

New Measures for Employment of College Students from the Perspective of Innovative Talents Training

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ABSTRACT

With the rapid development of the national economy, the social environment is becoming more and more complex, and the development of various fields of society is closely related to the support of innovative talents. Therefore, cultivating innovative talents and creating new employment ideas for college students requires not only the efforts of college students themselves, but also the need for colleges and universities to actively shoulder the responsibility of cultivating talents, create a broader development platform for college students, and help college students improve their new employment ideas. The following article proposes to build a perfect employment platform for college students, cultivate professional qualities of college students, improve the training model of innovative talents, build an innovative faculty, and strengthen college students' ideals and beliefs.

Keywords: *The horizon of innovative talents, College students, Employment work, New paths and ideas.*

1. INTRODUCTION

In recent years, China's industrial structure has been further optimized and upgraded, and various new employment problems have emerged one after another, which has brought brand-new challenges to the employment of college students, and more and more college students have felt the difficulty of finding a job. To improve the employability of college students, colleges and universities should further improve the employment system of college students, constantly update educational concepts,

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explore new ideas for college students' employment from the perspective of innovative talent training, and strive to improve the employment level and employment quality of college students.

1.1 Ignoring the Work Standard Training, Having Poor Employment Practice Ability

In recent years, many emerging industries and occupations have emerged and have played an important role in the improvement of China's comprehensive national strength. However, many college graduates have insufficient understanding of the importance of career planning and lack of specific planning skills. They are at a loss about their careers, or make planning a mere formality, resulting in unclear job search goals, unclear career positioning, and career planning. Incompleteness and other circumstances will affect the employment rate and core competitiveness of college students. At the same time, many college students do not have a clear understanding of the actual work requirements, specific work content and work processes of the recruitment company. During the

specific interview process, they often answer questions that are not asked. This not only fails to show the quality of college students, but also reflects that not knowing the job position is not conducive to the employer's comprehensive understanding of college students [1]. All in all, many colleges and universities do not provide systematic work standard training for college students, which leads to the inability of college students to form rigorous work thinking, and there is a large gap between actual work ability and corporate requirements.

1.2 The Teaching Model Lacks Flexibility, and Students Lack Motivation to Cultivate Their Practical Ability in Employment

Most humanities colleges and universities offer economic management and humanities majors, and their prescribed teaching content cannot effectively connect with the market. For example, students majoring in accounting, economics, and commerce have positioned their main employment directions in non-governmental organizations, government agencies, and other aspects of management, personnel, and finance. Economics and management majors have a strong liberal arts nature. Some students will have a strong passivity and contingency under the influence of objective factors in the process of choosing a major. In addition, some professional skills are weak, causing college students to be unable to fully understand the work content, work process, etc. after employment, and seriously lack employment experience. Therefore, once encountering problems in employment, there will be a serious lack of logic, which will greatly reduce the success rate of students in employment. Affected by university policies, many university teachers have no corporate work experience, which will cause teachers' teaching mode to be more theoretical, and severely lack the motivation to cultivate students' employment practice, which is not conducive to the improvement of college students' employment practice ability. College students only learn pure knowledge in their studies, and companies not only require students to have solid professional knowledge, but also relevant work experience. In this context, it is difficult for colleges and universities to cultivate talents who can meet the needs of market development.

1.3 The Teaching Content Is One-way, Resulting in Poor Employment Practice Ability of Students

The teaching content of colleges and universities mainly includes two parts: theory class and practical class. According to the attributes of knowledge, it can be divided into tacit knowledge and explicit knowledge. Explicit knowledge refers to the basic theoretical knowledge of teaching text dissemination. Tacit knowledge refers to the methods, skills, and experience of processing textual knowledge through the brain. Most college students will solidify text knowledge in their minds in their studies, and use the practical teaching platform built by the school to transform it into tacit knowledge. However, this process only realized the transition from professional knowledge to professional skills, and did not really realize the transition from professional skills to working standards, and did not realize the value of experience knowledge to improve students' employment practice ability [2]. Under normal circumstances, in cultivating students' employability, college students shift from the output of professional knowledge to the output of professional skills. In some cases, it is necessary to adopt a certain cycle mode to cultivate talents. The cycle mode is professional; "from professional knowledge to professional skills, then form work experience, and then internalize into professional knowledge", it needs to use work standard training, so that students can extract the corresponding experience knowledge.

2. THE IMPORTANCE OF THE LINKAGE BETWEEN THE CULTIVATION OF INNOVATIVE TALENTS AND THE EMPLOYMENT OF COLLEGE STUDENTS

In the context of modern social development, all aspects of the quality of workers have put forward higher requirements [3]. After college students enter the society, they are not good enough in all aspects to achieve the goal of high-quality employment. Therefore, when exploring and studying the employment ideas of college students, colleges and universities must adhere to people-oriented and employment-oriented principle, establish a good college brand, improve the comprehensive quality of college students, and focus on cultivating college students' employment

awareness, which is of great significance to the smooth employment of college students.

2.1 Cultivating Innovative Talents Is Very Beneficial to Enhance the Brand of Colleges and Universities

With the improvement of the level of social development, the brand effect is playing an increasingly important role in the employment of college students. Compared with ordinary universities, students from prestigious universities have more prominent employment advantages. And most public institutions will give priority to selecting and admitting students who graduated from prestigious schools when recruiting employees. The emergence of this situation will lead to some outstanding, comprehensive quality students who graduated from ordinary schools face unfair competition [4]. For this reason, universities need to base themselves on this status quo, actively cultivate more innovative talents, and provide sufficient and innovative human resources for social development. This can effectively enhance the popularity of colleges and universities and form a brand effect of colleges and universities in the society. Moreover, this can not only improve the comprehensive literacy of college students, but also help establish a good school brand.

2.2 Cultivation of Innovative Talents Creates Good Conditions for College Students' Employment

Compared with traditional university talent training methods, innovative talent training models can effectively cultivate the comprehensive literacy of college students, meet the needs of social development for talents, and improve the comprehensiveness and effectiveness of talent training. Make college students give full play to their potential and their talents after entering the society [5]. At the same time, under the innovative talent training model, the professional abilities of college students will also be improved to a certain extent. Through the active linkage between the cultivation of innovative talents and the employment of college students, the comprehensive level of students is fundamentally improved, so that students have obvious advantages in specific employment work, and the quality of employment of college students is fundamentally improved.

3. NEW MEASURES FOR THE EMPLOYMENT OF COLLEGE STUDENTS FROM THE PERSPECTIVE OF INNOVATIVE TALENT TRAINING

Faced with the complex and changeable employment situation of college students, the employment rate and employment level of college students cannot be effectively supported. The active cultivation of innovative talents in colleges and universities can effectively cultivate the comprehensive qualities of college students, broaden their employment horizons, provide the society with more high-quality talents, and speed up the employment of college students. To this end, colleges and universities should strengthen the connection between the cultivation of innovative talents and the employment of college students, analyze and study new ideas for the employment of college students from the perspective of cultivating innovative talents, and enhance the pertinence and sociality of the cultivation of innovative talents.

3.1 Building a Reasonable Employment Platform for College Students

To create a broader and more complete employment platform for college students, colleges and universities should strengthen cooperation with government departments, enterprises, etc., actively build practical bases, establish employment guidance centers for college students, and provide more ways for college students to exchange and study. They need to encourage college students to independently choose careers and innovate and start businesses, cultivate their innovative spirit and entrepreneurial abilities, promote their all-round development and employment, and speed up the training process of national innovative talents. Specifically, colleges and universities can cooperate with enterprises to formulate innovative talent training programs that meet the requirements of enterprise development, actively build a practical base with the goal of cultivating students' practical training skills, guide college students to effectively apply the knowledge learned in the classroom to specific tasks, and actively carry out professional skills training for college students [6]. At the same time, companies should formulate corresponding college student recruitment plans and help college students find employment through cooperation with colleges and universities. It can be seen that through the implementation of this innovative talent

training method, it is not only conducive to cultivating good professional skills of college students, but also can provide certain help for college students' employment. Enterprises actively participate in the training of undergraduate employment talents, which can realize the effective connection between university education and social employment. In this process, the enterprise is an important subject in cultivating innovative talents. The effective application of this idea of employment work in the specific practice of universities can benefit universities, enterprises, and students. Therefore, this idea has high application value.

3.2 Focusing on Cultivating the Professional Quality of College Students

In the cultivation of innovative talents, colleges and universities should not only pay attention to the theoretical knowledge and learning level of students, but also pay attention to the cultivation of students' professional quality, and strive to improve the professional innovation ability of college students in this field. Specifically, in terms of cultivating innovative college students, it is necessary to formulate a sound professional quality training plan, focus on improving the employment and practical ability of college students, and provide college students with a broader practice platform. For example, based on the professional knowledge of the position learned by college students and the requirements of specific positions for their vocational ability, it's necessary to establish a more targeted job position, so that college students can clearly recognize the requirements of the position for vocational skills and professional abilities, and then realize their own comprehensiveness. The gap between quality and social needs encourages self-improvement and effective integration, and strives to meet the requirements of the company for job talents. Under the guidance of goals, it's needed to prevent students from having psychological problems due to high expectations. In addition, colleges and universities should actively offer college students' vocational literacy training and vocational guidance courses, build employment psychological counseling centers, and give students correct guidance in terms of interpretation of national policies, employment risks, and the actual situation of social development, so as to improve students' resistance to pressure as a whole. It's necessary to promote the various problems faced by college

students in dealing with employment[7]. For college students who have just entered the campus, colleges and universities should encourage college students to actively find a path suitable for their own development, provide active guidance for formulating their own career development plans, encourage college students to actively participate in various social practice activities, and establish clear career development in diversification.

3.3 Improving the Perfection of the Innovative Talent Training Model

The ultimate goal of cultivating talents is to enable talents to realize their own value and meet the strict requirements of social development for talents. For this reason, when improving and innovating the talent training model, colleges and universities should effectively combine the personal career development of talents with the needs of market development. Specifically, it is necessary to analyze from two perspectives. First, colleges and universities should fully consider the market development needs of ever-changing standards when setting majors, and make appropriate adjustments based on market changes. At the same time, colleges and universities should carefully analyze the industrial structure on the basis of regions, and set up disciplines with strong scientificity, effectiveness and practicality in accordance with relevant national policies and guidelines. Efforts should be made to ensure that the majors studied by college students during the university can better meet the needs of the market and play an active role in the employment process. For this reason, in the training model of innovative talents, colleges and universities should not only pay attention to the explanation and transmission of theoretical knowledge, but also cultivate the ability of college students to use knowledge to carry out work and the ability to transform knowledge, and to transform specific knowledge and theoretical knowledge into work value. Second, when colleges and universities offer professional internal courses, they must effectively integrate and consider the social development situation, for example, they need to carry out general education courses, enrich the knowledge system of college students, and cultivate high-quality talents with broad knowledge, broad vision, open mind, appreciation, discrimination and critical thinking[8]. In addition, when opening general education courses, efforts should be made to increase the depth and breadth of the courses, give full play to the effective role of general education courses in realizing the

integration of college students and society, and help college students successfully carry out employment work.

3.4 Actively Creating an Innovative and Professional Faculty Team

A team of high-quality and innovative teachers plays a positive role in improving the employability of college students and is an important driving force for colleges and universities to cultivate a large number of innovative talents. Specifically, college teachers must have a certain comprehensive quality, not only to master advanced teaching ideas, and to play a guiding role in the employment of college students, but also to have a higher professional practice ability to strengthen the cultivation of college students' innovative ability and awareness[9]. In addition, teachers should be committed to enhancing the teaching effect, enhancing the richness of their theoretical knowledge and the advanced nature of teaching concepts, mastering correct and scientific subject teaching methods, and effectively applying advanced information technology that is gradually popularizing. The comprehensive literacy of college students carries out educational activities from multiple aspects to help college students grasp the different dynamics in different social fields in a timely and comprehensive manner, so that college students can formulate their own career development plans under the guidance of new consciousness and new ideas, and lay a foundation for the work unit Solid foundation.

3.5 Strengthening the Ideals and Beliefs of College Students

Ideals point out the direction of life for college students. Faith determines the success or failure of college students' careers to a certain extent. Ideals and beliefs play a key role in the growth of college students [10]. Firm ideals and beliefs are the key and important prerequisite for the growth and success of universities, and can lay a solid ideological foundation for college students' employment. Institutions of higher learning should take morality and cultivating people as the fundamental task, help students strengthen their ideals and beliefs, master scientific and cultural knowledge, enhance their sense of social responsibility and responsibility for college students in the new era, and actively promote the vigorous development of socialism with Chinese characteristics.

4. CONCLUSION

In the context of a very severe employment situation, colleges and universities need to think deeply about how to help college students get accurate employment, formulate scientific and reasonable training plans, improve the overall quality of college students, and promote all-round growth and talent. In the training of specific innovative talents, it is necessary to effectively combine social practice with college students' employment, strictly follow the classification guidelines, strengthen the ideals and beliefs of college students, and focus on cultivating college students' practical ability and innovative consciousness, so that college students have the ability to meet the social development situation and achieve high quality employment.

AUTHORS' CONTRIBUTIONS

Zhihua Jiang wrote the manuscript, and Yaling Xu contributed to revising and editing.

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