

Present situation and suggestion of employment skills training work in Higher Vocational Colleges

Li Zhi-Hui^{1,a}

¹Department Tourism and hotel management, The Pingdingshan Institute of Education, Pingdingshan Henan 467000, China

^aLZHCXK@163.COM

Keyword: vocational college employment skills training suggestions

Abstract: The present situation of vocational college students employment difficult to accelerate the reform and improvement of the teaching mode of higher vocational education, as the first line of employment skills training work is the realization of sustainable development of school, students good employment, easy business protection. This paper analyzes the present situation of employment skills training in Higher Vocational Colleges at the present stage and the existing problems, and put forward several suggestions for the work of employment skills training, in order to make a contribution to the employment of Higher Vocational colleges.

Analysis of the current situation of employment skills training in Higher Vocational Colleges

In 2008 America sub loan crisis of the global economic crisis, the global economy generally decline, some coastal enterprises in China are also affected by the economic crisis, the collapse of laying off employees, appeared to reduce employee salary phenomenon. This will undoubtedly make common colleges and universities after the college students' difficult employment situation one disaster after another. According to the latest data from Ministry of human resources and social security issued in January 27, 2013 news conference statistics, in 2013 the total number of college graduates is 6990000, an increase of 190000, than in 2012, thus, the employment situation of college graduates is more complicated and grim. As higher vocational, vulnerable groups in ordinary higher education colleges graduates own theoretical system of knowledge than undergraduate students solid, plus the employer of traditional education, degree of blind praise highly employing mechanism, higher vocational colleges, graduates employment prospects will be even more is not optimistic. At this point, it seems to firm of higher vocational students professional beliefs, enhance employment confidence is very important. According to the survey, most of the national higher vocational colleges are provided with guiding college students' employment, skills training institutions, equipped with professional career guidance teachers, set up the employment psychology consultation room, and society, enterprise, community united employment skills training course, which to some extent alleviate the graduates "employment" panic "difficult career" psychological pressure. However, some universities also appeared the employment agencies, employment psychology consultation room set idle does not start, employment skills training work of a mere formality and other issues, so that the graduates in higher vocational colleges, students cannot get efficient, sustainable employment skills training, improve their employability and competitiveness of real.

The existence of employment skills training in Higher Vocational Colleges at the present stage of the problem

A. The school employment skills training work of propaganda is not enough, the students' employment skills training consciousness

Because the job skills training to spend a lot of people property to maintain efficient operation of it, although the national employment training subsidies, but an utterly inadequate measure, the

school cannot obtain certain economic benefits, from hence, some higher vocational colleges do not pay enough attention to the employment work skills training, investment in equipment and facilities less, put less on special funds, students on the publicity is not in place. The students in Vocational Colleges itself didn't like learning, theoretical knowledge difference in employment, the recognition is not objective, a serious inferiority, feel oneself is to learn the graduates can not find a good job, on employment skills training contempt, ignore, think of doing, resulting in the theory of knowledge industry didn't learn thoroughly, practical skills are not solid, it is difficult to have the employment advantage.

B. Employment skills training courses with insufficient

Many higher vocational colleges employment skills training market research without scientific, meticulous, just a ignorant copy other colleges skills training course, this is not combined with the market demand and the university culture characteristic and the establishment of employment skills training courses cannot meet the needs of the university students' personalized demand, will not play the role and the effect of improving the the students practical employment skills.

Several suggestions on employment skills training in Higher Vocational Colleges

A. To strengthen the Vocational College Students' employment skills training consciousness

The students in vocational colleges generally learning initiative, the theoretical foundation is weak, so the undergraduates, graduate students and common competitive jobs in the academic degree and there is no advantage, this negative employment view enables students to employment skills training consciousness, behavior is not considered, that not essential. So, how to change the situation of employment of graduates from higher vocational skills training, to enhance their employment consciousness so as to transform the employment disadvantages into advantages?

3.1.1 To fit the market closely, through the employing unit selection of personnel, employment personnel psychology. With the rapid development of economy, part of an employer has to get rid of the traditional "heavy degree, light ability" selective ideas, in the selection of personnel have begun to pay attention to personnel of actual operation ability and innovation ability. The higher occupation colleges must use their own occupation education advantage, through the occupation skill training and college teachers input, equipment and facilities investment, strengthen cooperation and enterprise, the importance and feasibility of using the school quality of teaching resources and free enterprise, advanced test equipment and facilities and other favorable conditions to advertise employment skills training to the students.

3.1.2 Through school enterprise cooperation, strengthen students' employment skills training consciousness. Students in the freshman year let them into the enterprise to probation, and can move the classroom in the enterprise, let the students know the enterprise market time, what kind of technical personnel, more high demand gap, which is the technical requirements of the class, so you can have a definite object in view to train their professional skills, do the study targeted. And also through the successful people invite enterprises regularly to the school held employment skills training related lectures, recognizing the importance of employment skills training through their success stories to inspire students and graduates.

3.1.3 Employment skills training and occupation qualification certificate combined

The school to the students' employment skills training and the corresponding occupation qualification certificate combined, no national occupation standard of professional and special ability can be combined to achieve the certificate, graduates "double certificates", increase vocational graduates employment advantage. Employment skills training set diversity, a prominent feature of the training courses according to the professional, through scientific planning, professional teachers enterprises outstanding employee of a gleam of "one to one" training, organizing students to participate in the national occupation qualification examination, formal, high technical content of assessment and evaluation skills of qualified students awarded after approved

by the state, province, city Accreditation Center, in the beginning, high qualification certificate, increase the employment of vocational graduates competitive advantage, and enhance the recognition degree students of employment skills training work, and finally to participate in job skills training is to improve the favorable weapons as their professional ability, comprehensive quality.

B.The employment skills training curriculum into the teaching plan, to achieve "full of" into Teaching

Employment skills training courses to students graduate not again when the temporary and sections of employment guidance course can be completed, not recommended several excellent students represent the school at the provincial and municipal level, occupation career planning competition can be achieved. Higher vocational colleges should take employment skills training curriculum into the teaching plan, to achieve "full of" into teaching, have different training objectives in different teaching stages, the author takes the preschool education specialized employment skills training course as an example:

3.2.1 In the admission stage employment skills training courses to "mouth" "hands-on" based skills development

Preschool education professional oral expression ability, practical capability requirements for the practitioners of the staff, the school in the big stage according to the students future employment skills requirements set oral expression training courses, courses, lecture and eloquence storytelling skills competition, dance skills contest and a series of employment skills training courses, tamp students have a solid foundation of employment skills.

3.2.2 Two stage employment skills training courses to have "action" course infiltration

To the big two students at the stage of skill training to set the basic application of computer knowledge, application of basic English knowledge, practical oral English training courses in practical teaching plan, through student begin to edit WORD documents, EXCEL tables, personally make the professional PPT links, improve the students' enthusiasm of practice, the practical training students hands the ability after the student employment, entrepreneurship, to improve and lay a solid foundation.

3.2.3 Three stage employment skills training to improve students "main occupation accomplishment"

Through the first two years of real play hard, students have high professional skills and strong practical ability, the big three stages according to the teacher's guidance and inspiration, these external skills and behavior of internalized, after repeated thinking correction, the final extract for their cultural accomplishment and professional quality, truly become the inherent potential employment, employment the higher vocational students. "Professionalism" is in the workplace, remain invincible in the drive for Higher Vocational students.

C.Strengthen the construction of Campus Training Base

Strengthen the construction of campus training, practice base, and actively explore new mode of construction of Campus Training base. The student skilled or not, the ability of solving the accident and the intensity of training in peacetime and practice the length of time has the very big relations, Skill comes. Schools should devote a lot of property construction of the ability of students to enhance the desired school internship training base, when necessary, between the school and the school, school and enterprises, school and government jointly running a school, the common investment in the construction of campus practice base. Students without entering society before

they have been through the school practice, training skilled in business process and have a good mastery of skills, in practice in the enterprises can overcome inferiority complex, more smoothly completed the task given by enterprises.

Reference

- [1] Yiqin.enhance the employability skills, strengthen employment guidance; Journal of Nanchang Normal School of Vocational Technics, 2000 (four) 65 – 67
- [2] Chen Jun, Li Xiulan. The vocational college students view of employment and employment market development analysis [J]. Journal of Leshan Normal University, 2009 (7).
- [3] Ding Cuiling. Higher Vocational Students Employment Outlook Analysis and Guidance Countermeasure [J]. Henan education, 2009 (9)
- [4] Chen Chuquan, Fu Zhigang. thinking to do the work of employment guidance for college graduates under the new situation; Journal of Guangdong University of Technology (SOCIAL SCIENCE EDITION), 2003, 6 (3) 222 – 224
- [5] liang Haihong. 90 vocational college students view of employment status analysis and Countermeasures of [J]. Vocational Education Forum, 2010 (9).