

Report on the current and next five years' employment situation of college graduates

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Abstract: Employment is the primary livelihood, but also the most basic livelihood. The employment of 2023 graduates has not yet ended, and a new round of employment of 2024 college graduates has been opened. However, in the current fluctuating international economic and social environment, the foundation for domestic economic recovery and development is not solid, some business entities face more difficulties, and some workers, especially college graduates and other young people, still face greater employment pressure. There are many reasons that make the employment of college graduates face great challenges. However, in the next few years, the number of college graduates in China is still at a high level, and the employment situation is inevitable. Therefore, it is urgent to combine the current employment situation and economic development to make a good prediction for the employment of college graduates in the next five years.

Key words: employment situation; Employment of college graduates; Employment trend prediction

1. The seriousness of the current employment situation of college graduates

1. The number of campus recruitment positions is growing slowly

From 2020 to 2022, the development of the job market and offline campus recruitment activities of high schools will be greatly reduced, and the employment process will be slowed down by the delay of civil servants and selected students in some provinces. From 2023 onwards, with the gradual recovery of the economy, the number of recruitment and the number of jobs will pick up.

2. The phenomenon of "high expectations" and "slow employment" of graduates still exists

According to the employment situation this year, nearly 30% of graduates give priority to large institutions, big cities and large units, and 10% of graduates prepare for the examination organs and public institutions. Accompanied by "high expectations", the phenomenon of "slow employment" has intensified, and the situation of "slow employment, lazy employment and passive employment" among graduates is more obvious.

3. The number of graduates is increasing rapidly, and the structural contradiction between supply and demand is prominent

According to data released by the Ministry of Education, 9.09 million college graduates will graduate in 2021, an increase of 350,000. The number of college graduates in 2022 is expected to reach 10.76 million, a year-on-year increase of 1.67 million, and 11.58 million in 2023, an increase of 820,000. In recent years, the number of graduates has been increasing, while the effective demand of society has limited growth in the short term, especially in the current macroeconomic environment, the recruitment of enterprises has shrunk significantly, the signing rate has declined significantly, and the supply and demand have declined. Structural contradictions are prominent.

4. Grassroots awareness and entrepreneurial awareness of graduates need to be strengthened

Due to the influence of ideological solidification and elite education, some graduates have relatively high psychological expectations of salary and occupational requirements, which are not fully matched with social needs. Some unemployed graduates would rather continue to prepare for civil servants, public institutions or upgrade their education, rather than contact other positions at the grassroots level. Due to the lack of entrepreneurial skills, entrepreneurial ability and market experience, fresh graduates will inevitably encounter various difficulties and challenges in the process of entrepreneurship, and it is easy to shake the idea of entrepreneurship.

5. Some graduates have deviations in the concept of choosing a career, and the gap between employment expectation and social demand is large

On the one hand, small and medium-sized enterprises in prefecture-level cities and counties are in urgent need of talents, while some graduates are reluctant to go to the frontline and grassroots. On the other hand, the current flow of college graduates is mainly concentrated in Beijing, Shanghai, Guangzhou, Shenzhen and other large and medium-sized cities, other areas are in urgent need of talents, but often can not attract enough graduates, the dislocation phenomenon still exists.

6. Some graduates do not know enough about the employment dividend policy issued by the state.

Since 2020, the state and some provinces and regions have successively introduced bonus policies to promote the full employment of college graduates, such as the expansion of graduate enrollment, second bachelor's degree enrollment, and scientific research assistant, but graduates' understanding of these policies remains limited.

7. Employers have raised the entry threshold, and some groups are under great pressure to find jobs

Some employers do not start from the actual development of enterprises, blindly pursue higher education to recruit. Due to the training cycle of new employees, personnel job-hopping and other problems, enterprises are more inclined to recruit people with work experience, which to a certain extent brings difficulties to the employment of fresh graduates. Among them, female graduates, ethnic minority graduates and graduates with family economic difficulties are more anxious about employment, and the difficulty of employment is increasing. In addition, some graduates reported that they were subjected to different degrees of gender discrimination, professional discrimination and first-degree discrimination in job hunting.

8. More graduates are choosing to work in new fields and new forms of business.

In recent years, the development of information technology has given birth to many new occupations and positions, making college students increasingly willing to start their own businesses or engage in freelance work after graduation. The “de-employerization” of new employment forms increases the autonomy of young people’s work and gives birth to more freelancers. But at the same time, we should dialectically view the impact of the new employment pattern on the career development of young people from a long-term perspective. For most young people, the uncertainty of career development will be further increased.

2. The trend of diversified employment avenues for college graduates in the future

According to the World Economic Forum’s Future of Jobs 2023 Report, nearly one in four jobs (23 percent) is expected to change in the next five years, with new job opportunities growing by 10.2 percent and the share of jobs disappearing reaching 12.3 percent. Based on projections from the 803 companies surveyed for the report, of the 673 million jobs covered by its data, 69 million new jobs are expected to be created and 83 million eliminated over the next five years, resulting in a net loss of 14 million jobs, equivalent to 2 percent of the total number of jobs today. The digital revolution, decarbonization in response to the climate crisis and other geopolitical and social changes are reshaping the labor market.

1. Job market trends

At present and in the next five years, the job market of college graduates in China is showing a trend of shifting towards technical skills. In the new job market, graduates will face more fierce competition, but also breeds more opportunities. The new job market pays more attention to graduates’ practical ability and work experience, which will prompt colleges and universities to pay more attention to the cultivation of graduates’ practical ability, employment and entrepreneurship.

2. Industry demand analysis

According to the Future of Jobs 2023 Report, among industries, autonomous driving and electric vehicle professionals are in high demand, followed by artificial intelligence and machine learning professionals, followed by environmental protection professionals. In the next five years, the demand for these industries will continue to increase with the popularization and application of new technologies such as artificial intelligence, Internet of Things, big data and green energy.

3. Education and skill requirements

At present and in the next five years, with the deepening of industrial upgrading and economic restructuring, the requirements of enterprises for college graduates’ education and skills are also constantly improving. People with high education, high quality and high skills will be more sought after. At the same time, enterprises will pay more attention to the cultivation of graduates’ comprehensive quality and practical operation ability, which will also prompt colleges and universities to pay more attention to the cultivation of students’ practical ability and innovative thinking.

4. Popularization of employment policies

The government will continue to implement a proactive employment policy and strengthen guidance and support for college graduates in finding jobs and starting businesses. The government will continue to help college graduates find jobs by increasing subsidies, supporting entrepreneurship and strengthening vocational training. In addition, the government will step up efforts to protect labor security and intellectual property rights to provide better job security for college graduates.

5. Global economic development

The global economy is undergoing a profound adjustment. On the one hand, the process of global economic integration is still advancing, providing more international job opportunities for Chinese college graduates. On the other hand, the talent competition caused by the unbalanced economic development of various countries will become more fierce. In this context, universities and graduates need to actively pay attention to the global economic situation and improve their competitiveness to adapt to the development trend of global economic integration.

6. Impact of scientific and technological innovation

The jobs that will see the fastest growth over the next five years will be driven by technology and digitalization, and technological innovation will have a profound impact on the job market. The development of these new technologies will lead to the development of a number of new industries, which will create new jobs. At the same time, the new technologies will also transform traditional industries, improve production efficiency and reduce the demand for some jobs. Therefore, both universities and graduates need to constantly update their knowledge and skills to adapt to the changes brought about by technological innovation.

7. Recruitment needs of enterprises

Companies are paying more and more attention to practical skills and work experience when hiring. Many companies prefer to hire graduates who have some practical experience and can quickly adapt to job demands. Therefore, colleges and universities need to cooperate with enterprises to strengthen practical teaching to help students accumulate practical work experience and improve graduates’ employment competitiveness.

8. Diversify employment channels

With the development of economy and society, diversified employment channels are gradually taking shape. In addition to traditional employment, college graduates can also choose internship employment, part-time employment, freelance employment and other diversified employment. These new ways of employment provide graduates with more choices and increase job opportunities. To sum up, the

employment situation of college graduates at present and in the next five years has both opportunities and challenges. In this era of change, colleges and graduates need to keep up with the pace of evolving times, constantly improve their own skills and expertise, and actively expand employment channels to adapt to the changes in the job market. At the same time, the government, universities and all sectors of society also need to work closely together to promote the employment of graduates and make positive contributions to the construction of a better society.

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