

# Research on the Employment of Higher Vocational Graduates

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**Abstract:** With the implementation of the million enrollment expansion plan, the number of college graduates continues to increase, and the problem of college students' employment difficulties is becoming more and more prominent. The central and local governments have proposed a number of employment-related policies to ensure the employment of college graduates. However, there are still many problems in the process of policy implementation. Based on this, it is necessary to continue to optimize the existing employment policy, improve the employment-related legal system, and clarify the responsibilities of the main body of employment policy implementation.

**Keywords:** Employment; Government; Employment policy

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With the development of market-oriented economy and the continuous reform of the education system, the enrollment scale of colleges and universities has been expanding. With the introduction of the "Implementation Plan for the Special Work of Higher Vocational Expansion" in 2019, the enrollment of higher vocational education has expanded by one million, China's higher vocational education has entered a new era, and the number of fresh graduates of higher vocational colleges has further increased. According to the statistics released by the Ministry of Education, 2023 is the second year of graduation of higher vocational expansion students, and the scale of college graduates in 2023 is expected to be 11.58 million, an increase of 820,000 year-on-year, and the scale has reached a record high. The impact of the COVID-19 on employment that began in December 2019 is still continuing, and the phenomenon of "employment difficulty" and "recruitment difficulty" coexist, and the current employment situation of college graduates is still severe and complicated. On December 7, the Health Commission issued the "Notice on Further Optimizing the Implementation of COVID-19 Epidemic Prevention and Control Measures" and December 27 "Notice on Printing and Distributing the Overall Plan for the Implementation of "Class B and B Management" for COVID-19 Infection", marking that China's continuous optimization of epidemic prevention and control measures, the direction of economic development is steadily improving, and doing a good job in the employment of higher vocational graduates has become an important part of the government's work.

## 1. The importance of government in the employment of university students

Employment is the foundation of people's livelihood. In order to achieve continuous social and economic growth, it is necessary to continuously promote the expansion of employment and qualitative improvement. The employment of university students is related to national development, social stability, school survival and family happiness. The 20th National Congress of the Communist Party of China clearly pointed out that talent is the first resource, implement the employment priority strategy, strengthen the employment priority policy, improve the employment promotion mechanism, and promote high-quality full employment. In 2018, the central government proposed to do a good job in the "stability in six areas" and implement the "six priorities", and ensure security in job as the first of the six stability in six areas, is in a key position. Therefore, in the current era of the employment of college graduates, a series of responsibilities borne by local governments in it are worth studying, which is conducive to analyzing the major difficulties in the employment of college graduates and solving problems in a targeted manner.

## 2. Current measures

The state and local governments have issued a number of policies to encourage graduates to go to the west and grassroots

to find employment, start their own businesses, and enlist in the army. In addition, local governments have introduced different talent policies, settlement regulations, talent allowances, etc. according to local conditions, forming a unique employment service system for college graduates.

## **2.1 Policy job recruitment**

Local governments cooperate with relevant departments to coordinate the recruitment plan and recruitment time of policy-oriented positions, and arrange recruitment examinations for policy-oriented positions such as entrance examinations, national examinations for civil servants and public institutions, provincial examinations, and recruitment examinations for state-owned enterprises, as well as various vocational qualification examinations.

## **2.2 Grassroots employment and entrepreneurship**

Local governments have organized and implemented grassroots employment projects such as the “Special Post Plan for Rural Teachers”, “Three Branches and One Support”, “Voluntary Western Plan for College Students”, and “Targeted Recruitment of Medical and Health Institutions at and below the County Level”, encouraging graduates to find employment and entrepreneurship in the community, and improving incentive policies, such as preferential policies such as tuition compensation loan reimbursement and extra points for postgraduate entrance examinations.

## **2.3 Self-employment support**

Local governments give preferential policies to entrepreneurial graduates according to the system to solve the problem of difficulties in starting a business for graduates. Shaanxi Province provides SIYB training for students who are not employed within the graduation year and within 2 years of leaving school. Provide one-time start-up subsidies and start-up guarantee loans to eligible entrepreneurial students, and set up Shaanxi Province College Graduates Entrepreneurship Fund loans. Tax exemptions and exemptions are provided to college graduates who hold “Employment Entrepreneurship Certificate” or “Employment and Unemployment Registration Certificate” within the graduation year and engage in self-employment.

## **2.4 Conscription policy**

Graduates of colleges and universities who are conscripted into the army in response to the policy enjoy priority in registration, priority in physical examination and political examination, priority in approving and approving and appointing soldiers, and priority in arranging the use of the “four priorities” policy.

## **2.5 Basic security policy for unemployed college students**

Graduates who have not found a job for more than half a year after graduation will register as unemployed and provide free employment services after providing relevant certificates. If there are no financial resources due to illness or other reasons, the civil affairs department shall apply for a temporary subsistence allowance until recovery

## **2.6 Varied Employment promotion policies**

Changsha encourages enterprises to recruit college graduates, and from 2014 to implement the pilot project of transition of employment pension insurance premiums for college graduates, and gradually transition from 12% for small and micro enterprises and 14% for non-small and medium-sized micro enterprises to 20% when hiring college graduates within three years of graduation to participate in insurance or transfer to continue endowment insurance. For some small, medium and micro enterprises that employ fresh graduates and unemployed college students, such as signing a labor contract for more than one year and paying social insurance premiums in full, a one-time post subsidy of 1,000 yuan per person will be given.

Shanxi Province will give priority to workers in new employment forms (such as grassroots couriers) to be included in the scope of work-related injury insurance, safeguard the labor security rights and interests of workers in new employment forms, and promote local legislation on labor security rights and interests.

Yunnan Province will give individuals a one-time grassroots employment bonus of 5,000 yuan for those who work in rural enterprises in the province within three years of graduation, sign a contract for more than six months, pay social insurance premiums, and complete the period of grassroots service for 6 months (calculated from January 1, 2022).

## **3. Existing deficiencies**

### **3.1 The particularity of the status of some higher vocational graduates is not considered enough**

After the million-dollar expansion plan, in addition to the original high school graduates, four new groups have been added to the composition of higher vocational graduates: retired soldiers, high-quality farmers, migrant workers, and laid-off

workers. Compared with other vocational students, graduates of higher vocational enlargement are not competitive in the job market, do not have employment advantages, and do not have special job fairs or recruitment activities that meet their conditions. Judging from the employment information of various localities and units, there are no employment positions suitable for the characteristics and advantages of this part of the graduates.

### **3.2 Employment policy constraints are not strong**

Most of the employment policies implemented by various localities and departments are expressed in two forms, one is in the form of opinions, notices, etc., and the other is the transmission of documents from higher levels. Although these contents have a guiding effect on how to carry out employment work in real life, they are not very restrictive compared with relevant employment laws and regulations such as the Employment Promotion Law of the People's Republic of China.

### **3.3 Lack of employment policy supervision and guarantees**

The issuance and implementation of employment policies involves multiple implementing entities, and each entity mainly concentrates on the work content involved in the department when carrying out relevant work, and there is a blank area for supervision of the connection and implementation of work, so that the scope of policy supervision is not clear and supervision work cannot be carried out in depth. In addition, some college graduates have experienced academic discrimination, gender discrimination, and non-compliance with labor contracts in the process of job search, which are all manifestations of inadequate supervision and protection. Regulators do not detect problems in the employment environment in a timely manner. After the problem occurs, because the division of regulatory enforcement entities is not clear, the handling and punishment of existing problems are insufficient.

## **4. Suggestions**

### **4.1 Optimize existing employment policies**

On the basis of the existing employment policy, continue to improve the employment support policy for graduates. According to the development of social and economic life and employment situation at this stage, the government should continue macro-control, cooperate with market vitality, and create more employment opportunities and jobs. In the process of designing and formulating employment policies, it is necessary to fully consider the distribution of academic qualifications and source composition of college graduates, and look at the whole process of employment policy formulation from a development perspective. In the process of optimizing employment policies, it is necessary to consider the cooperation and implementation relationship of various departments and subjects, maintain the consistency of policy implementation, and do a good job in the implementation of policies.

### **4.2 Improve the legal system related to employment**

The specific content and implementation of employment policies should be clearly defined through more formal laws and regulations, and the existing legal system should be improved. In addition, it is necessary to improve relevant employment supervision policies, and regularly carry out and implement regulatory activities. In view of some employment problems that already exist in society, especially illegal acts, it is necessary to follow up, deal with and deal with them in a timely manner according to the severity of the problem. Based on examples, existing employment-related laws and regulations are continuously revised and improved. Ensure the employment policy environment related to the recruitment of employers, and create favorable conditions so that enterprises can absorb more college graduates.

### **4.3 Clarify the responsibilities of the entities implementing employment policies**

Divide the responsibilities of the executive subjects in the whole process of formulating and implementing college student employment policies, and clarify the rights and responsibilities of each entity. Government departments should grasp the macro situation of society, adjust and improve employment policies according to the actual situation, and put forward relevant policies and measures. In the daily education and teaching process, colleges and universities should integrate employment awareness into the classroom, and do a good job in employment guidance and career planning outside the classroom to help college students understand their own advantages and disadvantages and improve their employment competitiveness. In addition to course study, college students should also understand relevant employment regulations and policies through multiple channels, and choose employment channels suitable for themselves according to their own circumstances. In addition, it is necessary to establish feedback service channels to help college students timely feedback problems in employment.

Through the research on the employment of college graduates, it can help colleges and universities better improve the education and teaching process, help colleges and universities improve the employment guidance system, and export more

high-level and high-skilled talents to the society. It is conducive to the development of students' own talents, cultivates qualified successors for socialist modernization, and provides high-quality talents for enterprises in the current changing economic situation.

Combining the employment of college graduates with the functions of the government, according to the actual problems that occur when college graduates are employed, we can better see the development of today's social situation. On this basis, it can help government departments provide better services, timely understand the reality of the development of the job market, provide suggestions and policy support for the solution of problems, and help the formulation of government policies and the further optimization and improvement of government functions.

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