

The Employment Problem of Graduates of Independent Colleges and Its Countermeasure Research from the Perspective of Educational and Teaching Reform in the New Era

Jungang Wang, Aiping Cao and Huihua Zhang*

College of Science and Art, Jingdezhen Ceramic Institute, Jingdezhen, 333000

*The Corresponding author

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Abstract. Based on the analysis of the employment problems faced by graduates of Independent Colleges in the new era, this paper puts forward corresponding countermeasures from the perspective of education and teaching reform, with a view to comprehensively improving the quality of personnel training in independent colleges, and constantly improving the employment rate and quality of graduates.

Introduction

With the rapid development of economy, the employment of graduates from independent colleges has attracted more and more attention as a special part of our universities. To sort out and analyze the current employment problems faced by graduates of independent colleges and their causes, including: inadequate innovation in education and teaching reform of independent colleges, backward personnel training mode, inadequate employment competitiveness of graduates themselves, low employment rate and low quality, and inadequate employment market channels. Therefore, how to deepen the reform of education and teaching system, innovate the training mode of talents, take corresponding countermeasures to improve the teaching quality and the comprehensive quality of graduates, effectively improve the employment rate and quality of graduates, and contribute to the economic and social development is the focus of this paper.

Problems Faced by Graduates of Independent Colleges in the New Era

Reform and Innovation of Education and Teaching are not Enough, and the Training Mode of Talents is Relatively Backward. First, the level of teaching quality is relatively low. Independent colleges have some gaps in hardware facilities, teachers, teaching management and other aspects. It is hard to guarantee the quality of teaching. Students trained have some problems, such as unsound professional knowledge, relatively weak comprehensive quality ability and so on. Secondly, the specialty setting is out of touch with the market demand, and the talent training mode is lagging behind. Most independent colleges have directly copied the maternal schools, which are seriously homogeneous with the maternal schools and out of line with the market demand. Thirdly, there are problems of attaching importance to professional curriculum education but neglecting practical schooling. Graduates lack the practical skills and have weak competitiveness in employment.

Graduates' own Quality is Insufficient and Their Employment Competitiveness is Insufficient. On the one hand, independent college students have relatively weak academic foundation, weak learning ability, relatively weak learning consciousness and self-discipline, some of them have different degrees of partial disciplines, some of them have insufficient investment in learning time and energy, and their comprehensive quality and practical ability are relatively low. On the other hand, the family's economic situation is better, and the expectations of employment and postgraduate entrance examination are higher. Most graduates are expected to work in well-known enterprises in economically developed areas. They are not prepared to work in small and medium-sized cities and small enterprises, and even more unwilling to work in remote mountainous areas in the central and Western regions. Some students want to apply for civil

servants and institutions, but because of their individual quality, ability and inadequate preparation for investment, the admission rate is low. Some want to apply for postgraduate examination, only want to apply for key institutions, but are unwilling to apply for general institutions. The inaccurate self-orientation and inadequate grasp missed a lot of employment and development opportunities. These problems directly lead to the low employment rate of unconstrained college students, the low rate of postgraduate entrance examination and the low quality of employment.

The Channel of the Employment Market is not Smooth Enough and the Rate of Employment for Signing is Low. Each independent college has employment guidance centers at the school level, with superior personnel responsible for employment guidance, but the results are not balanced. Firstly, due to the staffing problem, many schools do not have special institutions and personnel to carry out employment guidance work at the level of each branch (department), and the work force is obviously insufficient; most of the employment guidance work stays at the school level, and it is difficult to penetrate into all departments, classes and graduates, resulting in the lack of employment information. Secondly, there are more part-time employees in all departments, which are highly mobile and lack of vocational ability of employment guidance. In addition, the lack of employment of special funds, the lack of enthusiasm and initiative in employment guidance service, and the deficient expansion of employment market channels. Third, at the class level, the quality and ability of head teachers and counselors are different, the sense of responsibility is uneven, and employment information issuance is inadequate. Fourthly, the construction of employment websites in various branches (departments) is relatively lagging behind. Some employment information issuance is incomplete, not timely, and a lot of employment opportunities are wasted. These problems lead to students' low enthusiasm to participate in all kinds of job fairs at all levels, some graduates are not fully prepared even to participate in the job fairs, some are not even prepared for their resumes, and even do not participate in the job fairs on campus, resulting in low signing rate of job fairs.

Insufficient Studies and Research on Relevant Policies and Weak Implementation. In order to meet the employment needs of enterprises and institutions in the new era of economic and social development, governments at all levels have continuously adjusted their employment policies for graduates of colleges and independent colleges, further alleviating the employment pressure of graduates of colleges and independent colleges, promoting full employment of graduates, and improving the employment quality of graduates to a certain extent. Under the background of the new era, China's economic and social development is facing unprecedented changes in the world's progress for a hundred years. The employers' demand for talents is changing with each passing day. Therefore, the existing policies have played a relatively limited role and have not fundamentally promoted the employment of University graduates. On the one hand, we need to further revise and improve the supportive policies; on the other hand, we need to strengthen policy learning and research to promote the implementation of various policies.

Deepening the Reform of Education and Teaching to Effectively Improve the Employment Rate and Quality of Graduates from Independent Colleges

Deepening the Reform of Education and Teaching and Continuously Innovating the Training Mode of Talents. Firstly, we should deepen the reform of education and teaching, amend the talent training program, and strive to build an innovative talent training system. We should attach great importance to both the teaching of professional theory courses and the training of students' practical ability. Secondly, we should strengthen the construction of teaching staff and excellent course, focus on improving the conditions of running schools, do a good job in classroom teaching management, fundamentally improve the quality of teaching, and comprehensively improve the professional skills of graduates. Thirdly, to meet the needs of regional economic development, cooperate with enterprises, industries and scientific research institutions to educate people and run schools, promote the integration of industry and education, and enhance graduates' post adaptability by establishing order classes and co-constructing practice training bases. Fourthly, according to the development of society and the change of talent market demand, we should adjust the specialty

settings in time, effectively solve the structural contradiction between supply and demand of graduates, and improve the employment rate and quality of graduates from independent colleges. Fifth, we should strengthen the construction of employment team, give full play to the advantages and functions of information technology in providing accurate employment services and improving the efficiency of job-hunting and recruitment, constantly improve the ability and level of employment and entrepreneurship guidance services, provide classified guidance for different majors, provide personalized, precise and high-quality employment and entrepreneurship guidance and services, and guide students to master various professional skills and aspects. Try skills to improve the competitiveness of employment.

Strengthen the Comprehensive Quality Education of Students and Continuously Improve the Employment Competitiveness of Graduates.In the teaching process, the first classroom should attach importance to basic theory and practical training, focusing on training students' professional knowledge and skills; the second classroom should attach importance to campus science, technology, culture and art activities, focusing on training students' comprehensive quality and ability; the third classroom should attach importance to entrepreneurial experience and social practice, focusing on cultivating students' innovative and creative ability, and cultivating students' sense of social responsibility. Three classroom cycles start and feedback each other, realizing the "three classroom linkages", consolidating the foundation of students' comprehensive quality education, and improving the employment competitiveness of graduates. To this end, schools should urge students to develop good learning and living habits during school, strive to learn basic professional knowledge, master basic learning skills, constantly improve professional skills, and combine the theoretical knowledge with practical operation, comprehensively improve their comprehensive quality and practical ability, so as to lay a solid foundation for growth and employment development. In addition, schools should strengthen the education of career choice concept and organize career planning and design contests, actively guide graduates to change their employment concept, find a correct position, choose suitable areas, industries and posts according to their own reality, study hard and earnestly, master skills, and focus on training students' professional quality and employment competitiveness, so as to make full preparations for future employment development.

Focus on the Construction of Market Channels to Further Promote High Quality Employment and Full Employment of Graduates.Independent colleges should make statistical analysis on the distribution of regional and industrial characteristics of graduates' employment, adopt the methods of "invite in" and "go out", expand the employment market channels of graduates, dig out employment posts, and strive to achieve higher quality employment and full employment of graduates. One is to "please come in" and make a success of the campus recruitment fair. We invite well-known enterprises and employers to recruit in schools, provide more than five jobs for each graduate, and actively recommend the employment of graduates, especially to do a good job of employment assistance and employment recommendation for impoverished students. At the same time, taking advantage of the opportunity of holding in-school recruitment fairs, well-known entrepreneurs and well-known alumni are invited to come to the school to have talks and lectures with teachers and students to introduce the demand for talents, the development status of enterprises and the development trend of industries. Second, we should "go out" and expand the employment market. Schools should send people to participate actively in the meeting of talent supply and demand of all kinds of schools and enterprises at all levels, sign agreements with local government labor and employment departments and enterprises on cooperation between government and schools, establish practical bases for college students' employment, and focus on building well-known enterprises in economically developed cities such as the Yangtze River Delta urban agglomeration, the Pearl River Delta urban agglomeration, the middle reaches of the Yangtze River urban belt and the Haixi urban agglomeration. Famous enterprises in medium-sized cities are flanked, radiating the employment practice bases of university students of employing units in large and medium-sized cities of other urban agglomerations. Through carrying out activities such as summer social practice of University students, internship of graduates, cooperative running of schools and

subject research, they can promote the integration of production and education, expand the employment market of graduates in an all-round way, recommend and serve the employment of students, and serve the economic and social development of the country. In addition, independent colleges should encourage and guide graduates to find jobs at the grass-roots level, in small and medium-sized enterprises, and in places where the motherland needs most, so as to assist in economic and social development and realize the value of life.

Strengthen Innovations and Entrepreneurship Education and Constantly Promote the Implementation of Various Employment Policies.First, independent colleges should strengthen innovation and entrepreneurship education, relying on the "Internet +" innovation and entrepreneurship competition, entrepreneurship open class and other carriers to further promote the reform of school innovation and entrepreneurship education, build an innovation and entrepreneurship platform, and cultivate students' "three creation" spirit. We should adhere to innovation-led entrepreneurship, promote employment through entrepreneurship, encourage college students to start their own business, strengthen entrepreneurial funds and policy support, and create a good atmosphere for innovation and entrepreneurship. Secondly, governments at all levels have formulated and promulgated a series of preferential policies to encourage college graduates to find jobs in grass-roots, small and medium-sized enterprises and non-public enterprises, which provide a strong policy promise for promoting the employment of College graduates. Independent colleges should take the opportunity to strengthen the study and publicity of policies, laws and regulations, and encourage graduates to find jobs at the grass-roots level. Third, independent colleges should bring into full play the role of policy incentives and goal-oriented, actively guide graduates to stay in the industry, employment in the region, and serve the economic development of the industry and local economic and social development. Fourthly, independent colleges should also focus on precise poverty alleviation, adopt "one-to-one" paired assistance measures, fight the hard battle for graduates to get out of poverty accurately, and strive to make every poor student who "sets up files and sets up cards" achieve employment.

Conclusions

Deepening the reform of education and education, innovating the mode of personnel training, comprehensively improving the quality of education, teaching and personnel training, and improving the employment rate and quality of graduates from independent colleges are of great and far-reaching significance to the growth of graduates themselves, the development of independent colleges and the social and economic development, so people from all walks of life pay close attention to them. Under the background of the modern era of education and teaching reform, the employment of graduates from independent colleges is still facing many problems. From the point of view of this study, measures should be taken to further enhance the employment rate of graduates of Independent Colleges in the new era, such as deepening education and teaching reform, innovating personnel training mode, consolidating comprehensive quality education, enhancing the employment competitiveness of graduates, focusing on the construction of employment market channels, promoting full employment of graduates, strengthening innovation and entrepreneurship education, and promoting the implementation of various employment policies. And the quality of employment, to enhance the satisfaction of society, families and individuals for personnel training and employment quality services in independent colleges, to promote and serve China's economic and social development.

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