Medical and Dental Board towards practice expenses.

In recent years it has been reported that Irish dental graduates have begun to take up VT positions in the UK. This study aimed to detail the uptake of VT and associate positions by graduates of University College Cork (UCC) in Ireland and the UK. The geographic locations of these initial positions and subsequent work profiles of the graduates in their years after graduation were also determined.

Method
A self-completion questionnaire was developed to gather information from recent dental graduates of UCC. A copy of the questionnaire is included as Appendix 1. The questionnaires recorded demographic information from respondents, including gender and year of graduation. Participants were asked to record their choice of position after graduation, i.e., VT or associate position, where they were employed geographically and their current work profile.

A pilot study was conducted by providing 12 junior hospital staff in the University Dental School, Cork, with questionnaires and evaluating their feedback and comments. After some minor modifications to the layout, the questionnaire was widely distributed. The questionnaires were sent electronically to recent dental graduates from UCC using an existing database of email addresses. A total of 224 questionnaires were distributed over an eight-week period.

Completed questionnaires were returned and forwarded blind to an independent statistician, where they were analysed for response frequency and the results tabulated using SPSS®. Statistical significance was set at p<0.05.

Results
Over the eight-week period, 224 questionnaires were distributed. Eighteen email addresses were inactive and, of the remainder, 142

| Table 1: Respondents categorised according to year of graduation. |
|---|---|---|
| Graduation year | Respondents (N) | Respondents (%) |
| 2001 | 6 | 4.2 |
| 2002 | 9 | 6.3 |
| 2003 | 18 | 12.7 |
| 2004 | 24 | 16.9 |
| 2005 | 24 | 16.9 |
| 2006 | 26 | 18.3 |
| 2007 | 35 | 24.6 |

| Table 2: Positions immediately after graduation analysed according to year of graduation. |
|---|---|---|
| Graduation year | Position immediately after graduation (%) |
| | Vocational training | Associate |
| 2001 | 0 | 100 |
| 2002 | 0 | 100 |
| 2003 | 0 | 100 |
| 2004 | 12.5 | 87.5 |
| 2005 | 20.8 | 79.2 |
| 2006 | 50.0 | 50.0 |
| 2007 | 54.3 | 45.7 |
| Total | 28.2 | 71.8 |

| Table 3: Location of employment analysed according to year of graduation. |
|---|---|---|---|---|---|
| Graduation year | Location of employment immediately after graduation (%) |
| | Rep. of Ireland | England | Wales | Scotland | Other |
| 2001 | 50.0 | 50.0 | 0 | 0 | 0 |
| 2002 | 0 | 100 | 0 | 0 | 0 |
| 2003 | 22.2 | 66.7 | 5.6 | 0 | 5.6 |
| 2004 | 16.7 | 70.8 | 0 | 8.3 | 4.2 |
| 2005 | 20.8 | 50.0 | 4.2 | 16.7 | 8.3 |
| 2006 | 26.9 | 15.2 | 0 | 46.2 | 11.5 |
| 2007 | 22.9 | 11.4 | 0 | 62.9 | 2.9 |
| Total | 21.8 | 43.0 | 1.4 | 28.2 | 5.6 |
respondents) indicated that they had taken part in VT, with two
respondents who had undertaken VT (28.2%). Analysis of the responses according to year of
graduation showed that a higher percentage of more recent graduates
undertaking VT (28.2%). Results indicate that the number of VDPs has increased year on year from 2004. Of the class of 2007, 54.3% (19
respondents) indicated that they had taken part in VT, with two
taking part in VT in Ireland and 17 in the UK.

Respondents were also asked to record in which geographical location
they took up employment immediately after graduation (Table 1).
Overall, the majority of graduates took up an associate position
immediately after graduation (71.8%), with a smaller percentage
undertaking VT (28.2%). Analysis of the responses according to year of
graduation showed that a higher percentage of more recent graduates
took part in VT (Table 2). Results indicate that the number of VDPs has increased year on year from 2004. Of the class of 2007, 54.3% (19
respondents) indicated that they had taken part in VT, with two
undertaking VT in Ireland and 17 in the UK.

Respondents were also asked to record in which geographical location
they took up employment immediately after graduation (Table 3).
Overall, the majority of participants initially took up employment in
England (43.0%), followed by Scotland (28.2%) and the Republic of
Ireland (21.8%). Further analysis illustrated that these employment
locations have changed over time. The greatest majority of graduates
were employed in England for the period 2001/02 through to 2005,
while in 2006 and 2007 the most popular location was Scotland. A Chi-
Square test indicated that there was a statistically significant difference
in employment location for those graduates from 2001-2003 compared
to 2007 (p<0.05).

Respondents were asked to detail their current work profile in terms of
what position they held (Figure 1, Figure 2) and where they were now
working. The majority of participants indicated that they were now
working as associates in general practice (51.4%), followed by those
working in hospital practice (14.8%), and those still completing VT
(13.4%). Information was also gathered on where the respondents were
now working. The majority were now practising in the Republic of
Ireland (54.2%), followed by smaller numbers in Scotland (22.5%) and
England (16.9%).

**Discussion**

The aim of this study was to record the career profiles of recent dental
graduates from UCC. It aimed to measure the uptake of VT among a
sample of Irish dental graduates and map their employment locations.
Information was recorded after surveying graduates using a
questionnaire distributed via email. An existing database of graduate
email addresses, normally used for sending information on postgraduate courses and alumni events, was used.

The questionnaires returned a response rate of 68.9%. This was
achieved by resending the questionnaire via group email on two
occasions thanking those who had returned the questionnaire and
reminding those who had not to complete it. A higher response rate
was achieved among more recent graduates, which could be explained
by the fact that the email database is more up to date for those
participants and they may be more familiar with modern
communications technology. Unfortunately, in using the email
database the possibility for confidentiality was eliminated in the
electronic responses received, but this was offset by reduced
distribution costs and an expected higher response rate as compared
to a postal survey. Anecdotally, some of the respondents struggled
with completing the questionnaire online. This could have been
overcome by using online survey software such as Survey Monkey® or
Zoomerang®. This would also alleviate concerns about the lack of
anonymity in the format used for this study. It was possible to print the
questionnaire, complete it and return it by post; however, only 14
(9.8%) respondents chose to avail of this option.

The information recorded illustrated a shift in the numbers of new
graduates choosing to undertake VT. There has been a steady increase
in the numbers choosing VT year on year since 2004. The results
recorded no graduates having undertaken VT between 2001 and
2003; however, personal communication would indicate that some of
these graduates did undertake VT but were omitted due to the poor
response rate among this group. Of the most recent graduates from
The majority of new graduates from UCC actually moved away from Ireland initially in order to secure employment. Many areas of the UK suffer from a lack of dentists to meet the needs of the population, especially in NHS practices. In addition to larger numbers of jobs available throughout the UK, certain areas, including Scotland, offer financial inducements to entice new graduates. Such “golden hellos” were introduced around 2004 for all of those taking up new positions throughout the country and more money was offered for those working in designated “rural” areas. In addition to the shift from associate positions to VT there has been a movement of new graduates in this survey travelling to Scotland instead of England. There was a statistically significant difference in employment location for those graduates from 2001-2003 compared to 2007 (p<0.05). The results indicate that this shift first began to become apparent with graduates from 2004 onwards, after financial incentives for recruitment and retention of NHS dentists in Scotland became available. Since 2004 the numbers of new graduates travelling to Scotland has increased annually, with the result that over 60% of the most recent graduating year surveyed was employed there after graduation. As expected, the majority of graduates were now working as associates in general practice with smaller numbers employed in the hospital and community settings. Some graduates were working as dentists within the armed forces and the majority of these were made up of overseas graduates who had returned home. A small percentage of graduates were no longer working as dentists, although this group also included those who have returned to undertake medical degrees. The majority of the respondents are now also employed in the Republic of Ireland. This is compared to initial results showing that the majority actually moved away from Ireland after graduation in order to take up employment. This survey was carried out among graduates of UCC only and therefore collected a limited amount of data. Caution must be exercised in extrapolating these results to all Irish graduates, as those from Trinity College Dublin and Queens University Belfast were not included. However, the increased uptake of VT among more recent UCC graduates should be viewed as a positive development and must add weight to the case to make such a scheme more widely available throughout Ireland.

Conclusions
This study provides a profile of the professional careers of recent dental graduates from UCC. It illustrates that there has been an increase in the number of graduates undertaking VT in recent years. It showed that UCC graduates tended to move away from Ireland to the UK initially to gain employment. Within the UK there has been a shift away from employment in England towards Scotland, where the majority of new UCC graduates are now initially employed. In addition, the study shows that the majority of graduates returned to Ireland for employment as general practitioners after their initial move away.

References
Appendix 1
Decision Making by Irish Dental Graduates After Leaving University

DEPARTMENT OF RESTORATIVE DENTISTRY, UNIVERSITY DENTAL SCHOOL AND HOSPITAL,
WILTON, CORK, IRELAND.

Information about this questionnaire
This questionnaire is part of a study which aims to explore the choices made by Irish dental graduates when seeking employment after university. We want to record your thoughts and experiences in order to try and improve the process for future years. Your name and address do not appear anywhere on the questionnaire. If you have any further questions you can contact Dr Gerald McKenna on (+353) 021 490 1100 or email g.mckenna@ucc.ie. We are well aware of the time and effort it takes to complete a questionnaire like this and we are very grateful for your participation, thank you. When you have completed the questionnaire please return it by email to g.mckenna@ucc.ie.

Please answer the questions below by ticking the boxes which apply. For certain questions you may be asked to give more detail regarding the answer you have given: please do so in the space provided.

1. When did you graduate from university?
   [ ] 2001  [ ] 2005
   [ ] 2002  [ ] 2006
   [ ] 2003  [ ] 2007
   [ ] 2004

2. Which gender are you?
   [ ] Male  [ ] Female

3. Where did you gain employment immediately after graduation?
   [ ] Republic of Ireland  [ ] Northern Ireland
   [ ] England  [ ] Scotland
   [ ] Wales
   [ ] Other location (please state): ___________________________

   Please state the general area which best describes where you were employed, e.g., London, Cardiff, Cork: ___________________________

4. Was this your first choice of employment location?
   [ ] Yes  [ ] No

5. If the answer to Question 4 was NO:
   Where was your first choice of employment location?
   [ ] Republic of Ireland  [ ] Northern Ireland
   [ ] England  [ ] Scotland
   [ ] Wales  [ ] Other location (please state): ___________________________

6. If the answer to Question 4 was NO: Why did you move away from your preferred employment location?
   [ ] Lack of employment opportunities
   [ ] Family reasons
   [ ] Desire to move with friends/colleagues
   [ ] Opportunity to undertake VT in the UK
   [ ] Other reason (please specify): ______________________________

7. Which of the following best describes the position in which you were employed immediately after graduation?
   [ ] Associate in practice
   [ ] Vocational trainee
   [ ] Community/health board dentist
   [ ] Hospital dentist
   [ ] Armed forces dentist
   [ ] None of the above

   If these options do not describe the position in which you were employed immediately after graduation please give details: ______________________________

8. Which of the following best describes your current employment position?
   [ ] Associate in practice
   [ ] Vocational trainee
   [ ] Community/health board dentist
   [ ] Hospital dentist
   [ ] Practice partner/owner
   [ ] Armed forces dentist
   [ ] None of the above

   If these options do not describe the position in which you are employed please give details: ______________________________

9. Where are you currently employed?
   [ ] Republic of Ireland  [ ] Northern Ireland
   [ ] England  [ ] Scotland
   [ ] Wales  [ ] Other location

   Please state the general area which best describes where you are employed, e.g., London, Cardiff, Cork: ___________________________

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