



Difficulty in Employment of College Graduates in the Post-epidemic Era and Countermeasures

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Abstract. In the post-epidemic era, with the gradual liberalization of my country's epidemic control measures and the slow recovery of the economic order, the employment situation faced by my country's college graduates is also more complex and changeable. For example, the pressure of total employment continues to run at a high level, the pressure of lagging employment is revealed, the quality of flexible employment is poor, and the growth of disposable income of college graduates is slow. Alleviating the employment difficulties of college graduates requires multi-subject and multi-angle governance at the same time. It is necessary to vigorously develop new forms of employment, gradually change the employment mentality of college students, and improve the new human capital of college graduates.

Keywords: college graduates · employment difficulties · delayed employment · risk preference

1 Introduction

Judging from the development situation in recent years, due to the impact of the new crown epidemic, the economic growth of countries around the world has been weak or even in recession. In this environment, my country's employment competition has become more intense and the quality of employment has declined. From the perspective of the overall employment environment, in 2020, the number of domestic college graduates will be about 8.74 million. In 2021, the number will increase to 9.09 million, and in 2022, the number will reach 10.76 million. In a more complex environment, combined with the gradual release of epidemic control measures in the post-epidemic era and the large number of "waiting for employment" and "late employment" graduates during the epidemic period, corresponding analysis on the employment of college graduates has relatively great reference value.

2 Literature Review

After the outbreak of the new crown epidemic, domestic academic circles paid timely attention to the huge impact and impact of the outbreak on the employment situation of college graduates in my country, and launched multi-angle and multi-faceted exploration and research on it. Through reading and sorting out relevant literature, the current

academic research in my country on the employment difficulties of college graduates under the epidemic mainly focuses on the following two aspects:

The first is to combine the outbreak of the epidemic, focusing on describing the current situation and changes in the employment situation of college graduates after the outbreak. Mao Yufei and Zeng Xiangquan described and analyzed the employment market of college graduates from the perspective of supply and demand by using the data released by online recruitment platforms. It is believed that the epidemic has had a huge impact on the employment market of college graduates, which is manifested in the obvious decline in the employment demand of enterprises and the obvious increase in the number of graduate applicants in the job market, which has caused contradictions in the employment structure in the short term [1]. The research of Chen Jianwei and Lai Desheng shows that in the early stage of the outbreak, firstly, the situation of college graduates choosing online careers and online employment showed contrarian growth; Provide a large number of jobs for graduates, and finally overseas students have had an obvious reverse impact under the epidemic environment [2].

The second aspect is to analyze the corresponding consequences of the subjective and objective impact of the epidemic on the employment of college graduates. Based on the “China University Student Tracking Survey (PSCUS)” before and after the outbreak of the new crown epidemic, Li Chunling found that many college graduates cannot be optimistic about economic development due to the epidemic. Make yourself able to have a good level of stress resistance [3].

3 Difficulties in Employment of College Graduates

3.1 Delayed Employment Pressure Revealed

It is difficult for college graduates to be satisfied with the job positions of graduates. The number of postgraduate entrance examinations at the current stage continues to increase and the number of postgraduate entrance examinations for employment continues to expand, resulting in the exposure of lagging employment pressure.

The group of postgraduate entrance examinations who choose “World War II” or even “multi-war” is also increasing. The “National College Graduate Employment Survey Report (2021)” emphasizes that domestic education has become the option with the highest proportion of undergraduates, and in 2021, the proportion of “domestic education” among all graduates will account for 29.3% [3]. The “2022 China Undergraduate Employment Report” (hereinafter referred to as “Report II”) shows that in 2019, 2020, and 2021, the proportions of groups who choose to take the second postgraduate entrance examination are 3.4%, 4.3%, and 5.0%. At the same time, the success rate of “going ashore” for students who have taken the postgraduate entrance examination for many years within three years of graduation dropped from 48.2% in 2016 to 43.1% in 2018 [4], and it showed a downward trend year by year. The proportion of waiting for employment will also rise from 4.3% in 2017 to 5.7% in 2021, an increase of 1.4 percentage points.

As more and more college graduates join the army of postgraduate entrance examinations and public examinations, although the number of applicants has increased year by year and relieved some of the employment pressure at that time, whether it is graduates who have been admitted to graduate schools in recent years or choose “Graduates

who continue to take the postgraduate entrance examination and public examination as waiting for employment after World War II or even “multiple wars” will bring greater employment pressure and challenges to the near future.

3.2 The Growth Rate of Disposable Income Is Slow

The “Report II” pointed out that the average monthly disposable income of the 2021 fresh graduates is 5,833 yuan. Six months after graduation, the average monthly disposable income of undergraduate graduates is 4317 yuan, 4624 yuan [5], 5440 yuan and 5471 yuan respectively [6]. Correspondingly, the monthly per capita disposable income of urban residents from 2017 to 2021 is 3,033 yuan, 3,275 yuan, 3,533 yuan, 3,650 yuan, and 3,951 yuan, respectively.

From 2017 to 2021, the average monthly income of fresh graduates and urban residents in my country will continue to rise as a whole. Therefore, there will be a contradiction that most families invest too much capital in the early education of students, while the expected income of work after graduation is low and the growth rate is slow. Some students will temporarily choose to “lay flat” or even so-called “bad” due to vague career prospects; some students’ employment intentions are not employment positions provided by enterprises, but employment forms with low success rates such as public examinations and postgraduate entrance examinations; Students are reduced to the “elderly” and “slow employment” groups, which in turn will have a negative impact on the employment mentality and employment choices of fresh graduates.

4 Countermeasures and Suggestions to Alleviate the Employment Difficulty of College Graduates

4.1 The Main Body of the Government: Promote the Development of New Formats and Guide the Transformation of Employment Outlook

First of all, in recent years, as my country vigorously promotes the “Internet+” action plan and national big data strategy, accelerates the development of digital industrialization, the Internet and digital technology continue to move towards the production and consumption fields, and new types of jobs continue to emerge. In view of problems such as the unsound professional ability training system for practitioners and the incomplete coverage of employment insurance in the new business model, the government and relevant departments should improve the corresponding laws and regulations as soon as possible, and improve the flexible employment service for college graduates in the new business model as soon as possible. The system provides effective protection for college graduates from the legal level, so that flexible practitioners of new business formats can reduce their worries, so as to “strengthen their energy and strive for the top”.

4.2 Main Body of Colleges and Universities: Optimizing Major Setting and Improving Human Capital

First of all, colleges and universities need to continue to optimize and adjust the direction of professional training. Higher education should focus on market demand. Colleges

and universities should pay more attention to changes in the flexible supply and demand in the job market, and adjust the opening of majors and the number of recruits for majors in a prudent and timely manner combined with policy support. In this way, at the professional level, it is in step with the market demand, and finally the relationship between universities and the job market is changed from a supply-oriented to a demand-oriented, providing the society with talents that are really in demand.

4.3 Students as the Main Body: Establish a Reasonable Outlook on Employment and Enhance Core Competitiveness

First of all, college students should establish a reasonable concept of employment and career choice. In the face of fierce competition in the postgraduate entrance examination and public examination situation, the “herd mentality” has led many college students to mechanically pursue certain job properties and academic qualifications, and the awareness of multi-dimensional competition has been weakened. The practice of “avoiding competition”. Therefore, college students should carefully choose their graduation destination, consider the employment direction from multiple perspectives, and avoid blindly “involving” in the system, resulting in unnecessary waste of human and educational resources.

Secondly, contemporary college students should constantly improve themselves and strive to improve their core competitiveness in employment. College students should not only learn theoretical knowledge, but also carry out practical training, so that they can stand out in the job market.

5 Conclusion

The employment difficulty of college graduates is a long-term and comprehensive problem, which requires all parties to timely and accurately capture the new manifestations and new characteristics brought about by the changes in employment trends. Under the normalization of epidemic prevention and control in the post-epidemic era, college students who want to take postgraduate or civil service examinations are no longer just the role of a “reservoir” for employment, but will bring more opportunities in the next few years. Large lagging employment pressure. It is necessary for the government to further revitalize the real economy, promote the development of small and medium-sized private enterprises, and improve the employment situation of new forms of employment such as flexible employment; colleges and universities must dare to reform, adjust professional settings in a timely and accurate manner, and focus more on cultivating students’ employability; students should use educational capital effectively Only by transforming them into their own new human capital and improving their comprehensive hard power can they stand out in the tense employment situation.

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