Understand the Particularity of Graduates and Do a Good Job in Higher Vocational Employment Service

LIN Yuchen
Beijing Information Technology College, Beijing, China

At present, higher vocational college graduates are facing the serious situation of high competitiveness and difficult employment. How to strengthen higher vocational employment is the key issue in the development of higher vocational education. This paper discusses the particularity of higher vocational graduates and the work content of graduation counselors, so as to do a good job in higher vocational employment service.

Keywords: higher vocational graduates, specific characteristics, instructor, employment service

With the development of market economy and the deepening of education reform, market mechanism has been incorporated into employment, especially in higher vocational colleges, which has regarded employment as the starting point and destination of vocational education. The work of counselors in the graduation class of higher vocational colleges is an important part of the employment system of higher vocational colleges. According to the internal particularity of the graduation class, counselors are required to understand and master the characteristics of graduates and their own work, and do a good job in employment services.

Understand the Graduation Class Organization and the Psychological Particularity of Graduates

Understand the Particularity of the Graduation Class

The higher vocational graduation class can be said to be a group composed of special members. Different from other school class groups, its organization and its own members have obvious characteristics: First, the academic pressure is reduced, the school learning time is shortened, and the curriculum is highly practical. Generally, the college only arranges half a semester for the graduating class, while the second half of the semester has entered the internship stage. Many basic courses outside beidagu have ended. The main courses are generally professional courses, and most of them are closely related to students’ future jobs. With practical characteristics, qualified higher vocational colleges will carry out “order training”. Organize students to practice in the unit: Secondly, the values of Keren level have developed from single to diversified. The values of freshmen and sophomores in the university are generally guided by counselors to establish a team of students with good learning atmosphere, unity, mutual assistance and positive progress, so as to improve their own quality on the basis of a good team. In the graduation stage, students begin to formulate different life goals, and carry out value analysis and trade-offs according to their own goals.
Master the Employment Psychological Characteristics of Graduates

Employment is a major choice faced by everyone, especially for college students. As a cultural group with high IQ, high culture, and high self-worth, college students have a clear purpose in their ideals and pursuit. After three years of vocational education, higher vocational graduates should be able to clearly understand what they want, but on the issue of employment, it is difficult to find a job, and the more likely it is for graduates to bear various psychological burdens: On the one hand, they are worried about employment opportunities and think that they have low academic experience and cannot actively participate in the competition in the employment market. Employers show themselves. On the other hand, the employment expectation is too high, the job selection is divorced from reality, and they are unwilling to engage in grass-roots work. In employment, they often hope to achieve success overnight, can obtain employment smoothly, and are afraid of failure. In the face of fierce job selection competition, graduates will have bad psychological states such as frustration, vanity, conformity, and so on.

Do a Good Job in Graduate Employment Services

Counselors Play an Important Role in Employment Services

Higher vocational colleges attach great importance to graduates’ employment and implement “full staff, whole process and informatization” of employment services. In the employment service system, counselors play an educational and guiding role in students’ employment, which is directly related to whether students can successfully take up their posts, change their identity, and engage in social work.

First, counselors are the front line of “full employment” of employment services. Counselors are the first teachers of students after entering the university. Counselors have a better understanding of each student’s personality characteristics, abilities, and family situation, and students also trust counselors and teachers. In the process of employment, counselors have the most contact with students. The closest human resource guidance helps students face choices and plays a very important role in the whole employment link.

Second, counselor employment service is the continuation of the whole process of employment guidance. Higher vocational students began to understand employment related knowledge from freshman year, received three years of vocational education, established a correct career outlook, and planned their career: After entering the third grade, counselors began to carry out “practical exercises” for students. They are the instructors of students’ job search methods and skills and help students find jobs. The main force for carrying out personalized guidance: At the same time, it is also responsible for helping students relieve psychological pressure and solve psychological confusion.

Third, counselors are the carrier of employment informatization. On the one hand, higher vocational colleges actively expand employment channels, while on the other hand students suffer from lack of employment information. Employers are also faced with the situation of having jobs and no talents. Counselors are the carrier of an organic combination of the three, collect college employment, and social employment information, and publish information to students in various ways. In combination with the needs of employers and the actual situation of students, students are recommended for employment, so as to improve the quality of employment, win the trust of employers and promote the sustainable development of employment.

Work Content of Counselor Employment Service

The work of graduating class counselors is based on the realization of students’ successful employment,
which requires counselors to understand the importance of work, understand the policies and regulations of employment work, do a good job in employment guidance, help students choose jobs correctly, give play to the authority of counselors, closely contact students on duty, and provide follow-up services.

First, truly achieve the authoritative role of counselors in the loose graduation class network, fully mobilize the enthusiasm, initiative, and creativity of graduates, and realize the successful employment of graduates. Because counselors undertake the important function of promoting the development of students, it has important control and management functions for improving students’ ideological morality and learning and work ability. Therefore, improving the authority of counselors is conducive to strengthening the stability of classes, so as to cooperate with the academic policies of the national government and the progress of school employment work, and complete the employment of graduates.

Second, publicize the employment policy and do a good job in employment guidance. Counselors should introduce the current employment pressure of Chinese society, analyze China’s economic development situation, publicize China’s employment policy, let students know the employment related information in time, and enhance students’ confidence. In addition, they should guide students to establish a correct outlook on job selection and avoid adverse psychological process in the process of job selection.

Third, provide services for graduates to do a good job in personal recommendation and recommendation materials. The important role of each graduate’s employment recommendation materials in the employment process is very important, and it is also the primary link for graduates to enter the employment market. In this important process, counselors should make full use of their long-term understanding of students for each student, especially those with mediocre performance in school, help them develop their strengths, and avoid their weaknesses.

Fourth, do a good job in information services for graduates: carefully screen the information according to the specific situation of graduates, and pay attention to the timeliness, large information content, wide dissemination, and interactive characteristics of the network when providing information, so as to provide fast and rapid information services for graduates.

Fifth, the function of tracking service: Because students have the closest contact with counselors, counselors can obtain a lot of employment information from graduates, summarize employment experience, and then feedback these valuable information and experience to schools, which is conducive to promoting the implementation of school employment work; in addition, employment work is not smooth sailing. After graduation, students may still encounter employment failure, and must be given correct guidance to solve the students’ bad psychological state.

Conclusion

In short, doing a good job of college graduates plays a positive role in promoting the employment of the whole society, is an important way to realize the rational allocation and utilization of human resources, and is related to the vital interests of thousands of families; therefore, college counselors must clarify their role in the work of graduates and effectively provide effective guidance and services for graduates’ employment, and ensure that the vast majority of graduates are fully, smoothly, and timely employed.

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