

# Construction of Career Guidance Service System for College Students under the Concept of Career Development

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**Abstract:** This article discusses the key role of career development concept in the career guidance service of college students. First, the article introduces the concept and background of the career development concept and emphasizes its importance in helping students better plan their career. Then, the article analyzes the challenges and demands of college students' employment guidance, and puts forward how to integrate the concept of career development into the guidance service. The paper also discusses the elements needed to construct a perfect career guidance service system for college students, and demonstrates the practical application effect of the career development concept through successful case studies. Finally, the article looks forward to the development trend of college students' employment guidance in the future, and emphasizes the necessity of building a sound service system.

**Keywords:** Career development concept; College students; Employment guidance service; Employment guidance system construction

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## Introduction:

In today's competitive social environment, the employment of college students has attracted much attention. In order to better meet the career needs of students and help them achieve their personal development goals, it is essential to establish a sound career guidance service system. This paper will discuss how to build a career guidance service to meet the needs of college students under the concept of career development, so as to improve their career competitiveness and future development prospects. We will analyze the importance of career development concepts, discuss the key components of career guidance services for college students, and how to better support students to achieve their career goals through the construction of a comprehensive system.

## 1. Concept and background of career development concept

### 1.1 Definition and importance of career development concept

A career development philosophy is the set of beliefs, values, goals, and expectations that a person holds for their professional and personal life. It reflects the individual's thinking about the direction and goal of his career, as well as his own position in the workplace and life. The career development concept includes not only career choices, but also personal values, interests, abilities and goals, as well as relationships with society, family and community.

In college students' employment guidance, the importance of career development concept can not be underestimated. It helps students understand themselves more clearly, define their personal goals, and provide a solid foundation for career planning. By exploring and developing their career development ideas in depth, students are better able to cope with workplace competition, adapt to the changing work environment, and increase their career satisfaction. In addition, the career development concept also helps to improve the comprehensive quality of college students and cultivate their leadership, teamwork and social responsibility, so as to better contribute to society.

### 1.2 History and origin of career development concept

The history of the career development concept dates back to the early 20th century, when the field of career coaching came to prominence. Career coach Bernard H. Haring is one of the important founders of the concept of career Development. In the 1950s,

he proposed the “Ego Development Theory”, which emphasizes the psychological development of individuals at different stages of their careers.

With the passage of time, more and more scholars and professionals began to pay attention to the career development concept and apply it to practical career guidance and education. In the 1980s, Donald Super, a leading theorist and practitioner, proposed the “career development cycle theory,” emphasizing that career development is a lifelong process, influenced by life events and individual growth.

In recent years, with the rapid changes in the social and economic environment, the concept of career development has gradually evolved. It no longer just focuses on career choice, but also emphasizes self-cognition, career planning, cross-field skills development and other aspects. This more comprehensive concept of career development ADAPTS to the diversified requirements of individuals in modern society.

### **1.3 Role of career development concept in college students’ employment guidance**

Career development concept plays a key role in college students’ employment guidance. It has the following functions:

**Self-awareness and orientation:** Career development concepts help students better understand their interests, values, abilities and goals. By thinking deeply about their ideas, they can get a clearer picture of themselves and their career goals.

**Career planning:** Career development concepts help students make career plans. They can choose a suitable career direction and industry according to their own ideas, and set long-term and short-term career goals.

**Adaptability and flexibility:** The career development philosophy encourages students to view career development as a lifelong process that requires constant adjustment and adaptation. This helps them to be more flexible and confident in the face of workplace changes and challenges.

**Comprehensive literacy development:** The career development concept focuses on the multiple qualities of individuals, including leadership, teamwork, communication skills, etc. It helps students cultivate these key qualities and improve their career competitiveness.

In short, the concept of career development is an indispensable element in the career guidance of college students. It helps students to better understand themselves, clarify career goals, cultivate comprehensive literacy, and be fully prepared for the future workplace and life. Therefore, it is very important to establish a sound career development concept in the employment guidance system of college students.

## **2. Application of career development concept in employment guidance**

The application of career development concept in the career guidance service of college students is crucial, it can help students better understand themselves, clear career goals, and provide a solid foundation for future career planning. Here are some examples of how career development concepts can be incorporated into career guidance services.

### **2.1 Self-cognition and exploration**

First of all, career guidance services should help students to self-understand and explore, which is the basis of the concept of career development. Students can learn about their interests, values, strengths and goals through a variety of self-assessment tools, questionnaires and interviews. These tools can help them discover their strengths and potential and lay the foundation for career planning.

**Example:** A career counseling center at a university provides students with self-assessment tools and one-on-one counseling. By participating in these activities, students have a clearer understanding of their interests and career goals, and make informed choices for their future employment direction.

### **2.2 Career planning and goal setting**

Once students get to know themselves, career guidance services can help them make career plans and set clear goals. This includes identifying career fields, industries, positions, and setting short - and long-term career goals. The career development concept plays a guiding role in this stage, allowing students to integrate their ideas with their career plans.

**Example:** A student has developed a clear career goal by attending a career planning workshop at her university, and her career development philosophy emphasizes giving back and serving the community. As a result, she chose a position with a non-profit organization that fulfills her values and career goals.

### **2.3 Practice and experience accumulation**

The career development concept also emphasizes the importance of practice and experience. Career guidance services can encourage students to actively participate in internships, part-time jobs, volunteer activities, etc., in order to gain experience relevant

to their career goals. These practical experiences not only increase their resume competitiveness, but also help to better understand the reality of the career field.

Case example: A student gained practical experience relevant to his future career through a university internship program. This not only made him more confident, but also provided him with the opportunity to work with professionals and deepen his understanding of the career field.

## **2.4 Career development support**

Career guidance services should provide ongoing support throughout the career development process. This includes career counseling, resume and cover letter writing help, mock interviews and career coaching. The career development concept serves as a guide here, helping students to constantly adjust and optimize their career plans.

Case example: A student was frustrated in his job search process, but through discussion with a career counselor, he re-examined his career development concept, re-developed his job search strategy, and finally found a satisfactory job.

## **2.5 Lifelong Development**

Lifelong development is one of the core ideas of career development. Career guidance services should not only focus on a student's first job, but also help them build awareness and strategies for lifelong career development. This includes continuous learning, flexibility in career planning and the challenge of adapting to different career stages.

Case example: An alumnus decided to change careers after a few years, but he kept in touch with the university's career center. The center helped him re-examine his career goals and provided training and resources to support his career transition.

In general, integrating the career development concept into the career guidance service can help students better understand themselves, clarify their career goals, accumulate practical experience, obtain career development support, and establish the concept of lifelong development. This helps them better achieve their career aspirations in a competitive workplace. Therefore, the career development concept is a powerful tool in career guidance to improve the success rate of students' career development.

## **Conclusion:**

The success of the career guidance service for college students needs to be based on a solid career development concept. The career development concept not only defines the individual's vision for their career and life, but also provides guiding principles in the career decision making and planning process. By integrating career development concepts into career guidance services, schools can provide more comprehensive and personalized support to students. Successful case studies show that factors such as personalised mentoring, industry partnerships, career development programmes and strong alumni networks play a key role in enhancing students' employability and lifelong career development. These best practices can be used by other schools to ensure students succeed in their careers.

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