

# An investigation on the employment situation of the graduates of the Instructor team -- taking Zhejiang Yuexiu University as an example

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**Abstract:** The Instructor team of Zhejiang Yuexiu University was established in 2009 and has trained a group of graduates so far. Through the analysis of the results of the questionnaire survey related to the employment situation of the members of the Instructor team, this paper further clarifies the positive role of the training of the Instructor team in enhancing the employment competitiveness of students. And on this basis, from the perspective of promoting students' employment, the author puts forward constructive suggestions on the current system of the Instructor team.

**Key words:** Instructor team; Employment of graduates; Defense education

With the development of national economy, the scale of higher education in our country is expanding continuously, the rate of graduation has achieved the historic leap, but at the same time, the scale of college graduates is also growing increasingly, and students are facing a more fiercer employment situation, and it is a common social problem to find employment. Under this social background, this topic conducted a survey and research on the employment situation of the graduates of the Instructor team of Zhejiang Yuexiu University by issuing questionnaires, investigated the influence and role of the Instructor team's experience on students' employment, and analyzed what abilities the retired or active members had cultivated in the training of the Instructor team. And how the training experience of the Instructor team plays a positive impact and role in the process of students' employment, and at the same time put forward constructive suggestions on the current system of the Instructor team. Through this study, the author hopes to further clarify the significance of implementing the training system of the Instructor corps and the necessity of implementing national defense education in college students.

## I. Overview of the Instructor team

The Instructor team of Zhejiang Yuexiu University was established in 2009 and is composed of outstanding college students. At present, there are about 300 students in the team and more than 1200 graduates. The Instructor team aims to train an excellent Instructor. It not only improves the physical, psychological and technical qualities of its members, but also cultivates their iron discipline and spirit of selfless dedication.

The students of the Instructor team are divided into three categories, which are: "Senior Backbone", "Junior Backbone" and ordinary members. The "Senior Backbone" is mainly junior students, who are responsible for decision-making and discussion; "Junior Backbone" for sophomore students, responsible for discussion and implementation; Ordinary team members are freshmen, as the training object. The whole team is run by the students independently, and the teachers give guidance and assistance. Its main mode of operation is that the students of senior one teach the next team members. The team mainly has three departments: literature and propaganda group, extension group and examination group. Its Chinese publicity team is open to students of all levels. It mainly conveys organizational information to ordinary students through text, pictures, videos and other forms. All kinds of propaganda skills are taught, and students without basic knowledge are welcome to join. In addition, the Quality Development Group and the Examination group only recruit old players, and carry out Quality Development activities or assessment tests for new players.

After more than ten years of construction, the Instructor team of Zhejiang Yuexiu University has established a relatively mature team mechanism, and built a "useful, drawn and played" Instructor team, which is active in all aspects of military training for freshmen, apartment management, foreign affairs activities and other work. Because of its outstanding performance, it has won many awards and honors, such as: Advanced collective of G20 Hangzhou Summit Volunteer Service, 2021 "National Model Party Branch" and so on.

## II. Survey on the employment of graduates of the Instructor team

In order to understand the employment status of the graduates of the Instructor team, we draw up a questionnaire, using the way of online questionnaire survey, to carry out a survey on the members of the graduated Instructor team, to analyze and understand the impact of the Instructor team's experience on the employment of students.

### 1. Source of data

Questionnaires were distributed to the members of the graduation Instructor team through the Internet. The respondents were from 25 cities, including Huzhou, Quanzhou, Quzhou, etc., with a number of periods ranging from 3 to 12, 200 copies were distributed, and 192 copies were recovered. At the same time, 54 questionnaires were distributed to the members of the Instructor team, and the recovery rate was 100%.

### 2. Data analysis

According to the results of the questionnaire survey, ① The motivation of joining the team is different, there is hope to develop a good work and rest, and there is hope to improve their own ability, but no matter what kind of motivation, all students are voluntary to join the

Instructor team. ② In terms of recommendation intention, 188 of 192 graduates recommended their junior and junior students to join the Instructor team, accounting for 97.9%. Almost all of the players recommended the future students to join the teaching officer team. ③ In terms of employment, graduates are active in various fields inside and outside the province, engaged in trade, education, finance, business, service and other occupations. The top five are “social production service and life service personnel”, “office staff and related personnel”, “heads of Party Units, state organs, mass organizations and social organizations, enterprises and institutions”, “professional and technical personnel” and “manufacturing and related personnel”, accounting for 25.5 percent, 17.2 percent, 12.5 percent, 9.9 percent and 9.9 percent respectively. ④ From the impact point of view, the players agreed that joining the Instructor team is of great help to their own ideology, communication skills, courage, pressure resistance and so on, which is exactly the ability and quality that college students must have after entering the workplace. The players generally believe that the experience of the Instructor team can promote the students to develop a good life and rest, master decent manners and etiquette. Among them, more than 75 percent of the students believe that joining the Instructor team makes them more self-disciplined in life and more self-conscious in study; More than 60 percent of the students believe that the experience has enhanced their communication skills and enthusiasm for work.

On the whole, the majority of the Instructors believe that their experience in the Instructors team has positive significance for them. It is believed that the Instructor team of college students provides students with a platform to show themselves. In this team similar to the workplace structure, through a series of training and learning, they have improved their communication skills, pressure resistance, ideological consciousness, etc. required for entering the workplace, and improved their employment competitiveness. It lays a solid foundation for employment and adapting to the workplace life as soon as possible.

### III. The Instructor team system plays a positive role in enhancing employment competitiveness

By analyzing the results of the questionnaire of graduates, we believe that the implementation of the Instructor corps system is of great significance to enhance the employment competitiveness of students.

#### 1. Improve the comprehensive quality of students

##### (1) Cultivate the sense of teamwork and self-discipline

Under the influence of exam-oriented education, most students lack independence, are self-centered, and learn passively, while the independent and challenging learning system of the Instructor team can help people maintain the momentum of the college entrance examination. In the collective organization of the Instructor team, everyone is required to coordinate with each other, know how to sacrifice and choose, have a “big picture” view, require everyone to have collective consciousness and sense of honor, learn to integrate into a positive atmosphere, so as to make the team successful. The Instructor team students participate in morning training at 6:10 a.m. on time every day on the playground, and begin deep queue learning at 4:30 p.m., spending almost 2 to 3 hours a day on training. Busy and tense study life and training pressure, so that each student has a high sense of self-discipline, as well as a high degree of obedience to the organization, help students in the future can be more quickly into the future workplace environment.

##### (2) Cultivate good organization and communication skills

In the work of the Instructor team, the most able to promote the development of students' ability is the position of “Instructor”, that is, to carry out military training for freshmen. After one year of professional training, the trainees are qualified to stand on the military training ground and carry out military training work. The military training work tests the students' comprehensive ability very much. For example, Instructors are required to have good organizational skills, excellent knowledge of formation theory and practice, and rich knowledge of national defense. They can efficiently carry out teaching tasks for new students and teach formation movements easily and easily. At the same time, Instructors also need to have excellent expression and communication skills, so that they can enlighten freshmen who are stuck in ideological difficulties and communicate with their superiors. The position of Instructor has greatly improved the students' interpersonal skills and coping skills, gained the ability in addition to classroom learning and books, further cultivated the students' sense of responsibility for work, and prepared them for entering the workplace successfully in the future.

##### (3) Develop a can-do personality

As an open student organization, the Instructor team is very inclusive to all students, providing a platform for students from different majors to communicate and compete, allowing students to show themselves and break through themselves. Through different assessment competitions, students have the consciousness of striving for excellence, stimulate students' enthusiasm, and cultivate students' positive and enterprising character. Under the training of the Instructor team, many excellent students have emerged. For example, Wang Ying, a member of the 8th period of the Instructor team, once won the honors of “Excellent Compulsory Soldier” and “Provincial government scholarship”, and was admitted to the postgraduate of Fudan University with her own efforts. Wu Yao, a member of the 12th Training Officer team, was successfully admitted to the civil service after graduation, becoming a role model for the next generation of team members. The strict system of the Instructor team cultivates the students' strict discipline, selfless spirit of dedication and high patriotic feelings. Thus, it cultivates the students' positive and enterprising character, stimulates the students' internal power of growth and development, and lays a solid foundation for future employment.

#### 2. Stimulate students' awareness of national defense

The special military genes and red tradition of the Instructor team, like a flag, have always flown in the contemporary college students. After receiving at least one year of national defense education in the Instructor team, many members have the idea of dedicating themselves

to national defense. In every phase of the team, there are students who actively respond to the call of the country and set foot on the road of military travel. So far, the Instructor team of Zhejiang Yuexiu University has sent a large number of outstanding cadres to join the army. Among them, 12 trainees were selected in September 2020 alone. After entering the barracks, these cadets shine in their respective posts. For example, Miao Zhiwei, the former backbone of the training officers, strengthened his goal of joining the army to serve the country and became a soldier of the Chinese People's Armed Police Force after experiencing the life of the training officers for one year. Liu Lin, a member of Class 4 of the 12th Training Officer team, resolutely devoted himself to national defense and served in the Chinese People's Armed Police Force.

#### **IV. Constructive suggestions on improving the system of the Instructor team**

Based on the current more severe employment situation, from the perspective of promoting students' employment, it is suggested to further improve the current Instructor team system from the following aspects. First of all, graduates are facing increasing employment pressure, so it is suggested to strengthen the training of students' ability to resist pressure, and help students better cope with various challenges and pressures. Simulate the actual situation to carry out psychological training, such as coping with pressure, emergencies and so on. At the same time, regularly invite career counselors to help team members analyze their own advantages, provide personalized employment guidance, and better help students establish a correct employment outlook and career outlook, and face challenges with a positive attitude. In addition, provide players with a variety of employment information to help students expand employment opportunities. For example, as national defense education is becoming more and more important, some local middle and high schools are recruiting long-term resident Instructors to militarily manage students' daily behavior. The Instructor teams can cooperate with these schools and contact them to provide students with an option for future employment.

#### **V. Conclusion**

To sum up, the implementation of the Instructor team system in our school is a great practice of the important directive spirit on strengthening national defense education, and is of great significance for cultivating high-quality talents needed by society. Through daily training and study, the teaching officer team gives full play to its quality education function, which can comprehensively cultivate students' comprehensive quality and ability, improve students' self-management ability, communication ability, anti-pressure ability and other aspects of ability, so that students have the ability to respond to changes, have the strong willpower of soldiers, so that students have a certain competitiveness in the fierce competition in the employment situation. Finally, it will become a multi-sided advantageous talent welcomed by employment units.

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