

# The Construction Method of Career Planning and Employment Guidance Model for Higher Vocational College Students

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**Abstract:** It is not optimistic that the current employment situation of students in higher vocational colleges. Many graduates of higher vocational colleges are faced with the problem of difficult employment. The main reason lies in the lack of correct career planning. In the increasingly severe employment situation, higher vocational colleges should pay more attention to students' career planning, build a scientific and reasonable employment guidance model for students, and help students establish correct career values and career ideals. This paper mainly expounds the problems existing in the current career planning and employment guidance mode of students in higher vocational colleges, and puts forward some suggestions on constructing scientific and reasonable career planning and employment guidance mode, in order to improve the level of career planning and employment guidance of students in higher vocational colleges and help students successfully complete the transformation from students to social people.

**Keywords:** Higher vocational colleges; Career planning; Employment guidance; Model construction

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## 1. Strengthen the Construction of Career Planning Courses and Attach Importance to the Cultivation of Students' Practical Ability

At present, vocational colleges generally carry out career planning education, but there are still some problems in the curriculum. On the one hand, many higher vocational colleges only set up public basic courses, pay little attention to career planning courses, and do not incorporate them into the teaching plan in the teaching process. On the other hand, the class hours of career planning course are not reasonable. There is only one class hour, and the content is relatively simple. In this situation, students often have no way to start their career planning. At the same time, due to the lack of effective textbook support for career planning education, many schools can only rely on teachers to write textbooks for teaching work, which will lead to obsolete curriculum content and disconnection between theory and practice.

To solve these problems, it is necessary for higher vocational colleges to strengthen the construction of career planning courses. Firstly, we should set up career planning courses for different majors and combine theoretical teaching with practical teaching. Higher vocational colleges should set up corresponding course contents according to majors. For examples, computer majors can set up courses such as computer basics, operating systems, computer networks, etc., mechanical majors may offer courses such as mechanical principles and mechanical design, electronic majors can offer courses such as circuit fundamentals and electronic technology. Secondly, higher vocational colleges should organize excellent teachers to compile teaching materials for career planning. Because most of the students in higher vocational colleges come from junior high school or senior high school, their thoughts are relatively simple and full of vigor. In view of this situation, higher vocational colleges should organize excellent teachers to compile career planning textbooks suitable for students in higher vocational colleges. The contents of these textbooks should not only be rich and comprehensive, but also conform to the cognitive level of students in higher vocational colleges. At the same time, we should set up corresponding cases and practical training projects according to the teaching content of career planning courses. Thirdly, higher vocational colleges should attach importance to practice teaching. Practical courses should be offered according to the characteristics of majors and students. For examples, computer majors can set up computer assembly and maintenance, network marketing and other practical training

programs,mechanical majors can set up practical training for fitters and welders and other practical training projects.These practical training projects can not only cultivate students'practical operation ability,but also let students better grasp the theoretical knowledge. In addition,career planning education can also be integrated into practical teaching.

## **2. Improve the Professional Level and Comprehensive Quality of Teachers**

Higher vocational colleges need to establish a team of Full time and part-time career guidance teachers with good quality and reasonable structure.As the age of vocational college students is generally small,and the social experience of students is less,their understanding of career planning is relatively vague,vocational colleges must strengthen the training and assessment of career guidance teachers to ensure that career guidance teachers have strong professional knowledge and comprehensive quality.

On the one hand,schools need to pay more attention to the construction of teachers and improve the overall quality of teachers by organizing training,visiting and learning.On the other hand,schools can also provide policy support to support and help employment guidance teachers,as needed,so that they can have more practical experience and theoretical foundation in career planning. In addition,higher vocational colleges should also reform the assessment system of career guidance teachers,and incorporate the performance of career guidance teachers into the staff performance assessment,so as to encourage career guidance teachers to work harder.Only in this way can we improve the work enthusiasm and initiative of career guidance teachers,so as to provide better quality,professional and comprehensive services for students.

## **3. Pay Attention to Psychological Education of Career Planning**

In the process of students'career planning,mental health education is also an important part,so vocational colleges should pay attention to students'mental health education.Mental health education plays an important role in the teaching of higher vocational colleges,which can not only cultivate students'sound personality,but also effectively promote their physical and mental health development.The main contents of mental health education include emotion management,personality improvement,emotion regulation,frustration coping and so on.In the process of career planning,mental health education can effectively help students overcome bad emotions,so as to promote the healthy development of students.In addition,mental health education can also make students have a deeper understanding of themselves in the learning process,which is conducive to improving the comprehensive quality of students.Vocational colleges should pay attention to the psychological education of career planning,so as to help students establish correct career ideal and career values.

## **4. Establish a Full-process and Personalized Employment Guidance Service System**

Higher vocational colleges should build a whole-process and personalized career guidance service system to enable students'career planning to run through the whole study career,and help students successfully realize their career ideals.The whole process mainly means that the career guidance work of higher vocational colleges should run through the whole school learning process,not only to carry out career planning education for students,but also to provide comprehensive guidance on students'psychology,body,knowledge,skills,etc.Personalization mainly means that when carrying out career planning education for students,higher vocational colleges should formulate personalized employment guidance programs according to students'personal conditions to help students realize their career ideals.

When providing comprehensive and personalized employment guidance,firstly,we should understand the individual situation of students,and on this basis,carry out targeted employment guidance to help students establish correct employment concepts.At the same time,we should also pay attention to cultivating students'self-confidence and social responsibility.Secondly,higher vocational colleges should strengthen the training of career guidance teachers,and regularly carry out training activities for career guidance teachers,so that they can constantly improve their own quality and career planning ability.Finally,higher vocational colleges can also strengthen school-enterprise cooperation by holding a variety of themed job fairs,alumni associations and other activities to help students establish a correct view of career and employment.

In addition,higher vocational colleges should set up different teaching plans and teaching objectives for students of different majors.For examples,engineering majors have a wide range of job opportunities,so it is necessary to focus on cultivating students'ability and quality in this aspect in the teaching process,as for economic and management majors,their jobs are mainly concentrated in some large enterprises,so in the teaching process,it is necessary to focus on cultivating students'ability in dealing with affairs,organizing and coordinating,as well as exploring and innovating.Therefore,higher vocational colleges should set up teaching plans and objectives according to the characteristics of different majors,and build personalized employment guidance system for students.

## 5. Strengthen Social Practice to Improve Students' Employability

Higher vocational colleges should strengthen the social practice of students, improve their employability, and help students adapt to the social needs during the internship. Higher vocational colleges can organize students to practice in enterprises regularly, so that students can have a comprehensive understanding of their own ability during the internship. At the same time, students can also go to the enterprise, so that they can understand the real situation of the enterprise and know whether they are suitable for working in such an enterprise. Higher vocational colleges should make full use of internship time to improve students' practical ability. Of course, higher vocational colleges can organize some activities to cooperate with enterprises, so that students can work in enterprises. Higher vocational colleges can cooperate with enterprises to establish training bases, so that students can learn relevant skills and knowledge in the training bases. For example, higher vocational colleges can cooperate with enterprises to hold vocational skills competitions to enable students to learn relevant knowledge in the competition and improve their practical ability.

## 6. Conclusion

In this paper, we discuss the construction of career planning and employment guidance model of higher vocational college students. However, career development is an ongoing process, so the needs of career planning of students will change with the development of society and industry. Therefore, the future development should focus on the following points: Updating the course content is to adapt to the needs of the development of the industry; Career planning courses should be regularly reviewed and updated to ensure that course content is in line with industry developments and job market needs. Strengthening interdisciplinary cooperation is to provide diversified career guidance. Collaborating with specialist faculty in other subject areas is to provide students with broader career development advice and resources. Innovating teaching methods is to improve students' engagement and satisfaction. Using modern educational technologies, such as online courses, virtual reality, etc., is to improve students' learning effectiveness and engagement.

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