

# Medical higher vocational colleges based on the “Hongzhi navigation aid Plan” project

## Research on the practice of improving the employability of graduates from low-income families

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**Abstract:** By building a training team composed of full-time counselors, career guidance teachers, mental health educators, ideological and political educators, and hospital employment resources and human resources management personnel, the training class of “Hongzhi Assisted Navigation Plan” for college graduates from low-income families was organized in medical vocational colleges. On the basis of understanding the employability of college graduates from low-income families in medical higher vocational colleges, the curriculum system construction of the “Hongzhi assisted navigation plan” training course is constantly improved, and the working practice of “Hongzhi assisted navigation training course” is carried out to explore the strategies for improving the employability of graduates from low-income families in medical higher vocational colleges.

**Key words:** Higher vocational colleges; Low-income families; employability

### Introduction

The “Hongzhi Navigation Aid Plan” project, which is mainly aimed at college graduates from low-income families across the country, will be implemented by the Ministry of Education starting from 2021, and the Ministry of Finance will set up a special project to provide support in the central special lottery public welfare Fund. The graduates from low-income families studied in this paper mainly refer to the students participating in the training courses of “Hongzhi Navigation Assistance Plan”, namely low-income families with employment intentions and college graduates with employment difficulties. The list of college graduates from low-income families can be obtained through the “Expected Graduate Download” of the national employment management system for college graduates of the Ministry of Education. And from the data “whether to establish a file card” field in the screening marked as “Y” data to obtain. The employability studied in this paper refers to the sum total of the ability of the trainees trained by “Macro Navigation Assistance Program” to improve their comprehensive quality through learning, successfully get a job in the process of job hunting and maintain the sustainable work.

### 1. Analysis of the current employability of graduates from low-income families in medical vocational colleges

#### 1. Low-income graduates lack systematic career planning

Graduates from low-income families lack correct employment outlook and social resource information in career planning. In terms of employment consciousness, graduates from low-income families mainly focus on completing college studies, participating in work-study programs and social practice activities are relatively simple physical labor, less mental labor, less understanding of social environment and employment information, and lack of in-depth and comprehensive thinking about future career development. In terms of employment information resources, the parents of graduates from low-income families generally have a lower level of education, and their understanding of employment resources and social employment market is relatively backward, and the employment guidance for the next generation has not played a substantive help. The life experience of graduates from low-income families makes them lack the consciousness of career planning, so they are still difficult to have a clear employment goal after graduation, and finally choose “happy-go-lucky” and “lying flat employment”.

#### 2. The comprehensive ability of graduates from low-income families to find jobs is weak

According to the survey results, in the current process of talent training in colleges and universities, too much attention is paid to the transfer of knowledge, while the cultivation of ability is ignored. As a result, many graduates have some problems when they find employment, such as narrow knowledge, lack of innovation and practical ability, lack of ability to solve basic problems, and lack of communication skills and dedication. The lack of these comprehensive qualities and abilities has become the biggest obstacle affecting the employment of college graduates. It is worth noting that the cultivation of college graduates’ comprehensive ability is closely related to economic development to some extent. Due to the lagging basic education received by college graduates from low-income families, they have a narrow range of knowledge, lack of specialties, lack of innovation ability, the ability to solve basic problems is not strong enough, and the ability to communicate is also weak. Especially in majors such as computer and English that require strong practical ability and practical ability, graduates from low-income families often have relatively few opportunities to come into contact with such things because of their limited economic conditions.

#### 3. Graduates from low-income families have bad employment psychology

Affected by the education environment and growth environment, graduates from low-income families may have some bad employment

psychology, such as low self-esteem, lack of self-confidence, anxiety, and dare not take risks. These psychological factors will affect their employment performance and directly affect their mental health development. These graduates turn the pressure of society into high demands on themselves and expect to be able to find high-paying jobs to improve their economic plight after graduation. They take the initiative to strive for opportunities and dare to compete. However, when faced with setbacks in the job search process, they may feel lost and depressed, which will gradually transform into anxiety and introversion, causing them to be fearful of the job search process.

#### 4. Graduates from low-income families have unreasonable employment concepts

For college graduates from low-income families, they have some problems in self-cognition and positioning, forming an unreasonable employment concept. Most of these graduates, who come from rural or remote western areas, see college as the only way out of poverty and believe that only by studying hard can they get a decently paid job that can change their personal and family fates. This perception is influenced by parents' strong expectation to pursue their children's success. Economically poor families regard training their children to become college students as the most important human capital investment to change the family's economic situation. Therefore, graduates from low-income families take salary and welfare benefits as the top consideration in the job hunting process.

## 2. Carry out the training practice of “Hongzhi assisted navigation Plan” in medical vocational colleges

### 1. Establish a team of teachers to enhance the employability of graduates from low-income families

The training teacher team has rich teaching experience in career development planning and employment guidance courses, and is the backbone teacher of the school's career planning, employment guidance, innovation and entrepreneurship, mental health education and other courses, including the counselor team and the ideological and political teachers team. The training course base carries out training for the selected teacher team to uniformly improve the employability of graduates from low-income families, and the teachers can only be trained after they are qualified.

### 2. Organize and carry out training courses on “Hongzhi Navigation Assistance Program”

The training is aimed at graduates from low-income families and graduates with employment difficulties after 2022. Employability training courses for these students are aimed at improving the comprehensive employability of graduates from low-income families.

### 3. Carry out themed courses with special features to improve the employability of graduates from low-income families

In order to improve the employability of graduates from low-income families, the training courses closely focus on the practical issues of college students' career development and employment and entrepreneurship, with the course objectives of promoting employment awareness, changing employment attitudes, promoting employment actions, and improving employability. The training consists of five modules and 10 topics, with 4 hours for each topic. The specific training modules and training topics mainly include four modules and ten themes. The first module is the preparation of employment mentality, which includes two themes: job search analysis and advantage identification and mentality adjustment and action promotion (including workplace adaptation); The second module is to establish goals and collect employment information, including exploring the direction of job search and decision-making (including how to do career interviews) and employment information collection and management of two themes; The third module is to establish a network and make plans, including the establishment of job search network and job search plan and process management of two themes; The fourth module is job search skills improvement, including job resume writing, job search rights and interests protection, individual interview and expression ability improvement and job competition -- simulated interview practice course four themes.

### 4. Evaluating the effect of “Hongzhi Navigation-assisted Program” training course on enhancing students' employability

According to the recent two years of Guangxi medical vocational colleges “Hongzhi Navigation-assisted plan” training class graduation rate of 42.5%, higher than the school's average graduate enrollment rate of 29 percentage points. The data show that the training practice of “Hongzhi Navigation-assisted Plan” is effective. The training has a positive effect on the career development of low-income college graduates and the practical problems of employment and entrepreneurship, promoting employment awareness, changing employment attitude, promoting employment action, and improving employability.

## 3. “Hongzhi navigation aid Plan” under the medical vocational colleges of low-income family graduates employability enhancement strategy

### 1. Improve the construction of training courses and carry out characteristic educational activities

According to the training courses of “Hongzhi Assisted Navigation Program” that have been carried out, combined with the implementation of the employment of graduates from low-income families, from the training courses that have been carried out, most of the theoretical teaching methods are mainly, the course opening time is short and concentrated, the traditional and pure theoretical offline teaching methods are mainly, and the practical curriculum is less. Courses lack of system, rich practical training, students to passively receive the way to learn, slowly make students are not interested in the course, learning autonomy is weak, affecting the training effect. According to the actual employment difficulties of graduates from low-income families in medical vocational colleges, we should make use of high-quality teachers, actively improve the construction of training courses, and carry out educational activities to enhance employability with characteristics.

### 2. Strengthen the publicity of employment policy and do a good job in guiding education of employment concept

In order to help graduates from low-income families better understand the state's employment policies for them, we should strengthen

policy publicity, especially the construction of information platforms to facilitate the provision of employment information services. Graduates from low-income families need to change their employment concepts, be prepared to work at the grassroots level and serve the people, seize opportunities and dare to challenge. They should first integrate into society and temper themselves in grassroots work before choosing better development opportunities. Doing so is not only good for their own growth, but also better for giving back to society.

### 3. Guide students to be psychologically prepared for employment and enhance their employability

In terms of comprehensive employability, graduates from low-income families are lower than ordinary college students, so it is inevitable that there will be poor employment psychology such as inferiority and passivity in the recruitment process. The help of schools, society and employers can only promote the temporary employment of graduates from low-income families. In order to truly realize the efficient and rapid high-quality employment of such students, we must start from improving the individual comprehensive ability of graduates from low-income families in higher vocational colleges, strengthen students' individual professional literacy, practical ability and self-psychological quality, and enhance their overall employment competitiveness.

### 4. Grasp the employment situation of graduates from low-income families, and do a good job in employment assistance

Medical vocational colleges should do a good job of the career planning files of college graduates from low-income families, timely grasp the job search situation of graduates from low-income families, do a good job in employment assistance, and do "special management". Timely provide low-income graduates with employment information matching their job search intentions, track and help low-income graduates in job hunting, etc., to ensure that before their graduation and leave school, complete effective job recommendation, and strive to help them find jobs as soon as possible. In the employment assistance, graduates from low-income families are encouraged to go to the grassroots and remote areas, realize the support plan for the West, adjust employment expectations in a timely manner, actively seek employment, increase their ability in practice, and make contributions to the revitalization of their hometown.

## Conclusion:

Graduates from low-income families are a relatively special group in the employment of colleges and universities. For the employment of these students, it is necessary to carry out accurate employment assistance work, coordinate multiple resources, form a joint force for employment guidance, and cultivate the comprehensive employment ability of college students. Under the "Hongzhi navigation assistance Plan", we can carry out training courses to carry out job-hunting skills training for low-income graduates in a targeted manner, so as to effectively improve their employment skills and enhance their job-hunting competitiveness. It is a very important and necessary task for colleges and universities to actively help graduates from low-income families in employment, establish a sound assistance system, and help low-income college students achieve employment.

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