

# Analysis and Countermeasures on the Causes of Slow Employment of College Students

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**Abstract:** The number of college graduates is increasing year by year, and the competition in the job market is becoming increasingly fierce. The phenomenon of slow employment has gradually become the focus of social attention. It refers to the state in which graduates fail to successfully find employment or choose to delay employment within a period of time after graduation. This article analyzes the causes of slow employment of college students, and focuses on the analysis of countermeasures for slow employment of college students for reference.

**Keywords:** College students; Slow employment; Causes; Countermeasures

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## Introduction:

In the current socio-economic background, the employment problem of college graduates has become a common and complex social phenomenon. As an emerging employment form, slow employment is not only related to the personal development of graduates, but also affects social stability and the healthy development of the economy. The emergence of the slow employment phenomenon reflects the contradiction between higher education and market demand, as well as the gap between graduates' employment concepts and abilities and social needs. Therefore, in-depth analysis of the causes of slow employment and proposing effective countermeasures are of great significance in promoting the smooth employment of college graduates and improving the quality of employment.

## 1. Analysis of the causes of slow employment of college students

### 1.1 Social reasons

Since the beginning of the 21st century, my country's higher education has experienced rapid expansion, and universities have expanded their enrollment, resulting in the number of college graduates increasing year by year. This situation has increased the employment tension of college graduates. With the slowdown of my country's economic growth, college graduates are facing a high-pressure employment environment caused by many factors such as the reduction of market jobs and the implementation of the "double reduction" policy during the job search process. The employment difficulties of college graduates have become increasingly prominent. Faced with the unprecedentedly severe employment situation, society's response mechanism failed to provide an effective response environment in time, causing problems such as "involution" and "internal consumption" among students, and uncoordinated competition became increasingly fierce. In addition, due to the continuous development of modern technology, the demand for high-level human resources is increasing, and the current human resource allocation does not meet market needs, which is also a reason for the slow employment phenomenon. In this context, college students' enthusiasm for employment has been affected. Some graduates have chosen "slow employment", that is, delaying employment or temporarily not being employed, in order to look forward to better employment opportunities or to improve their personal abilities. This phenomenon is certain to a certain extent. The degree reflects the current tensions in the job market and the contradiction between higher education and market demand <sup>[1]</sup>.

### 1.2 Reasons for colleges and universities

As core institutions for talent training, colleges and universities shoulder the important task of providing students with comprehensive education, including the responsibility of providing students with career development education. This education link has a profound impact on students' future career planning and employment choices. However, at this stage, many colleges

and universities have obvious deficiencies in career development education. They lack a complete career development education mechanism, resulting in students being unable to obtain systematic and targeted career planning guidance during their studies. At the same time, colleges and universities lack an education and teaching system that matches career development education, making it difficult for students to acquire knowledge and skills related to future career development during the learning process. In addition, the lack of a practical platform also limits students' opportunities to apply theoretical knowledge to practice, while the shortage of teachers affects the quality and effect of education. This makes it difficult for students to plan their careers reasonably, and it is easy for students to enter "Confusion period", when people are not sure about their career direction and goals. This uncertainty and confusion leads to the phenomenon of "slow employment".

### **1.3 Student reasons**

The phenomenon of slow employment of college students also stems from the lack of students' personal employability. This ability refers to the comprehensive expression of knowledge and skills necessary to support students' smooth, high-quality, and sustainable employment. At present, many college students show obvious deficiencies in career development planning, comprehensive quality, innovation and entrepreneurship awareness, and psychological quality. These factors work together to affect the employment efficiency and quality of students. Due to the lack of systematic career development education and practical opportunities, students often find it difficult to make clear plans for their future career paths, lack an in-depth understanding of their own strengths and specialties, and lack of thoughtful consideration of career prospects. The lack of planning ability causes students to be unable to accurately grasp the career characteristics and required core abilities when they enter the workplace, resulting in a mismatch between their career development and personal ability growth. In addition, the common problems among college students with weak awareness of innovation and entrepreneurship and low psychological quality have also aggravated the difficulty of finding a job. In the face of fierce competition and pressure in the job market, the lack of innovative thinking and stable psychological state makes students in At a disadvantage during the job search process [2].

## **2. Analysis of countermeasures for slow employment of college students**

### **2.1 Social aspects**

In response to the problem of slow employment, active guidance and policy support from the social level are key. The social environment directly affects college students' job opportunities, job environment and career orientation.

Social ideology has a profound impact on college students' employment concepts and behaviors. The government should strengthen the popularization of socialist core values through media propaganda, public lectures, career guidance, etc., and guide students to establish correct career concepts, including education on attitudes towards work and professional ethics, and long-term planning for personal career development. Through positive guidance, students can realize the importance of actively participating in the job market and avoid falling into negative attitudes such as "laying down", thereby forming a positive employment culture in society.

As a special employment group, college students should receive special attention from the government in the development of their careers. By establishing communication channels between universities and the government, students' career planning can be more in line with practical needs. For example, in order to reduce students' training and living expenses during their employment preparation period and reduce their financial pressure. The government can set up a special fund to support college students' pre-job training, living expenses and other expenses. At the same time, through collaboration with enterprises, special job fairs can be held for students to provide them with employment positions, and professional training programs can be used to improve students' professional abilities and better meet the needs of the job [3].

Colleges and universities should establish an effective graduate employment feedback system to collect and analyze the employment status of graduates in a timely manner. Comprehensive and specific information is crucial for colleges and universities to adjust educational directions, improve curriculum, and strengthen practical teaching. Colleges and universities should feed back these data and trends to the government so that the government can adjust and optimize employment according to market changes and graduate needs. Policies and a two-way information circulation mechanism will help build a more transparent and efficient employment service system.

### **2.2 Colleges and universities**

When colleges and universities deal with the phenomenon of slow employment, they should optimize career education and provide effective employment guidance and assistance to improve students' employability and employment quality, and help students better adapt to the needs of the job market.

The educational administration system should add employment-related courses such as “Career Planning” to the curriculum system so that the courses can be designed according to the characteristics and needs of college students. By inviting industry experts, successful alumni, etc. to give special lectures and lectures, students can learn the knowledge and skills of career planning from practice, thereby establishing a scientific concept of employment and enhancing their awareness of career choice, so that students can consider it more comprehensively when they graduate. Employment options. In addition, the course can also include training on practical skills such as mock interviews and resume writing, as well as set up practical links to guide students to get in touch with the workplace in advance through internships, project participation, etc., and enhance their practical abilities.

Colleges and universities need to pay special attention to those students who have difficulty finding jobs and provide them with more support and assistance. By building a professional employment service platform, we provide college students with career consulting, career planning, skills guidance and other services. For graduates who have employment problems, colleges and universities can create more jobs for graduates by holding special job fairs with companies that suit their own professional characteristics. On this basis, through collaboration with various professional colleges and universities, we will strengthen the training of students and improve their employability so that they can better find jobs.

### **2.3 Students**

From the personal perspective of college students, cultivating scientific and reasonable employment concepts is an effective countermeasure to solve the problem of slow employment. In the process of university education, students should have a correct learning attitude. This is not only respect for knowledge, but also responsibility for their future careers. By having an in-depth understanding of the market status and development trends of their majors, students can more accurately grasp their future employment directions and make career choices that are more in line with their actual situation.

At the same time, university education should focus on guiding students to explore their personal interests and strengths, combine their professional knowledge and skills, and make thoughtful plans and positioning for their future development. Self-exploration and planning can help form a clear understanding of their future growth direction. , in order to lay a solid foundation for your career.

After students have a preliminary understanding of their career direction, universities should provide opportunities, such as winter and summer internships, participation in scientific research projects, etc., to help students learn and improve themselves in practice. Continuous self-enrichment and strengthening will enhance students’ core competitiveness for employment and make them more competitive in the job market.

When they are about to graduate, students should comprehensively sort out their strengths and weaknesses based on the current employment environment. Through resource integration and scientific positioning, job search activities can be carried out in a more targeted manner, improve job search efficiency, and enhance confidence in facing employment challenges. In addition, students should learn how to effectively demonstrate their abilities and potential, and how to communicate effectively in interviews and in the workplace, which are important factors in improving their employment success rate.

### **Conclusion:**

The phenomenon of slow employment is a complex problem intertwined with multiple factors and levels. It not only involves changes in the socio-economic environment and the improvement of the college education system, but also includes the cultivation of personal employment concepts and abilities. In order to effectively deal with this challenge, it is necessary to The joint efforts and collaboration of all sectors of society. Solving the problem of slow employment requires a long-term and systematic process, involving coordinated progress in education reform, social policy, university support and other aspects. Only when all factors are effectively integrated and optimized can a healthier and more dynamic job market be built. , helping each student realize personal value.

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