

Analysis of college graduates' slow employment status

Ruixia Guo, Han Wu

Yunnan Open University, Kunming 650500, China

Abstract: In recent years, the number of college graduates is increasing year by year, and the employment situation is becoming more and more severe. "Slow employment" is a more prominent phenomenon in the employment of college students in recent years, and as the employment situation becomes more and more difficult, "slow employment" phenomenon shows an expanding trend. According to the causes and influencing factors of "slow employment", this paper puts forward the measures and methods to improve "slow employment", which is of great significance to promote the development of high-quality employment for college students.

Key words: College graduates; Slow employment; Measures and methods

In recent years, the number of college graduates has been on the rise year after year. In 2022, the number of college graduates will reach 10.76 million, a year-on-year increase of 1.67 million, which will be the first time for the number of college graduates to exceed 10 million. The number of college graduates in 2023 is expected to reach 11.58 million, which is another employment year of 10 million college graduates after the number of college graduates exceeded 10 million for the first time in 2022, and there are 820,000 more than in 2022, and 11.79 million college graduates are expected in 2024, and the number of graduates will also increase in the future. Local governments and colleges and universities attach great importance to the employment of college graduates, but from the employment situation of college students in recent years, some prominent problems continue to appear, of which "slow employment" is a more prominent problem in recent years, and this phenomenon has a trend of scale expansion, especially for vocational graduates, "slow employment" is worrying. This article focuses on the "slow employment" analysis of the situation, hoping to promote the high quality employment of vocational college graduates to provide helpful help.

I. The manifestation of "slow employment"

"Slow employment" refers to a phenomenon in which college students, especially those born after 1990 and 2000, neither rush to find a job nor plan to further their studies, but choose to self-adjust and think about their future life path by way of study Tours, staying at home with their parents or conducting business investigations.

In fact, the term "slow employment" is not a new word, there is a term in foreign countries called "gap year", Western young people will choose to take a "gap year" after graduation or graduation, to travel or participate in volunteer activities, suspend study or employment, in order to increase their own experience. In fact, this is a kind of spiritual high-quality lifestyle, which requires high economic and time costs, and is a kind of luxury behavior. It is not suitable for everyone.

As China's economy becomes more and more developed, the employment concept of college students begins to change, especially the post-90s and post-00s begin to give up the concept of employment after graduation, and choose the attitude of "slow employment" or "slow employment". The reasons behind this are complex, there are positive and passive factors. "Slow employment" and "slow employment" can allow college graduates to temporarily avoid the fierce competition to find a job, which is conducive to mental health. However, in the severe employment situation in China, delaying employment also has great disadvantages, which is not conducive to the personal development of young people and the long-term stability of the country.

The manifestations of slow employment mainly include the following:

1. Slow employment process. When newly graduated college students are looking for a job, they delay their employment by taking part in the examination and public training, or they temporarily return home to wait for employment.
2. Gap year method. Take a gap year, give yourself a year off to do what you want to do, in order to improve self-understanding.
3. Diversify your employment options. Do "informal" jobs such as webcasting and purchasing, and some students choose to run stalls.
4. Select your job positions carefully. Some students have high requirements for the working environment and position, and will spend a lot of time researching corporate culture, salary and other factors to ensure that they find a job they are satisfied with.
5. "Unemployed" or change careers. Some students are unwilling to engage in work related to their major and choose to stay unemployed or work as temporary workers in order to look for job opportunities in other industries.
6. Lack of self-cognition and employment environment cognition. Some college students before entering the university do not understand the university and the major, after entering the university is not interested in the major, so that there is no plan in college life, after graduation can not be a very positive attitude to job hunting.

The above forms of slow employment reflect the diversified career concepts of college students in the new era and their different pursuits for their own development.

II. The reason of "slow employment" analysis

According to the survey data, the proportion of graduates "slow employment" in 2023 reached 18.9%, an increase of 3 percentage points compared with 15.9% in 2022. Vocational college graduates also choose "slow employment" actively or passively for various reasons.

Analysis of the reasons mainly include the following aspects:

1. The college training model is out of step with the market position demand. Vocational colleges should focus on employment-oriented talent training, but at present, the training mode of some vocational colleges is still based on theoretical teaching, and the professional setting can not keep up with the market demand, and students need to go through a long period of on-the-job training from graduation to employment, which increases the burden of enterprises, resulting in a disconnect between supply and demand.

2. Vague professional knowledge and lack of career planning. Some vocational college students' theoretical foundation is relatively weak. After entering higher vocational colleges, they have a vague understanding of their major and only seek to complete the task of the courses of "Job hunting and entrepreneurship for college students" offered by the school, without being inspired or thinking from them and making a systematic plan for their career development. So it will lead to the "slow employment" problem.

3. The concept of employment is constantly changing. Some college students pay more attention to the quality of employment, not just the salary level, when choosing a career. They enrich their life experience by means of self-improvement, further study examination, overseas study tour, etc., and actively face the job market with a more calm attitude. Therefore, a large number of college students will take the initiative to choose "slow employment". Another noteworthy phenomenon is that, as the net inflow of population in first-tier cities has slowed down, more and more graduates choose to return to the county seat for employment, the county seat employment direction and job supply exceeds the demand, which will aggravate the "slow employment" phenomenon.

4. Lack of employment confidence. Some students due to professional learning is not solid lead to inferiority, or because of poor adaptability to change jobs frequently so as to lose the confidence to continue to work, resulting in escape psychology, only to achieve the purpose of short-term money, do not seek long-term development.

III. Measures to improve "slow employment"

Slow employment can reduce the psychological pressure of job-hunting students to a certain extent, but at the same time, it will make students miss the golden period of job hunting. Students who are in "slow employment" for a long time will have a deviation in their self-understanding, and even completely abandon their university major, and become more and more afraid of finding a job, and lose their competitiveness in job hunting. How to improve the "slow employment" situation of college students? Joint efforts can be made in the following aspects.

1. Schools should constantly enter the market, understand the current situation and prospect of professional development, timely adjust the mode of personnel training, reform training methods, and make school education as far as possible to meet the needs of enterprise development. Form a mutually reinforcing joint training model.

2. The college shall inform the ideological and political educators such as counselors in detail of the professional personnel training mode, so that the counselors can carry out ideological and political education, career planning and employment guidance education in combination with the professional training mode. Through the "three whole education", combined with the goal of talent training, the professional education and ideal and faith education throughout the whole teaching process, so that students have a correct understanding of themselves, establish a correct view of job and values.

3. Establish a good communication platform with parents and form a home-school joint effort mechanism. The school can introduce the professional setting and training goals to parents in detail by holding seminars for parents of new students, forming a unified employment view between parents and the school from the concept, and working together to escort the smooth growth of students.

4. Strengthen students' professional identity and employability training. Through professional education and practical education, students can have a full understanding of their major, and seek truth from facts about self-evaluation and objective understanding, so as to establish a steady job search path, reduce the frustration of students suddenly entering the workplace, and help students successfully through the difficult period of job hunting.

5. Change the employment concept and actively face the employment dilemma. In recent years, with the increasing employment pressure in first-tier cities, more and more college students began to give up first-tier cities and take the initiative to seek development in second - and third-tier cities. Many college students also begin to take the initiative to work at the grassroots level, which is a good working trend. At present, the regional development in China is still unbalanced, and college students can go to the less developed areas to find work opportunities, make contributions to the country construction and realize their life aspirations. College teachers and counselors should also pay more attention to and understand more information about grassroots work in order to provide effective help to students.

IV. Summary

Through the in-depth analysis of the phenomenon of slow employment, this paper reveals the causes of its formation and its impact on students and society. In view of the phenomenon of slow employment, schools and teachers should strengthen guidance and support, help college students to establish a reasonable employment concept, improve employment competitiveness; At the same time, the society should create a more inclusive and relaxed employment environment to provide more employment opportunities and development space for college students. College students themselves should also enhance their awareness of career planning, rationally arrange their study and practical experience, and actively face employment challenges.

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