

Current Situation of Higher Vocational Students' Career Development and Its Realization of Sustainable Development

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Abstract—The sustainability of students' professional development can reflect the basic situation of students' sustainable development more directly and intuitively. It is not only an important part of students' individual sustainable development, but also an important index to measure the quality of personnel training in higher vocational education. The survey shows that the sustainability of vocational development of higher vocational students is not optimistic due to the influence of academic qualifications, students' internal quality and the external environment of vocational development. It is not only a systematic project but also a complex process to observe the sustainable development of students, so this work tried to explore the basic situation of higher vocational students' sustainable development from the perspective of their career development, and put forward countermeasures and suggestions accordingly.

Keywords—Higher vocational students; career development; sustainable development

I. INTRODUCTION

The sustainability of students' professional development can reflect the basic situation of students' sustainable development more directly and intuitively. It is not only an important part of students' individual sustainable development, but also an important index to measure the quality of personnel training in higher vocational education. The international educational circle defines the sustainable development of human beings as: it can not only meet the needs of development at that time, but also ensure the harmonious, balanced and lasting development of human beings without harm, which has the comprehensive, long-term and strong development ability [1].

The observation of students' sustainable development is not only a systematic project, but also a complex process. It is believed that the basic judgment of the sustainable development of higher vocational students should be considered from three dimensions: the first is the height of career growth, the second is the width of career transfer, and the third is the length (or distance) of career development. This work tried to explore the basic state of higher vocational students' sustainable development from the perspective of their career development, and put forward countermeasures and suggestions accordingly.

II. ANALYSIS OF THE BASIC SITUATION OF STUDENTS' CAREER DEVELOPMENT IN HIGHER VOCATIONAL COLLEGES

A. Education background leads to a generally low starting point for career development

The employment rate of higher vocational students is not low. According to the latest *Employment Report of Chinese College Students in 2019 (Blue Book on Employment)* released by MyCOS research institute (hereinafter referred to as blue book), the employment rate of graduates in higher vocational colleges in 2018 is 92.0%, which is higher than that of 91.0% of undergraduates [2]. The data of the National Higher Vocational Demonstration Institute shows that the employment rate of a group of higher vocational colleges with distinctive characteristics, represented by the demonstration institute, is higher. However, higher vocational students have much less chance to obtain high-quality jobs than undergraduates, and the quality of employment is not satisfactory. In the labor market, many employers set the threshold of full-time undergraduate starting point when recruiting employees, thus directly closing the door to higher vocational students. In fact, some enterprises with a large number of employees recruit higher vocational graduates to work on assembly lines for replacing migrant workers. Although government departments recruit grass-roots civil servants, few positions are open to junior college degrees. The employment standard that only depends on the education background makes higher vocational graduates appear frustrated and embarrassed at the beginning of their career.

B. The external environment of sustainable development needs to be improved urgently

Although the higher vocational education has always been defined as a type of higher education, not a level, the social recognition of higher vocational education still needs to be improved in reality. The social status of skilled talents is not high, and their working environment is relatively poor, so higher vocational colleges are only the helpless choice of many examination-oriented losers. It is not difficult for higher vocational students to find a job, but the employment environment needs to be improved. According to the *Blue Book*, while college students' job satisfaction has risen for five years in a row, the job satisfaction of higher vocational graduates in 2018 was only 65%. The reasons for the low employment satisfaction are mainly focused on "low income" and "insufficient development space". Among them, 67% of

the students are not satisfied with the income, and 53% of the students are disappointed with the lack of development space [2]. There is a large gap between higher vocational students and undergraduate as well as postgraduate regardless of salary or career advancement. Additionally, some positions are not open to college students at all. Many small and medium-sized enterprises do not have the promotion mechanism of technical grade, and the important problems that affect the personal career development such as the skill qualification and rank development of higher vocational students are ignored. The lack of external mechanism of career development, on the one hand, leads to the weakening or loss of students' internal enterprising motivation, and on the other hand, inevitably intensifies the phenomenon of frequent job-hopping.

C. *The intrinsic quality of sustainable development is unsatisfactory*

Higher vocational students get relatively adequate job skills training in the school, but many students' professional quality is unsatisfactory. At present, there are 1418 higher vocational colleges, with an average size of 6837 students [3], but the quality of personnel training is uneven. The survey finds that the enterprises have less than 70% satisfaction with the performance of some higher vocational students in the aspects of professional consciousness, professional attitude and professional behavior habits, especially communication ability, expression ability, learning ability, adaptability and cooperation consciousness. Some students don't have high comprehensive quality. After entering society, they show a variety of problems, such as bad behavior habits, poor self-discipline, poor learning ability, lack of enthusiasm for work and enterprising spirit. Some of them are even not qualified for the post. To some extent, this also affects the overall social evaluation of vocational students.

III. REALIZATION OF SUSTAINABLE DEVELOPMENT OF HIGHER VOCATIONAL STUDENTS

The realization of the sustainable development of higher vocational students depends on the joint efforts of schools, students and society (enterprises), and the absence of either side will lead to the failure of the goal.

A. *School: strengthening moral education and cultivating students from perspectives of morality, intelligence, sports, aesthetic and labor education*

For a long time, under the guidance that vocational education is employment education, the process of personnel training in higher vocational education has been deviated, and the function of education is intentionally or unintentionally diluted, therefore, no matter how fast vocational education develops, it has not changed its status as a second-rate education. Even if students are employed, it is difficult for them to obtain a broad space for development in the workplace. In July 2015, the Ministry of Education issued *Suggestions on Deepening the Teaching Reform of Vocational Education and Comprehensively Improving the Quality of Personnel Training* (Faculty, [2015] No.6) (hereinafter referred to as *Opinion*), and it clearly put forward the policy of "taking the cultivation of virtue as the foundation, serving development as the purpose, promoting employment as the orientation, and

sticking to the road of concentric development". *Opinion* focuses on talent development, and emphasizes the education and cultivation of students' employment and entrepreneurial ability, ideological morality and humanistic quality, and vocational and technical skills. It is a correction of the past deviation of vocational education and points out the right direction for the healthy development of vocational education. In 2019, *The National Programme for the Reform of Vocational Education* was promulgated, and put forward the national vocational education system and personnel training system from the height of the national education development strategy to improve the general framework for the promotion of high-quality vocational education and show China's determination to solve a series of problems that have plagued the development of vocational education, such as "uneven quality of running schools and personnel training", so as to improve the quality of personnel training, and run vocational education well in the new era. At the national conference on education, General Secretary Xi Jinping once again stressed that education should be combined with five disciplines, promote the work of cultivating people with morality in a new way, and train builders and successors of socialism who are well developed morally, intellectually, physically, aesthetically, and physically. Higher vocational education, therefore, should follow the rules of education, not only pay attention to the immediate employment of students, but also pay more attention to the long-term development of students in the future, and integrate the culture and quality education into the professional teaching and skill training, so as to transform the utilitarian instrumentalism cultivation into the harmonious development education, make students get good comprehensive quality and sustainable development ability in the process of education. Only in this way can the embarrassing situation of students after entering society be gradually changed.

B. *Students: striving to improve their own strength from both internal and external aspects*

The enterprise research shows that the evaluation of the performance of higher vocational students after entering the post is relatively negative, mainly focusing on the following aspects: they lack the spirit of suffering; they have poor adaptability, so they are difficult to adapt to the first-line job environment and requirements; they lack research and innovation spirit; they only focus on immediate interests, but lack the sense of responsibility and professionalism. It is clear that they will not get a good personal development prospect if such situation cannot be changed. Therefore, they should strive to improve their own strength from both internal and external aspects, which provides solid foundation for personal sustainable development.

First, it is necessary to build up personal quality and accomplishment. First, student should cultivate their own sound personality. Health, enthusiasm, integrity, honesty, self-confidence and enterprising personality are the important prerequisite and foundation for the sustainable development of college students. Second, they should strengthen ideological and moral cultivation, establish a correct outlook on life, values and world outlook, and cultivate professional ethics of love, dedication, persistence and continuous progress. Third, they should strengthen cultural cultivation, absorb the nutrients of

Chinese and foreign advanced culture, especially build their own cultural heritage with the essence of Chinese culture. Fourth, they should develop good habits of life, study and work. Good behavior is enough to benefit a person for a lifetime.

Additionally, they also should study professional knowledge and skills, cultivate and improve the professional ability and quality that meet the requirements of society and enterprises. They should not only study and master professional hard power such as professional knowledge and professional skills, but also pay more attention to improving the general ability and quality of the workplace, such as learning ability, communication ability, execution ability, team consciousness, innovation consciousness, professionalism and other professional soft power.

C. Society (enterprise): changing ideas and building a platform for college students to display their talents

There is no lack of excellence among vocational graduates. Under the influence of the conventional idea of "emphasizing education and neglecting ability", their development has been greatly restricted. More than 60% of those surveyed with a junior college degree express dissatisfaction with their current career development, pay and benefits, and job content, according to the *Blue Book* [2]. They expect the society (enterprises) to be able to change their ideas and provide them with more opportunities to study, further study, exercise and display their talents.

For one thing, enterprises should care for the staff spiritually. Enterprises should care about the development of employees, help them do a good job development planning according to the needs of enterprise development, establish career development direction and goals based on the characteristics of higher vocational students, so as to let employees feel the care and attention of the enterprise, and thus produce an organizational sense of belonging and development drive.

For another, enterprises should do a good job of system design, and give employees enough room for development. First, it is necessary to establish a reasonable vertical development channel for employees to build a space for the growth of reward and diligence; second, it is necessary to establish a horizontal transfer channel for employees to make the best use of their talents; third, it is necessary to establish an effective training mechanism to enhance the professional ability and quality of employees through continuing education and expanding education; fourth, it is necessary to establish an effective incentive mechanism to provide positions for those who are competent.

IV. IT IS NECESSARY TO ESTABLISH A SYSTEM GUARANTEE FOR THE SUSTAINABLE DEVELOPMENT OF HIGHER VOCATIONAL STUDENTS

The sustainable development of higher vocational students urgently needs the government to establish effective system guarantee. Based on the experience of developed countries, the development of vocational education cannot be separated from the support and guarantee of national policies and regulations. Since the 1990s, the Chinese government has continuously increased its support for vocational education and issued a

series of policy documents to promote the development of vocational education, which has made remarkable progress in China's higher vocational education. In February 2014, the executive meeting of the state council presided over by premier Li Keqiang made special arrangements to accelerate the development of modern vocational education. The meeting determined five task measures to accelerate the development of modern vocational education: establishing the important position of vocational education in the national talent training system; innovating vocational education model; improving the quality of personnel training; guiding and supporting social forces in conducting vocational education; strengthening policy support and regulatory safeguards. In the same year, General Secretary Xi Jinping gave a series of important instructions at the National Vocational Education Conference, such as "establishing a correct view of talent", "promoting the glory of labor, precious skills, and creating a great fashion of the times", "creating a good environment in which everyone can become talented and everyone can develop their talents", and "trying to give everyone a chance to shine". The State Council issued *Decision on Speeding up the Development of Modern Vocational Education* (State Council [2014] No.19), the Ministry of Education and other six ministries jointly issued the *Plan for the Construction of the Modern Vocational Education System (2014-2020)* (the Ministry of Education [2014] No.6), the Ministry of Education issued *Opinions on Deepening the Reform of Vocational Education and Teaching in an All-round way to Improve the Quality of Personnel Training* ([2015] No.6), and the *National Vocational Education Reform Implementation Plan 2019* have also been issued in succession. Among them, "advocating one skill, not only academic ability"; establishing credit accumulation and conversion system, getting through the secondary vocational, higher vocational, undergraduate, graduate education channel; training hundreds of millions of high-quality professionals; opening the door to success for young people; building a perfect talent training system and other policy guidance are of great significance to enhance the attraction of vocational education and promote the sustainable development of higher vocational students. The Ministry of Human Resources and Social Security also made it clear that it will improve the income distribution system and improve the treatment of skilled workers in light of the current problems in vocational education, urge enterprises to fulfill their responsibilities for staff education and training in accordance with the law, promote fair employment, increase publicity, change social concepts, and work harder to create a social atmosphere in which "every trade has its master" and "it is not just academic qualifications that count", as well as a favorable social environment in which everyone can become a talent and display their talents to the best of their ability. As far as the current situation is concerned, China has issued a series of relevant policies, and the guiding role of the government is very clear. However, in the actual implementation of the policies, it still needs the support of rigid, detailed and operable laws and regulations. China needs to learn more from the experience of Germany and other developed countries in vocational education.

V. SUMMARY

(1) At present, China is in the transformation stage of industrial structure adjustment and technology upgrading, and tens of thousands of graduates of higher vocational education meet the needs of the society for high-quality technical and skilled talents. At the same time, because of the educational level, although the employment rate of higher vocational students is not low, their employment satisfaction is not high, and the space for sustainable development is insufficient;

(2) The deviation of the society's understanding of vocational education and the low personal quality of some students are the main external and internal factors limiting the development space of higher vocational students;

(3) The characteristics of higher vocational education make it emphasis on vocational skills training, but a single professional education has been unable to meet the requirements of enterprises for the quality of talent, and can't meet the needs of students' career sustainable development. It is an inevitable choice for higher vocational education to cultivate students' humanistic spirit and scientific accomplishment, make them have good social adaptability, professional ability and sound personality, and help them lay the foundation of sustainable development;

(4) The height of career growth, the breadth of career transfer and the length of career development are the three

dimensions of sustainable development of higher vocational students. Only when higher vocational education, schools, students themselves, society (enterprises) and the government work together, can higher vocational students get greater development platform and more development opportunities, realize sustainable development, and let the development of vocational education be more dynamic and stamina.

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