The Employment and Countermeasures Solutions of College Graduates

Xiao-Jian REN

Office of Enrollment and Employment, Shandong Women’s University, Jinan, Shandong, China
66800680@qq.com

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Abstract. The employment of university students has become the focus attention and indisputable fact of the community with the increasingly serious employment situation. We need to strengthen the employment guidance for graduates, put up with feasible response measures to encourage students to be employed. According to the learning and discovery of the situation of college students’ employment, we found that the reasons are various, including social environment and their own factors. This article does research on society and personal aspects, put forward solving strategies and to sum up ways of improving the employment of graduates.

Introduction

In recent years, with the development of higher education in China, people's emphasis on education improves obviously, resulting in the increasing number of university graduates. With the large number of graduates and limited jobs, the employment needs of all graduates cannot be satisfied. The employment contradiction becomes fiercer. The difficult employment situation also caused widespread concern in society. Therefore, pay attention to the employment of graduates, study the reasons that cause employment difficulties and explore countermeasures to promote the employment of university students. It will promote the full employment of college students and benefit to solve the important current social issues.

Carry out the Employment Policies from National Governments

"Employment is the livelihood of people." College Graduates' Employment is not only a social problem widespread concerned, but also closely linked to the vital interests of the graduates. According to statistics, the number of ordinary college graduates nationwide has reached 727 thousand in 2014; the number of ordinary college graduates nationwide has reach 749 thousand in 2015; the number of college graduates nationwide is 765 thousand in 2016, increased 16 million more than last year. The employment situation is more complicated and the task of employment becomes more difficult. Faced with the increasingly serious employment situation, the eighth congress on behalf of the Communist Party of China said that, to carry out self-employed, employment market regulation, to promote employment by government and encourage entrepreneurship policy. Carry out advantage strategy of employment and more active employment policy. Thus, a series of employment policy and strategies aim at improving the employment problem. The problem of employment has become an important point of work. Universities should give relative guidance to graduates; improve the guidance and counseling of employment and entrepreneurship. Graduates should learn about the policies related to employment and set up correct concept about employment.

Improve the Employment Service for Graduates from Schools

Schools need to pay attention to students’ employment situation and give hands-on training to help students improve the advantages of competition. Universities should put emphasis on the ability of students and set special courses to cultivate students the unique ability, broadening the channels of employment of college students, expanding the scope of employment. At the same time, schools should do well in the setting of specialties, enrollment publicity and other aspects of
professional. When doing setting and enrollment, we must fully consider the needs and adaptability of the labor market in different areas, regulating the professional enrollment flexibly.

Colleges should put into a large amount of energy on employment of college students, attach great importance to students’ idea about employment and improve students’ employment initiative. Update the school career education concept and employment guidance, holding various employment-related competitions and other activities, so that students can fully understand the current situation of employment, and enhance awareness of employment. Construct specialized career guidance institutions and professional career guidance team, carry out employment guidance actively, training students the correct concept of employment and carrying out employment counseling to those graduates who have employment difficulties.

Universities should set up special courses inside; strengthen the ties between the employers and universities. Strengthen the cultivation of practical ability of university students through the construction of practice and employment bases and the school-enterprise cooperation. To stress the training for university students in all aspects of capacity, improve the quality of the students themselves and cultivate social needs with expertise and professionalism of high-quality personnel. Universities should establishment a rich theoretical system of employment, helping students adjust to the concept of employment and establish the correct employment psychology. In professional teaching, everything should start from reality, adjust and optimize the discipline, specialty and reform of teaching contents. Professional settings and programs should relate to the needs of market; teaching content relevance and timeliness should stander with social talent evaluation and feedback. Strengthen school-enterprise cooperation; carry out dual employment training bases actively. Recommend the outstanding graduates and the employer to each other first. Cultivate standard and high-quality graduates for the cooperation units, increasing the practical ability and skills of graduates through internship graduates.

Improve the Employability of Graduates

Keep Abreast of Social Employment Situation

When one wants to know about occupations and positions, firstly, we should know exactly about the current economic and social development and employment situation in China, particularly the employment situation of college students; secondly, have a correct estimate to the talent demand and supply position, according to the popular professional talent market status and popular sectors, forecasting and planning their employment prospects; thirdly, be familiar with the recruitment unit of employment conditions and standards, comprise to the results of self-evaluation and choose suitable occupation, avoid weaknesses, match the person level; finally, have a better understanding to the management processes and corporate of units, which can not only increase the chance of being hired, but also lay the foundation for future development.

Improve Employment skills

Participate in various activities actively, such as resume production of training job, search activities etiquette, interview skills seminars, one to one career guidance, employment exchange of experience, job-search solicitation cases, career planning competition, etc., to enhance their employability and competitiveness. "A resume is the bridge for employer and graduates to know each other, all kinds of certificates are a stepping stone for the employers to select". Hand in different resume and materials for different employers.

Collect the Employment Information

Obtain effective employment information, play to their initiative, to collect employment information and take fully use of them. Know the needs of the society through the Internet, newspapers, magazines and other means; understand the social employment market through teaching internships and social practices; hold the current employment situation through
professional instructor, alumni recommendation. Make choices and give positive response according to the actual situation.

Seize Opportunities of Employment

Participate in the job fairs and campus teach-ins which are held by school regularly to save employment time, reduce employment costs and reduce the risk of employment. Learn more about the various enterprises employing conditions for the accumulation of future careers.

Enhanced Sense of Employment, and Establish the Concept of Employment

Understand and evaluate them correctly and do not regard your own as weak, and do not to have too high expectations. First of all, improve the comprehensive quality and ability through learning professional knowledge in schools to enrich their own culture. Meanwhile, take an active part in the social practices, increasing the ability to operate in a variety of practice activities, interpersonal skills and organizational leadership skills. Develop the appropriate professional skills according to your own advantages; improve the shortcomings, not to the disadvantage of blocking development. In the fierce employment process, enhance employment awareness, improve self-confidence, and establish a correct concept of employment. Take the initiative to of your own quality with correct self-awareness, life and values and have a good plan of your career.

Faced with the great pressure of employment, the whole society need to work together and solve the problem of employment of college students. The government should set up policies and regulations, schools need to give more guidance services to increase employment and graduates need to improve the employability of them. The whole society need to help graduates out of the woods of employment, to build a harmonious society and promote the development of a moderately prosperous society.

References