

The Exploration of Career Planning Education Based on the Improvement of College Students' Employment Ability

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Abstract: In this era of continuous development and change, the demand for talents in various industries is increasing. College students face a variety of employment choices after graduation. In order to ensure that college students can give full play to their advantages in future jobs, college students need to have a certain plan for their future career. On the basis of cultivating college students' employability, this paper puts forward reasonable suggestions for college students' career planning education.

1. Analysis on Individual Employment Ability of College Students

The first problem that college students face after graduation is employment, and each student needs to have a certain plan for his future career. In colleges and universities, in order to help college students better carry out career planning, the school has set up courses related to career planning education. In the following, I will combine the specific teaching practice to put forward some feasible suggestions for the school to better carry out career planning education on the basis of improving the employment ability of college students.

1.1. To do a Good Job in the Research of Students' Personal Employability

Teachers need to let college students have a certain understanding of their personal ability before carrying out students' career planning education. Only when students have a better understanding of their personal ability can they find suitable jobs in many positions. College students need to make an accurate assessment of their personal employability and have a certain grasp of their abilities[1]. Teachers can guide students to conduct personal employability research, and let students make a comprehensive analysis of their abilities in the form of charts (see Table 1). In the following, I will combine the contents of Table 1 to carry out a specific description of the research work of college students' personal employability. As shown in Table 1, students can divide personal employability into two sections, one is professional ability and the other is personal ability. In the aspect of professional ability, students need to pay attention to their professional knowledge level and practical and practical ability, etc. Students can give specific assessment items according to their major. Taking English major as an example, students can be divided into the following points according to their own subject characteristics when assessing their personal professional ability: students' listening ability, students' reading ability, students' writing ability and students' translation ability, etc. When evaluating their professional abilities, students can evaluate the results of the courses they have learned during their college years. Students' academic achievements have certain fairness and accuracy, and also help students to analyze their professional ability more objectively. For some science and engineering students, not only need to assess their theoretical knowledge level, but also need to assess their own practical and hands-on ability. Another aspect of students' personal employability research is to analyze their personal abilities. Students in the evaluation of their own personal ability, can not only refer to their own evaluation, but also need to ask the surrounding people to their own evaluation. In the evaluation of students' personal ability, teachers can organize students to make anonymous discussions in the form of classes, so that students can

put forward each other's advantages and disadvantages. This method is helpful for students to have a more objective understanding of themselves and avoid the subjectivity of students in the investigation of personal ability analysis. In Table I, I only list the two aspects of personal quality and teamwork ability, students can make further additions according to their own ideas and needs.

Table 1 Survey on individual employment capacity of college students

Professional and personal abilities	Personal qualities	Teamwork Ability
Level of expertise			
Practical and hands-on skills			
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1.2. Specific Analysis of the Employability of University Students

Students' professional knowledge and professional skills are the factors that must be taken into account in career planning, and students' professional knowledge and professional skills are also hard indicators for students to carry out career planning. In college education, students' study is more specialized, and college study provides a reference direction for students' future employment. For example, students who choose a clinical major in the university, and all the courses during the university are organized around the clinical major, which also provides the professional knowledge for students to be employed in the hospital in the future[2]. Students of different majors have different courses in universities, which also divides the students' future career plans. Although students' future employment may not necessarily be in line with their university major, most students consider work related to their own major in their career planning. Students' professional knowledge and professional skills occupy a very important position in students' career planning. Therefore, students need to pay attention to the study of their own professional knowledge and professional skills during their college education (as shown in figure 2, students majoring in chemistry need to master the skills of chemistry need to participate in various chemical experiments).



Figure 1 Chemical experiment operation

Another factor that college students need to consider in their career planning is their individual ability and teamwork ability. After employment, college students need team cooperation to achieve better results. When recruiting new employees, enterprises have certain requirements for their personal ability and teamwork ability. Enterprises need employees to strive for greater benefits for the enterprise, at the same time, enterprises also need all employees to be able to work together for the development of the enterprise[3].

2. Feasibility Suggestions on Developing Career Planning Education for College Students

2.1. Focus on Students' Personal Interests

Interest can provide a person with the motivation to work, but also can stimulate a person's potential. Teachers need to pay special attention to students' personal interests when carrying out career planning education for college students. After students have a certain understanding of personal employability, they can infiltrate their interests into career planning. Many students choose college majors according to their interests. College majors provide a prerequisite for students to further subdivide their interests and hobbies, students need to analyze their special strengths and interests in which specific aspects according to their four years of study. supported by personal interest, students will also be more motivated in their future career. Teachers can guide students to combine their personal interests with career planning when carrying out career planning education for college students, and encourage students to follow their inner choices.

2.2. Increased Social Practice of Students

When teachers carry out career planning education for college students, they need to provide students with more opportunities for social practice education. Social practice can connect students with social life, so that students have a deeper understanding of social life[4]. More participation in social practice can accumulate more social life experiences for students and enable students to adapt to work life more quickly after entering the job (Figure 3, students are actively participating in social practice). In participating in social practice, students can not only learn how to connect professional knowledge and professional skills with current life, but also greatly improve their personal ability and teamwork ability. It is very difficult for students to have a deeper understanding of what they have learned in books if they do not carry it into social life. Taking nursing students as an example, nursing students should not only have a certain theoretical knowledge base, but also have certain clinical nursing skills. Without solid practical ability, nursing students can not be qualified for the profession of nurse even if they have excellent theoretical knowledge. Not only the nursing major has such requirements for students, each major has its own special requirements.



Figure 2 Student participation in social practice

2.3. Motivation of Students

Teachers need to cultivate students' subjective initiative when carrying out career planning education for college students. For college students, the cultivation of students' subjective initiative is particularly important. Unlike primary schools. The educational policy of students in junior middle school and other stages, college students already have the ability to think independently, they must also take responsibility for their future choices. College students already have independent personality, need to play their own initiative in the handling of various things, rather than always living in parents, teachers and other people for their own planning life. The education of college students' career planning is to help students analyze all kinds of advantages and disadvantages, let students learn to know themselves accurately, and teach students effective methods of career planning. Students need to have their own way of thinking, need to learn how to

analyze and process the existing information, learn how to make the correct choice according to the actual situation in line with their own characteristics. To mobilize students' subjective initiative is also to help students build up self-confidence, which belongs to the category of personality education[5].

3. Conclusions

In a word, if we want to carry out students' vocational planning education on the basis of improving students' employability, we must first let students have correct self-cognition and let students have accurate grasp of their own ability. Only by making a concrete analysis of their employability can students know where their advantages and disadvantages are. After students have a certain understanding of their employability, teachers can pay attention to students' personal interests when carrying out vocational planning education, encourage students to integrate their interests into career planning, and let students follow their initial mind. Moreover, teachers should let students improve their professional knowledge and skills constantly, so that students are constantly in a state of progress, to avoid students being eliminated by the era of continuous development. Finally, teachers need to pay attention to cultivate students' initiative, help students to establish independent personality, build up students' self-confidence and responsibility, let students have the ability to think independently and make correct choices.

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