



"Slow Employment" Phenomenon Among College Students and Countermeasures

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Abstract. With the economic development entering a new normal, the employment situation for college students is becoming increasingly severe, and the phenomenon of "slow employment" for college graduates is prominent. In order to promote the smooth employment of college graduates and plan their future lives reasonably, this article uses survey data from 2023 graduates from 26 universities in Anhui Province to conduct descriptive statistical analysis, t-test, and correlation analysis to analyze the specific manifestations and reasons for the phenomenon of "slow employment". Establish an employment service system of "personal promotion - family school linkage - social assistance - government guidance".

Keywords: slow employment; college graduates; countermeasure research; Anhui universities

1 Introduction

From 2021 to 2023, the number of college graduates jumped from 9.09 million to 11.58 million. Due to the impact of COVID-19, the number of people that some enterprises and public institutions plan to enroll has decreased, resulting in a prominent phenomenon of "slow employment", and many fresh graduates have become "slow employment people".

Domestic scholars on the definition and scope of "slow employment" is discussed, most scholars think "slow employment" refers to some college students do not follow the traditional concept of "graduation to work", not immediately after work, but choose to continue further study, waiting for employment or try to start a business-unemployed phenomenon^[1-5]. As the main body of employment work in colleges and universities, should fully understand the graduates "slow employment" specific representation and causes, follow the "change, and sometimes, the potential and new" things law of development, build "full, full, comprehensive" three-dimensional employment service system, promoting employment education work go deep, solid, walk the heart.

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2 Setting and Implementation of the "Slow Employment" Phenomenon Questionnaire

2.1 Setting Up and Implementation of the Questionnaire Survey

Set up the "Anhui College Graduates Employment Status Questionnaire" to collect information for the 2023 fresh graduates. The questionnaire setting is divided into three major parts. The first part is the basic personal information, including gender, educational background, school, school level, professional subject category, student source place, family resident type, family annual income and current employment status, etc., a total of 16 questions. The second part is the "slow employment" specific representation survey, including the ideal nature of work, employment intention, professional counterpart work, job search for confidence, employment urgency degree and employment situation judgment, a total of 21 questions. The third part is the survey of the influencing factors of "slow employment", including the professional ranking of the first three years, career planning, whether to pay attention to employment issues, resume delivery, internship experience and employment training, etc., a total of 20 questions.

Take random sampling method, through WeChat, QQ channels, such as the province including Anhui university, Anhui architecture university, Hefei normal university universities, as well as Anhui vocational and technical college, Hefei vocational and technical college and other vocational colleges, a total of 3426 universities between volume survey, eliminate too short, inconsistent or have obvious error questionnaire, as of June 30,2023, received 49985questionnaire.

2.2 Preliminary Analysis of the Questionnaire Survey Results

The composition of the samples was obtained by performing a preliminary analysis of the validated questionnaires received Table 1.

Table 1. Sample composition

		number of people	scale
sex	male	21389	42.8
	female	28596	57.2
Academic level	junior college education	25424	53.1
	regular college course	20989	42.0
	master	2149	4.3
	doctor	323	0.6
Level of the school	vocational college	25761	51.5
	Double first-class university	3427	6.9
	Non-double first-class universities	20797	41.6
Employment status	Has been employed	31215	62.4
	Slow employment	18770	37.6

In the questionnaire, men accounted for 42.8% and women accounted for 57.2%; in the educational level, junior college students and undergraduates were mainly students,

accounting for 95.1%; in the school level, vocational colleges and non- "double first-class" universities accounted for 93.1%. As of June 30, the number of "slow employment" of 2023 graduates was 18,770, accounting for 37.6%. The data show that the phenomenon of "slow employment" is prominent in universities in Anhui province. Among them, the number of "slow employment" of doctoral students "is 96, accounting for 29.7% of the total number of doctoral students; the number of" slow employment "is 733, accounting for 34.1% of the total number of graduate students; the number of" slow employment "is 7512, accounting for 35.8% of the total number of undergraduate students; the number of" slow employment " of graduate students is 10429, accounting for 39.3% of the total number of junior college students. The employment situation of doctoral students and master's students is good, and the "slow employment group" group is mainly undergraduates and junior college students.

2.3 Employment Policy Satisfaction Survey

The overall employment policy satisfaction of the respondents was reflected in the total score of the five aspects of housing policy, medical security policy, talent introduction fee policy, settlement policy and children's education policy. The closer the value of each aspect was to the "4", the higher the satisfaction, the closer the "1", the lower the satisfaction, and "2.5" was the middle value. The description statistics and one-sample t-test were performed and the results are shown in Table 2. The five statistics found that "health care security" had the highest score (=2.93) and "housing policy" had the lowest score (=2.85). All aspects of policy satisfaction were medical security policy (2.93)> settlement policy (2.90)> talent introduction fee policy (2.90) = children's education policy (2..90)> Housing policy (2.85), all of which showed a very significant satisfaction tendency.

Table 2. Description statistics and one-sample t-test of the satisfaction scores of various employment policies in Anhui Province

	The number of cases	The number of cases	standard deviations	Standard error mean value
Housing policy	18770	2.85	0.769	0.006
Medical security policy	18770	2.93	0.735	0.005
Talent introduction fee policy	18770	2.89	0.746	0.005
Settlement policy	18770	2.90	0.732	0.005
Children's education policy	18770	2.89	0.740	0.005

3 The Phenomenon of "Slow Employment" is Specifically Characterized

The human capital, family status, ideal job nature, employment intention, job search confidence, employment urgency and employment situation judgment are investigated. The specific representation of "slow employment group" is mainly divided into

achievement self type, expectation ideal type, delay loose type, anxiety and dissatisfaction type.

3.1 Achievement Self-Type

According to the analysis of the family factors of the employed graduates, 78.2% of the graduates are from Beijing, Shanghai, Guangdong, Zhejiang and other developed coastal cities, 42.9% of the graduates receive more than 100,000 yuan, and 33.1% of the graduates have an average monthly expenditure of more than 1,500 yuan. Most of these college students come from rich families, the family environment is good, do not rush to find employment, but choose to take the postgraduate entrance examination, public examination, hope to give the education "gold", can have better development space in the future. 61.26% of the students have employment intention in first-line and new-line cities. The reasons for their reluctance to work in less developed counties and towns include low salary, small promotion space, complex grass-roots relations and difficult work. They are more in pursuit of better salary, benefits and quality of life. Work platform and personal development opportunities, so as to play their talent, to realize the value of life.

3.2 Expected Ideal Type

75.8 percent of the students believe that the ideal job in the future is government agencies, public institutions and state-owned enterprises, which explains why the current public and public fever. In the process of college entrance examination filling in the application, candidates in Anhui province apply for public funded normal university students, free medical students, oriented normal university students, and excellent teacher program, and all like to work in a stable system. However, the number of students taking the postgraduate entrance examination in 2022 reached 4.57 million and 1.107 million, with the admission rate of only 24.2 percent. It is not surprising that some civil servants in Xiamen have reached a record ratio of 1000:1, 100:1 positions. In view of this, in terms of the current grim situation of postgraduate entrance examination, most of the graduates can not find a satisfactory job, 45.1% of the graduates choose to continue the "World War II" postgraduate entrance examination and public examination, which is also one of the main manifestations of "slow employment".

3.3 Delay and Relaxation Type

Only 33.4% of the graduates said they were "anxious" and "very anxious" in terms of employment anxiety, while 37.1% of the graduates thought their efforts in finding jobs were "hard" and "very hard". There are three reasons for lax procrastination. One is to be not ready to go to the society. They have a negative attitude towards employment, "addicted" to campus life, afraid of employment challenges, do not want to go out of the comfort zone to face the workplace challenges, and choose the comfortable "gnawing on the old" life. The second is that you can find a job without so hard work. Most

college students have "high expectations" in choosing jobs. They tend to choose enterprises and institutions with high salary, high platform and many opportunities, and they are not willing to engage in jobs with low salaries. Third, the lack of motivation to work hard. They lack of personal career planning, for finding a job thinking slack, emotional negative, action. Drag up, and show a "lie flat" state.

3.4 Anxiety and Dissatisfaction Type

64.0% of college students lack the confidence to find a job, 68.8% want to choose to work with their major, but only 18.7% think it is easier to find a job in their major. Some college students blindly seek popular majors because of their vague interests and hobbies. Some college students expect to follow their own wishes and choose the job they love, but they cannot be intervened by their parents. The main reason for "slow employment" is that they are confused about their future career, have a unclear understanding of the employment situation, and panic about their working ability. 44.1% of college students believe that the current employment situation in Fujian is not optimistic, under the influence of the epidemic and the complex international situation, the economy is difficult to improve, the growing graduates, internal volume, policy and frictional unemployment, requires a long recovery period.

4 The Cause of the "Slow Employment" Phenomenon

4.1 The Job Market Form is Severe

Under the influence of the epidemic, the competition for job hunting is more fierce, offline recruitment is difficult and online recruitment effect is poor. Market employers continue to reduce the scale of recruitment, with the Internet "Dachang" as the representative of the main force of digesting fresh graduates, in the past two years have significantly reduced enrollment or layoffs. While the number of fresh graduates continues to reach new highs, the continuous influx of unemployed or reemployed people aggravates the competitive pressure for new employees. The respondents generally reported that as the job fair was forced to change from offline to online, the interview process was further complicated, the efficiency of job hunting was affected, and the insufficient direct and intuitive limitations of online interviews made it difficult for graduates to summarize their failure experience and constantly improve their job-hunting skills. According to the survey results, 31.8% of college students submitted 0 resumes, 23.1% sent 1 ~ 2 resumes; 34.7% got job interviews 0 times, and 30.5% got job interviews 1 ~ 2 times. Under the influence of the epidemic, the employment form of fresh graduates is severe.

4.2 Career Planning and Education Lags behind

The phenomenon of "slow employment" is closely related to the absence of career planning education in colleges and universities. Colleges and universities basically offer the

courses of career planning, employment and guidance for college students, but the degree of attention is not enough, emphasizing theory over practice, and the course content is too homogeneous, formalized and traditional. Most of the employment guidance work only stays in the promotion of the work when the graduates approach graduation. Many graduates feel confused about their future career planning and have a "fear" of employment. According to the questionnaire data, about 35.3% of college students began to pay attention to employment problems in the third year, and only 17.5% of college students have clear and detailed career plans for the future and clear employment goals. This shows that the importance of colleges and universities to strengthen career planning education, adapt to the development of The Times, set up courses reasonably, match sufficient and strong teachers, innovate the form of career planning education, move forward the port of career planning education, and carry career planning education through the whole process.

4.3 Weak Personal Comprehensive Quality

According to the results of the survey, among the top 30% of students in the comprehensive assessment, "slow employment" accounted for 36%, indicating that personal academic performance has a great impact on the employment of college graduates. The comprehensive evaluation result is a comprehensive consideration of "morality, intelligence, physique, beauty and labor" during the school period, which has a certain reference value for enterprises and has a certain positive effect on employment. The main reasons for college students' slow employment view can be divided into lack of internship experience, unclear self-cognition and employment bias. Specifically, 41.3% of college students lack internship experience, lack of personal socialization ability, 20.1% think there is no suitable job, 14.1% think that the economic situation is bad and the graduates are serious.

4.4 The Negative Effect of the Family Protection Umbrella

The phenomenon of slow employment of college students is affected by objective factors, including the outdated concept of family employment and the excessive doting of parents. Some parents have a traditional employment concept, believing that the ideal job for children after graduation should be "iron rice bowl" (party and government organs and public institutions); Some parents rely on social relations to solve their children's work problems, which greatly affects their children's employment concept. In addition, family education has a wide problem of doting, in the face of severe employment forms, children lack the ability to take care of themselves, unable to think independently, do not know what to do. According to the survey results, 5.23% of college students believe that their family economic conditions allow them to temporarily, while 22.1% think they will seek help from their parents and relatives during the employment process.

5 The Way to Deal with a Situation

Under the requirements of "full staff, whole process and all-round" education, in order to strengthen the smooth employment of college graduates and rationally plan their future life, a three-dimensional employment and education service system of "personal promotion-home-school linkage-social assistance-government guidance" is established.

5.1 Cultivate a Correct View of Employment and Improve the Comprehensive Quality

First, strengthen ideological guidance and pay attention to moral education. We will deepen the training and guidance of college students' employment values, strengthen the linkage between home and school, introduce people as soon as possible, and promote active employment. Using modern information means to strengthen the education of feelings of home and country, restrain the individualism and utilitarianism of college students who value material benefits over spiritual pursuit, enhance the cultivation of "crisis consciousness" and "fighting spirit", abandon the wind of comfort and pleasure.

Second, we should pay attention to cultivating social capacity and strengthen scientific guidance. Guided by market demand, the paper focuses on cultivating college students' employment ability and socialization ability, guides college students to actively participate in special activities such as "Sailing Plan" three to the countryside ", understand the employment situation and the demand of social talents in practice, and improve their awareness of employment.

Third, enhance the awareness of innovation and cultivate innovation ability. We should give full play to the educational role of the second classroom, carry out activities such as innovation and entrepreneurship salons, innovation and entrepreneurship forums, innovation and entrepreneurship reports, and hold "Internet +" Innovation and Entrepreneurship Competition and "Challenge Cup" National College Students 'Extra-curricular Academic Science and Technology Works Competition, so as to subtly stimulate college students' innovation consciousness.

5.2 Implement the Main Responsibility of Colleges and Universities, and Improve the Effectiveness of Employment Services

First, we will do a good job in providing employment services. Carry out the temperature of the employment work, do graduate employment work around the people, confidant, guide. To implement the employment of "top" work, the school leaders take the lead to do the work of visiting enterprises and expanding posts, on this basis, further expand the scope of participation to the leading team members of the secondary college, to drive all the staff to participate in the employment work.

Second, to strengthen the career planning and employment guidance capacity building of colleges and universities. We should pay attention to the cooperation between schools, enterprises and schools, establish career planning skills laboratories, broaden the internship and internship bases for college students, and update the content of school

career education courses. Build a scientific and effective employment guidance curriculum system, guide students to plan their own career development, and comprehensively and systematically cultivate a scientific employment view.

Third, strengthen the alliance of home and school to create a good educational environment. Parents should help students to establish a correct view of employment, adjust their employment mentality, allow and encourage students to choose their careers according to their own interests and values, and do not "do everything". For students who have employment difficulties, the dean, head teacher, full-time teachers, and counselors will pair up to help them, and provide "one-to-one" assistance with "one person, one class" and "one person, one policy".

5.3 Strengthen Policy and Institutional Settings to Create a Favorable Employment Environment

First, government departments strengthened the formulation and implementation of employment guidance policies at the community level and in underdeveloped areas. We will make good use of policy-based positions, sing the theme of grassroots employment, and encourage graduates to actively participate in the "Western Plan", "Three Support Plan" special Post Plan " and other projects^[6].

Second, we will give full play to the role of state-owned enterprises and large private enterprises in creating jobs. We will expand the recruitment of graduates by enterprises, encourage key enterprises in the province to connect with universities, and explore the establishment of a long-term mechanism for school-enterprise cooperation. We will encourage Party and government organs and public institutions to relax the recruitment conditions for academic qualifications and colleges, and ensure that the number of posts is applied.

Third, we will promote the development of youth-friendly cities. Fully consider the actual demands of young people, and build a platform for youth-friendly industries and young talents to display their aspirations. Strive to relieve the "worries" of young talents, so that young people can feel at ease in employment.

6 Conclusion

In summary, the phenomenon of "slow employment" among college students is a complex issue influenced by various factors, including economic conditions, market demand, and individual preparedness. This article aims to promote collaboration among stakeholders and enhance support mechanisms to better assist graduates in navigating the competitive job market. This strategic approach not only seeks to improve employment outcomes for college students but also contributes to their overall well-being and future career satisfaction. Looking ahead, it is crucial to continuously refine these strategies based on ongoing research and feedback from graduates to ensure that we can adapt to the ever-changing economic landscape and labor market demands.

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