



Research on the countermeasures to improve the employment ability of students in higher vocational colleges

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Abstract. Higher vocational teaching is increasingly carried out, the expansion of enrollment development is also with the increasing training programs in China, all aspects of China's economy have changed, higher vocational students in the severe career competition, the pressure is increasing. As the higher vocational school of cultivating skilled talents for the society, we should take the improvement of job-hunting quality as a main task, and bring the improvement of students' employ ability into the whole process of school education and teaching work. Pay attention to change our professional view, seriously do a good job in employment guidance work, help students to establish the subject consciousness of independent improvement of professional quality, improve the humanistic quality, shape their hard-working entrepreneurial spirit, to bring support to the improvement of students' employment ability.

Keywords: employ ability; higher vocational students; countermeasure research

1 Introduction

In recent years, the employment situation of higher vocational students has been paid more attention to. Due to the increasingly serious trend of job-hunting, the education and training of students has become the focus of concern of the society and colleges and universities. Education category involves establishing career goals, clear career tasks and career space, higher vocational schools also have corresponding curriculum and training methods, but now such teaching and training mode face some difficulties, need to view and analyze their change and contact with the professional market, to help them improve professional skills, to realize self-value in the workplace.

2 Current situation of higher vocational students' employment

In 2022, the number of college graduates in China will reach 10.76 million. Since 2019, higher vocational colleges have implemented the enrollment expansion plan by

1 million. The enrollment expansion target is more than 1 million in 2019, and more than 2 million in 2020 and 2021. Against the backdrop of the COVID-19 outbreak, China has been severely affected by the macroeconomic easing pressure, reduced demand in the low-end labor market, and the burden of graduates with over 10 million students, China's employment situation is difficult. Behind the decline in the low-end labor market is the shortage of high-end skilled talents. The gap of skilled talents in China in 2020 will exceed 20 million, and the gap is expected to reach 28 million by 2025. With the transformation and upgrading of economic structure and the aggravation of the aging degree of aging, the demand for skilled talents of the labor market increases, and the requirements become higher. The development of economic level also promoted the higher vocational students' expectations of jobs, social status, income level, promotion channel, social security is more and more vocational students, but at present the requirement of higher vocational education and education power construction and the demand of the modern economic system has a certain gap, the system construction is not perfect, the school talent training quality is not high, the industry enterprises to participate in the lack of running power. Higher vocational graduates in the social status, income level, promotion channels, social security and other aspects of the short board ^[1]. This has also caused many higher vocational graduates difficult to match the desired positions when employment, "slow employment", "slow employment" or even "lazy employment" phenomenon, directly affects the smooth employment of higher vocational graduates, some graduates in urgent need of employment have to reduce their job requirements. It is a realistic challenge brought by the development of The Times to enhance the core competitiveness of higher vocational students and realize the transformation of employment from quantity to quality ^[2].

3 The main content of higher vocational students' employment ability

The key courses of vocational skills and advanced vocational colleges are mainly set up on the basis of career planning teaching, starting from the quality of each person's career growth, combined with school education planning, and put forward targeted requirements and methods for different learners. Including the cultivation of professional concept, the cultivation of professional consciousness, and the overall improvement of psychological quality, action ability and social ability, only by mastering the above qualities, can we rationally respond to the fierce workplace competition, so as to gain a place in the field of job hunting.

3.1 Help students to improve their relevant knowledge and ability and practical operation skills

There is a widespread lack of basic knowledge among higher vocational graduates, Theoretical competence must also be improved, Although the combination of practical operation skills and theoretical knowledge skills has always been paid great atten-

tion to in higher vocational teaching, But because many students are spoiled, Their own conditions are not high, With a yearning for a comfortable and natural living atmosphere, So practical hands-on skills and practical work skills are insufficient, This also makes higher vocational graduates have a strong and weak consciousness and initiative when learning. At this time, the teachers need to choose the most suitable content for their actual situation in the teaching process, Help them to recognize their current professional status, A more solid grasp of the basic theory and practical work knowledge, Strengthen your confidence and goals, Through further practice and practice, Set foot on their own road to victory [3].

3.2 Help students to improve their diversified and comprehensive ability

In the current career competition, students are not only required to master knowledge and hands-on ability, but also required more stress tolerance, organization and coordination ability, and emergency response ability. So, as a higher vocational school, in the teaching system should also actively add cultivating students these ability of corresponding content, to explore the effective path to improve the students' technical ability and measures, in accord with the requirements of the school good development, to achieve the ultimate goal of higher vocational college education quality improvement, provide more powerful help and guarantee.

3.3 Help students to establish a correct concept of employment

Higher vocational graduates have cultivated a scientific concept of employment, which is conducive to their better growth and enhance their professional competitiveness, but many students only pay attention to the work conditions and environment in the process of job-hunting, rather than stepping on the attitude of learning, the heart is higher than the sky, not enough confidence. In higher vocational course teaching, teachers should keep the enthusiasm for children, in told children to confidence at the same time, and to face their own defects, but also want to pay attention to the social reality, from the perspective of the practical problem, actively looking for their own jobs, in the student period to targeted explanation and guide, help the children set up a scientific outlook on life, but also can help the students more rational choice in the workplace, in choosing the concept of more realistic, more mature.

4 Problems and deficiencies existing in the employ ability of higher vocational students

4.1 Lack of strong awareness of career planning

According to statistics, many students on the focus of vocational skills training is the understanding is not clear, to their own employment target produced confusion and confusion, for their future career goals lack of reasonable positioning, some only from technical secondary school graduates into the undergraduate course, but whether on,

directly gave up the professional quality and employment skills training. Students on their career goals lack of clear positioning, to their own interests and skills characteristics also not fully understanding, cannot for their own career planning, what professional in university, learning purpose is just follow suit, and not according to their own interests and professional characteristics, to carry out the relevant course content, finally because to the monotonous knowledge, boring life, lead to students lack of enthusiasm for school. Due to the single direction of future employment, their job direction is limited to civil servants, internal control system of public institutions and large and medium-sized state-owned enterprises, or due to the lack of high professional knowledge, they cannot bear too much career competition pressure, and some may even be abandoned by the society.

4.2 Lack of special employment guidance in the teaching system of higher vocational education

In the teaching system of higher vocational schools in China, employment guidance is a key part of improving students' vocational ability, and also the key factor affecting the employment rate of schools. At present, however, many higher vocational schools do not pay attention to employment guidance, even no specially set employment oriented class, or lack of full-time teachers teaching employment oriented courses, it also makes the students in the face of employment problem neither the corresponding theoretical knowledge system, also cannot provide theoretical knowledge support and guarantee for employment, the students in the face of a new career lack of preparation, blind choice, or professional innovation ability is not high, thus repeatedly frustrated in the workplace.

4.3 The role change of teachers in employment and entrepreneurship training lags behind

In the context of "Internet +", the educational information related to the employment and entrepreneurship of higher vocational school students can be easily queried from the Internet, and the ways provided by the teaching information on the Internet are more diversified and easier for learners to grasp. Under the background of the network age of college students, has a suitable for their own way of professional knowledge, but if the teacher continues to knowledge role, to learners unilaterally to deliver professional knowledge, will seriously affect their teaching positive, make higher vocational school education information lost the fundamental role. Thus, in the knowledge get more and more convenient today, if the teachers still no effective change themselves, and only as a knowledge transfer, continue to take one-way infusion teaching means, can not mobilize the students 'subjective positive effect, and the students' employment ability is poor, low teaching technical ability, low classroom attendance, poor class quality, the phenomenon of low quality, also will appear their main energy to competitive competition, live video and electronic reading.

4.4 Weakening of employ ability

Due to the rapid development of the Chinese market economy, The increasing supply of social human resources in China, The scope of higher education admission has also been gradually expanded, In order to cultivate practical and technical talents, The enrollment scale of higher vocational schools has also been expanded accordingly, But the students' technical literacy and the level of mastery of knowledge are uneven, Since the original theoretical knowledge curriculum in higher vocational schools cannot break the basic framework of the knowledge structure of Chinese society, And practical courses, for the object of vocational skills training, The component was also minimal, The lack of deep connection between students' own literacy and knowledge level and the market demand of Chinese society, Professional quality and employment skills training also lack of effective integration with the needs of China's social market. In addition, due to the general lack of practical skills in the learning process, students' adaptability and pertinence to the modern social labor market are gradually weakened, and their quality and ability cannot adapt to the needs of the social market. The most direct consequence is the weakness of students' vocational skills.

4.5 Lack of hardworking spirit

These graduates generally lack of practical social experience, some not only knowledge level, even can't bear hardships and stand hard work, easy, reluctant to work to the first line, afraid of work overtime, fear of hardship, fear of output, hard struggle ability is insufficient, and graduates just into internship enterprise, leadership is too strict, work responsibility, then complain, stay not a few days not director, work sex is too big, discipline concept. Such graduates, no inner reverse and indomitable, stick to the spirit, also not timely come from setbacks, when a secondary job setbacks and losses, also have no confidence, complaining, always feel around the world to oneself, can't see their own shortcomings, nor timely reflect and summarize experience and lessons.

5 Strategies to improve the employ ability of higher vocational students

5.1 Change the employment concept

At present, there is a common problem in China's migrant worker industry: " It is difficult to hire a migrant worker with a monthly salary of 6,000 yuan, but they can hire a college student at will. It is just the social reality that China has a serious surplus of college students and the supply of technical jobs is very tight. So higher vocational graduates to realize that China's education has begun by the 20th century elite culture gradually into popular training, after undergraduate course can rest easy life concept also to appropriate change, can't think they have become, or become a white-collar class, if work after graduation are high management, you must abandon some backward professional ideas, know career trends, have the courage to sell their prod-

ucts. First, for small and micro private enterprises at the grassroots level. Due to the booming economic and social development, small private enterprises also blossoming, and our country urban enterprises and institutions also thirsty, but compared with the party and government departments, institutions, state-owned enterprises, etc., survival and development environment is relatively poor, also difficult, but because of the need for human resources, it can grow for professional college students growth to create a broad opportunities for growth. Second, to strive for the independent employment of students."All roads lead to Rome", facing a very harsh trend of job-hunting, abandon the mistake of "entrepreneurship is not as good as job-hunting", actively explore the potential, clear the direction of employment. In recent years, the Chinese government to guide college students 'empayment has made many good policies and measures, students' employment consciousness should keep pace with The Times, don't just stop in the passive employment or employment outlook on the , but also must actively respond to the relevant national preferential policies, understand the employment environment, actively seek employment opportunities [4].

5.2 Set up practical education links, and introduce situational education and case study

Teachers should make full use of the network platform, apply the practical teaching content to the teaching of employment and entrepreneurship, further expand the scope of the practical teaching content, and focus on improving the students' ability to use the theoretical knowledge to deal with practical problems, as well as the ability of future practical application. However, the current classroom education reflects the comprehensive training of quality and innovation ability, and the teaching content system and teaching methods should be based on the knowledge structure mastered by learners from professional colleges and universities, rather than the basic or theoretical knowledge structure of the course. For employment and entrepreneurship courses, the basic theoretical knowledge should be easy to understand content. On the basis of learners' understanding of the basic concepts, case education and situational teaching should be carried out as much as possible. That is to say, through the real application, the actual production of product demonstration, and production environment knowledge and the application of new technology together, to strengthen the employment entrepreneurship link between classroom education and school activities, not only can fully mobilize the initiative of students, but also can let the students know the significance of employment entrepreneurship in practice, and cultivate the students' ability of autonomous learning [5].

5.3 The traditional role of "teacher" changes to "coach"

In the context of network +, teachers are not only the source of all students' learning, but also they can obtain the required learning materials from various channels through the help of the network. The main role of teachers is to guide and help students, so as to make their learning process more relaxed. Therefore, from the traditional role of "teacher", we can change to the "instructor" status. That is to say, teachers no longer

go into the classroom as a knowledge monopolist to engage in "preaching, teaching and solving doubts", but instead take on the various functions of "active promoter", "equal interlocutor" and "behavior participant" in the classroom. In the classroom, the initiative is given to the student group, and they can study and reason independently. Teachers provide inspiration, answers and comments for the participants, quantify their results, and upload them to the student group to share, so as to achieve differentiated and personalized teaching. In the current context of Internet + teaching, the rate of content release, the way of information dissemination and the method of communication with teachers have been completely changed, and lifelong teaching has become a trend. With the help of the Internet, educational products such as intelligent mobile terminals expand the classroom content and gradually develop into mobile classroom, so that students' classroom life is no longer confined in terms of space and time, and also promotes the normalization of informal classroom.

5.4 Improve their own quality

Faced with the more and more difficult to find a job, whether vocational or professional college students can find job opportunities so as to realize their career, and also make contributions in their own positions. Besides the influence of various external factors, the most important reason lies in the students' professional quality. First of all, the students must start from the very moment of the college gate, we must strengthen the self-management, pay attention to the professional quality training, and actively carry out the professional student source plan. And through hard work to master professional skills and basic knowledge, Actively participate in the job actual combat training way, For the students in the future innovation and job-hunting has laid a solid foundation; next, Students also go through community visits, professional practice, community activities and other ways, Combine the basic technical knowledge with your own interest and social practice activities, Efforts to improve the skills in solving difficulties, And exercise their own hard work of perseverance, Then cultivate the spirit of hard work, love and dedication; once more, Graduates should also meet the requirements of economic, social enterprises and human resources industry, Actively conduct comprehensive vocational skills training and practice, According to the provisions of China's Vocational Education Reform Plan, Actively encourage yourself when you get a diploma, Strive for technical grade certificates in more disciplines, Strive to cultivate themselves into a compound and multi-capable engineering and technical talents, Thus improving their own ability to choose a career. Only by constantly improving their professional quality and mastering excellent technology, can students enhance their professional awareness, job skills and job conversion consciousness, and can also grasp the advantages in the job market, take the initiative, enhance the core competitiveness, in order to obtain a more ideal career position ^[6].

5.5 Cultivate the spirit of hard-working work

Higher vocational professional students also have its own particularity, compared with ordinary undergraduate students, its theoretical knowledge foundation is relative-

ly thin, and graduate age is small, the cognition of social reality more shallow, no willing to bear, willing to suffer of entrepreneurship, therefore should strengthen the students work hard, bear the spirit of cultivation [7]. Using relevant examples, make students more understand what is the sense of responsibility, what is bearing hardships and standing hard work, and why people should bear hardships and standing hard work, the spirit of bearing hardships and standing hard work is also a country's fine humanistic tradition, so as to clarify the prosperity and great rejuvenation of the Chinese nation, requiring the whole society to have the spirit of bearing hardships and standing hard work. At the same time, the school also uses social labor, positive and negative examples, famous sayings introduction, interactive communication, video appreciation and other ways to guide students to work in the future life, study and work to further promote the spirit of hardship and hard work.

6 Conclusions

To sum up, cultivating vocational skills of higher vocational graduates and higher vocational schools plays an important role, can help them improve the full range of their ability, but also can improve the specialization and market competitiveness, also requires colleges and universities, enterprises, teachers work together, through various channels to improve their professional skills, let them realize self development in the future career.

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