

Constructing the Employment Quality Guarantee System of Higher Vocational College Students in the New Era

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Abstract: With the continuous and steady development of our social economy, more and more attention is paid to constructing the employment quality guarantee system of higher vocational college students. This paper takes the problems existing in vocational college students' employment quality assurance as the starting point, and then puts forward its construction methods, aiming at comprehensively improving the level of vocational college students' employment quality.

Keywords: Higher vocational colleges; Employment of students; Employment quality

The employment quality of students in higher vocational colleges is closely related to the future development of higher vocational education, and also has a certain degree of influence on the harmony and stability of the country and society. Therefore, it is necessary to pay more attention to the construction of vocational college students' employment quality guarantee system, effectively improve students' employment ability, and further promote the sustainable development of vocational education.

1. Problems in employment quality assurance of students in higher vocational colleges

1.1 The curriculum training of higher vocational colleges is not well connected with the needs of enterprises

Curriculum construction plays a significant role in improving the quality of talent training in higher vocational colleges. However, from the current situation, the participation degree of relevant enterprises in curriculum construction is low, and the gap between the school's specialty setting and the professional development needs is large, which makes it impossible for graduates of higher vocational colleges to work from zero distance. It is necessary for enterprises to conduct pre-service training for graduates before they can work. At the same time, in the humanistic education and ideological and political education of students in higher vocational colleges, the traditional education model is still adopted, which fails to give play to the positive influence of enterprise spirit and corporate culture on students. Students lack the social ability required by enterprises and have a lot of inconveniences in the working environment, which leads to frequent problems of rapid employment and quick turnover of students, and cannot guarantee the employment quality of students^[1].

1.2 The role of career guidance courses for students is limited

At present, some higher vocational colleges have many shortcomings in student employment guidance, it is difficult to ensure that the teachers provide targeted employment guidance for students, and the consulting services are too weak, it is difficult to improve the employment quality of students in higher vocational colleges. The problems of vocational college students' employment guidance are reflected in the following aspects:

1.2.1 The content of employment guidance is not in place

Some schools believe that employment guidance is to carry out job fairs, release employment information and other em-

ployment services, resulting in employment guidance occasionally carried out employment consultation, employment guidance lectures, employment guidance courses, can not effectively cultivate students' employment psychology, skills and concepts, nor effectively improve the quality of employment of students.

1.2.2 The pertinence of employment guidance courses is not in place

The career guidance courses offered by many higher vocational colleges cannot connect with students' majors, ensure the pertinency of courses, enable students to make correct employment planning, and guarantee the employment quality of students^[2]. Some students use the content of employment guidance course to their own employment, but it does not play the due effect, and it is easy to bring some new problems, resulting in the quality of students' employment is affected.

1.2.3 Enterprises have neglected the employment guidance of students

Generally, enterprises pay more attention to their own economic interests, and invest less in students' employment guidance. They believe that students' employment guidance should be taken care of by the school, and are reluctant to invest too much cost in this aspect. At the same time, in the fierce market competition environment, enterprises pay more attention to the confidentiality of their production process and management system and are reluctant to provide students with employment guidance. For the employment of higher vocational students, whether the enterprise can provide employment guidance has a very important impact.

1.3 Insufficient practical teaching ability of teachers

In the education and teaching activities of higher vocational colleges, teachers still choose the teaching method in the campus classroom, and do less research and practice in the front-line work such as service, management, construction and production. They cannot master the new technology, new equipment, new materials and new technology, which can not improve their own professional level, and also lead to the disconnection between the teaching theory content of teachers and enterprises. Due to the influence of funds, sites and other factors, the construction of practical training bases in higher vocational colleges has inherent deficiencies. It can only meet the basic teaching and classroom needs of teachers, but cannot fully consider the needs of enterprises. It can only be limited to arranging students to practice in enterprises, and cannot give play to the overall value of school-enterprise cooperation, so it is difficult to improve the employment quality of students.

2. Methods of constructing vocational college students' employment quality assurance system

2.1 Define the talent training objectives of higher vocational colleges

Under the rapid social development in our country, the social demand for talents is more pluralistic, based on the needs of "elite" talents to the high-end technical skills of the transformation drive, vocational colleges should take the initiative to adapt to the modern social development environment, timely and reasonable adjustments, the accurate positioning of personnel training goals, so as to take vocational positioning as the main, technical application as the main. It will develop the advantages and characteristics of higher vocational colleges and cultivate excellent talents with strong professional ability, high skills and virtue, meet the needs of the society in the area of skilled talents at present, and improve the employment rate and employment quality of students^[2].

2.2 Strengthen the comprehensive employment guidance of school education and social practice

Vocational colleges should continuously strengthen school education and social practice education, effectively combine theory and practice, improve students' comprehensive quality level ability, in order to ensure the comprehensiveness and effectiveness of student employment guidance. From the aspect of higher vocational college education, it is mainly necessary to carry out basic education for students, promote the coordinated improvement of students' basic knowledge level and professional ability and quality level, and meet the basic needs of students' future employment development. From the aspect of social development, school education should keep pace with The Times, improve students' employment guidance, establish the idea of combining education and labor, not only do a good job in school education, but also pay attention to social practice activities, so that students can improve their comprehensive ability in practice, and provide effective guidance for students to make correct and scientific career planning. Further ensure that the quality of students' employment is effectively guaranteed.

2.3 Offer professional career guidance courses for students

In order to improve the employability of students in higher vocational colleges, it is necessary to fully grasp the talent

demand of the society, ensure the reasonable setting of each major in the school, combine the local economic production form and the characteristics of social development as the basis for the reasonable setting of professional employment guidance courses for students. It encourages students to optimize the combination of their own professional theoretical knowledge and applied to practical social professional skills, so as to strengthen the comprehensive employment ability of vocational college students, so that they can quickly integrate into the society, adapt to the working environment after employment, and improve the employment quality of students. Secondly, in order to ensure the accuracy of the goal of talent training in higher vocational colleges, it is necessary to carry out effective communication with secondary vocational colleges and ordinary colleges, realize the complementarity of each school in talent training, and reflect the characteristics of higher vocational colleges. When setting up the course of student employment guidance, it must reflect certain pioneering and innovation to ensure the effect of student employment guidance, improve students' employability and cultivate more excellent talents with high-end skills^[3].

2.4 Carry out practical training activities for students' employment

Vocational colleges should always attach importance to school-enterprise cooperation, and both sides should sign long-term and effective agreements to jointly build employment training bases. Schools regularly organize students to participate in practical training in enterprises, and enterprises regularly organize technicians to teach in schools, so as to promote students to be familiar with the employment environment, strengthen students' ability to adapt and practice, improve students' employment quality and professional skills, and take employment practical training as one of the assessment subjects. Encourage students to pay attention to employment training activities, so that the contradiction between talent training and enterprise talent needs can be effectively solved. In the construction of employment simulation training base, we should pay attention to the flexible use of real social resources, combine and analyze the practical activities of in-school and out-of-school training, so that teachers can better cultivate students' comprehensive quality of employment in the teaching classroom. In order to promote the integrated development of on-campus and off-campus practical training, higher vocational colleges should build according to the standards run in the actual work, and the equipment should be updated in time. Although it does not need to keep the latest, it should ensure that the practical training equipment is consistent with the social production level, so that it can fully meet the needs of teaching guidance practical training, so as to strengthen the social comprehensive ability of students' employment practice.

2.5 Improve relevant laws and regulations, and build an employment and entrepreneurship information platform

In view of the current social employment situation, many units are more and more emphasis on students' educational level, tend to choose people with bachelor's degree or above, the willingness to choose higher vocational students is low, and even there is a certain bias for higher vocational students, so that the employment of higher vocational students is seriously affected. Based on this situation, it is necessary to grasp the changes of our economic system and economic structure, constantly optimize the higher vocational education method, eliminate the social prejudice against higher vocational students, promote the improvement of their status, and strictly supervise the new recruitment standards of enterprises, so that the phenomenon that enterprises exclude higher vocational students for the reason of low education can be effectively eliminated. In addition, when various departments and units carry out job fairs, there is a certain neglect of the needs of vocational college graduates, which makes vocational students unable to grasp the recruitment information of enterprises. It is necessary to pay more attention to this aspect, establish a smooth information platform for employment and entrepreneurship, promote the communication between vocational students and enterprises, and ensure that students timely grasp the preferential policies formulated by relevant departments. So as to ensure the effective implementation of the policy.

2.6 Implement the education model combining industry, university and research

In the education reform of higher vocational colleges, it is necessary to effectively implement the education model combining production, education and research, through which the school can improve the level of talent training, so that the society's demand for high-end skilled talents can be effectively met. At the same time, it is necessary to strengthen the analysis and discussion of the education model combining production, university and research, and effectively implement the relevant national policies and guidelines to ensure the successful completion of the talent training objectives of the school. Based on the analysis of talent training level, vocational college talent training is highly targeted, which needs to take into account the actual situation in student employment, educational purpose, teaching content setting, major setting, teaching plan, training objectives and other aspects. It is necessary to enhance the enthusiasm of schools, enterprises and students, so that higher vocational colleges can cultivate the talents needed by enterprises, and ensure that enterprises can actively accept students and cultivate

students' practical ability, so as to realize the common development of schools, enterprises and students^[4]. In order to give full play to the advantages of the combination of industrial research mode, it is necessary to clarify the school's talent training objectives, optimize the teaching content, ensure the pertinence of the course content, combine theory with practice, so as to improve the students' comprehensive ability, make them better able to cope with various challenges, and improve their competitiveness in the job market. Enterprises need to change their ideas, realize the significance of cooperation between themselves and schools, strengthen the employment guidance for students in higher vocational colleges, ensure that students can understand the culture and working environment of the enterprise, attract more outstanding talents for the enterprise, reduce the cost of the enterprise and improve the core competitiveness of the enterprise. In addition, students should cherish every opportunity for practical training, discover their own shortcomings in time, and improve their comprehensive ability through practical training, so as to better adapt to the working environment and improve their employment quality.

2.7 Strengthen the construction of higher vocational teaching staff

The high professional quality of the teachers team, help to improve the quality of college teaching, enhance the vocational college students employment social practice ability, and make the employment quality is fully and effectively guaranteed^[5]. How to cultivate a team of teachers with high professional quality: First, it is necessary to strengthen the construction of the "double-qualified" teacher team, so that the optimization goal of the career guidance teacher team can be effectively realized, and further meet the needs of students' career guidance work. Second, strengthen the training of teachers' teaching functions, effectively set up teachers to exchange academic skills with actual enterprises and factories, promote teachers to strengthen their practical ability on the basis of theoretical knowledge, help teachers to master cutting-edge technical skills, so as to better cultivate students' employability and further strengthen students' ability to adapt to society. Thirdly, experienced managers and technicians can be hired to carry out teaching activities in the school to enrich the teaching content and supplement the teachers, so as to effectively improve the teaching level of the school and ensure the quality of students' employment. Fourthly, it is necessary to optimize the employment mechanism of the school. Excellent career guidance teachers can be hired as full-time teachers, and some outstanding technical or managerial personnel can be invited from various enterprises to select part-time teachers suitable for teaching students more accurately through simple teacher qualification tests, so as to expand the construction of teacher team and ensure the quality of teachers. In order to enrich the students' theoretical knowledge and practical skills in work, further improve the vocational students' employability.

3. Conclusion

To sum up, if vocational colleges want to improve the employment quality of graduates, they should have a deep understanding of the problems faced by vocational college students in the employment process, so as to define the objectives of talent training. By further strengthening school education and teachers' targeted comprehensive employment guidance for social practice, setting up professional teachers to offer students' employment guidance courses, actively carrying out practical training activities for students' employment, continuously improving relevant laws and regulations, actively building an employment and entrepreneurship information platform, implementing an education model combining production, education and research, and strengthening the construction of higher vocational teaching staff. In order to play the role of students' employment quality assurance system, further promote the realization of students' high quality employment goal.

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