

On the Present Employment Situation and Countermeasures of College Students in China

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Abstract. In recent years, with the increasing enrollment of higher education institutions. The issue of employment of college students has drawn much attention. This article by comparing the impact of different factors in the past seven years analyzes the factors that affect the employment of college graduates and find solutions from four aspects, the government, universities, employers, and themselves. Hope it can promote the employment of university graduates in time.

Introduction

on the one hand, the reason for more and more employments students is social economic development, national security and its closely linked; and the other hand, changes in the education system and employment status are also inseparable relationship. so it is urgent to analyze the causes of the employment problems of university students and then to propose solutions to them. Contemporary college students are the pillars of the country, and only solve the employment problem is the basis of economic development.

Current Situation of Employment of College Students in China

Continue Increases of Employment

From 2011 to 2017, the total number of college graduates nationwide has been increasing year by year. According to statistics, more than 6.6 million university graduates were employed in 2011, and the number of college graduates reached 7.95 million in 2017, reaching a new high, up to 160,000 last year. Since 2011, the number of national graduates has increased at an annual rate of 2% -5% year-on-year, reaching 50.75 million in seven years. Fig.1 shows the number of college graduates over the past seven years.

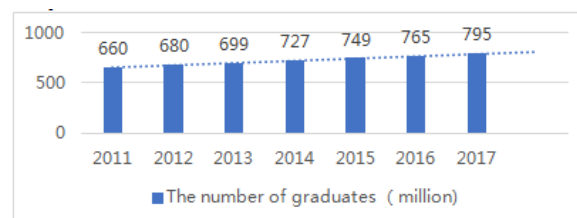


Figure. 1

The Employment Rate of Graduates is Generally Stable

According to the release of China's Graduate Employment Report released by the McCarthy Institute, the graduation rate of college graduates in 2011 was 90.2%. It was slightly higher in 2012 (90.9%). Compared with the previous session, the overall signing process of college graduates in 2013 also dropped significantly. The employment rate of 2015 graduates was 91.7%. The 2016 session (91.7%) was basically the same as that of 2014 (92.1%) and 2013 (91.4%). Fig.2 shows the growth rate of college graduates in the recent seven years.

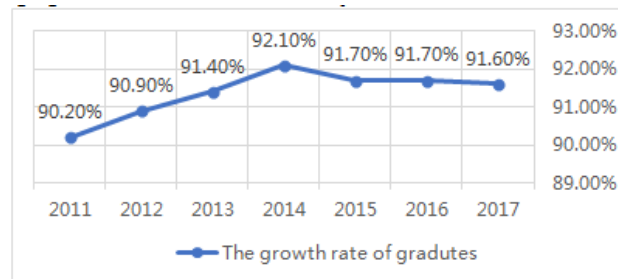


Figure.2

The Proportion of Independent Entrepreneurship Has Risen

With the continuous improvement of the entrepreneurial environment in our country. More and more graduating college students choose to start their own businesses to promote more employment. According to the 2017 Max Employment Blue Book, the proportion of college graduates starting their own businesses in 2011 was 1.6%. By the end of 2012, the ratio reached 2.0%, 0.3 percentage points lower than that of 2013 (2.3%), 0.9 percentage points lower than that of 2014 (2.9%) and that of 2015 was 3.0% lower than that of 2016 by 2.9 percentage points. Fig.3 shows the recent six years of college graduates self-employment rate.



Figure.3

Problems

Employment Concept is Unreasonable

Compared to the remote and underdeveloped western regions, graduates are even more hoping to find employment in the cities of northern Shanghai and the coastal areas. In the traditional Chinese concept, admission to a university represents a certain form of elite. It is this so-called self-superiority that makes graduates less and less able to meet. And nowadays many college students do not have a clear future plan and are dazed about the job market, they do not know what they want to do. This has led them, to some extent, to choose blindly from the masses who are not suitable for their own jobs and thereby reduce their employment adequacy.

Students Encounter Various Kinds of Discrimination in Employment

First, the differences between colleges and universities. "985", "211" and other famous universities are more susceptible to the recruitment of enterprises of all ages, they have the right of first choice. Under the same circumstances even if the general college students are more outstanding, employers will still tend to bring the effect of prestigious universities. Such passive choices make the employment situation unsightly. In addition, 985 colleges and universities have more open employment information, so that ordinary schools are in a forgotten situation. Second, China's imperfect labor market, unsound laws and regulations, employers' have restrictions on fair employment in the aspects of user's gender, household registration and lack of experience, etc.

Factors Affecting the Employment of College Students in Our Country

Economic Factors

The Level of Economic Development is Slow

Economic problems are the fundamental issue of employment. The economic development and economic growth of a nation-state should be synchronized with each other. However, in recent years, the number of university graduates has been far greater than the number of jobs provided, and the employment issue has become increasingly prominent. At this stage, China is carrying out structural optimization and adjustment. The proportion of emerging industries (tertiary industry) is developing slowly and it is difficult to achieve coordination between the two. In addition, our country has long been over-pursuing economic growth and ignoring the increase in productivity. The low-level industrial structure has created a low-level demand for labor. As a result, the shortage of positions has left many students in a passive position.

Relative Imbalance Between Supply and Demand Mechanism

From the perspective of supply, there are unprecedented multi-peaks in the labor market in the country. Unemployed workers and college graduates as well as the surplus labor force in the townships have instantly brought huge employment to the present state challenge. On the demand side, there is very little need for job creation in an economy that is growing and growing. Moreover, society has also stepped up its demands on the quality and skills of the labor force. This small increase in demand has caused the contradiction between supply and demand.

Social Factors

In the domestic market, some factors have become the reason for blocking the movement of labor force. On the one hand, most employers do not match the scale of their graduates and even have a certain degree of backwardness. On the other hand, the funds and the scale of the school have limited the guidance that can be provided. Furthermore, the teachers' lack of practical experience in colleges and universities can't give professional advice to students. Regardless of the future plan or realistic outlook, resulting in students with professional knowledge, but there is lack of face in the enterprise market.

Education Factors

Professional Settings can't Meet Market Demands

From a macro point of view, the planning of higher education in our country has not been guided by the market demand. From a microcosmic point of view, the professional settings among schools are basically the same. The policy of expanding enrollment in higher education is only a matter of "quantity", and lacks of "quality" Policy to give the guarantee, resulting in the "multiple schools of the same profession, the same profession did not find employment" phenomenon, and some "unpopular" professional stall there serious shortage of qualified personnel. The blind pursuit of institutions, seeking big, out of the actual needs of society, emphasis on the phenomenon of light

skills is very prominent, resulting in a serious shortage of knowledge and employability.

The Quality of Education and Guidance are Still Lagging Behind

At present, there are many fragile links in the security system. Such as the types of insurance covered and the small size of the population. There are many contradictions between the unsound provisions and the imbalance in the development of the security system. At the same time, college students enter the labor market for the first time. For example, whether basic social security can provide "five insurances and one gold" or not, and whether medical insurance and bonuses and benefits become the primary conditions. This level of barriers has greatly narrowed the scope of job search options, as an invisible framework for those who want job-hopping circle. Relatively speaking, however, there are few specialties such as archeology who are short of talent. It is precisely because of the school to avoid such a heavy, a follow-up psychology makes the existence of shortcomings in student development, can't well adapt to the multi-faceted needs of society.

Graduate's Own Factors

The Overall Quality Needs to be Improved

With the expansion of college students in recent years, there must be a part of "defective products", and their employment problems have caused the overall employment rate to drop. At the same time, funding for education has led to the cultivation of teachers' innovative spirit. In addition, many universities are not equipped with specialized laboratories and standard equipment to guide students to employment, lack of resources, resulting in teaching practice is not enough to meet the students' ability to adapt to the market when entering the community, even encountered Good opportunity but can't meet the relevant requirements, thus reducing the employment rate.

Employment Concept is Misunderstanding in Career Choice

Admittedly, students trained under the examination-oriented education in China only have relatively simple professional knowledge, lack of scientific literacy and profound cultural background. In today's recruiters, enterprises tend to pay more attention to the overall quality of a person. They not only put forward requirements for examination on the basis of basic professional knowledge, but also put forward higher standards in terms of personal qualities, professional ethics, serious and serious attitude, and hard-working spirit Request. Therefore, employers tend to favor class cadres and student union members who hold positions in universities. Because of the same conditions even slightly at a disadvantage, these people seem to outperform others in their overall quality.

Solutions

The Government Should Open Wider Channels and Actively to Promote the Employment of College Students

Adjust the Industrial Structure to Create Employment Opportunities

In today's era, unlike the past graduation package, graduates need to choose their careers independently. Therefore, college students often choose to employ the bustling "North Canton" and coastal cities, in order to meet more opportunities and enjoy better welfare. This incorrect concept of employment has largely affected the employment rate and has largely made them missed many job opportunities. In fact, we should reasonably assess their own strength, recognize their own points of interest and personality, based on this to find a suitable position. If a period of ignorance during the university, the lack of planning in the end can only be "empty basket", leading to the lack of thinking skills.

Improve the Employment System reform and create a good employment environment

Although the remote areas are indeed lagging behind in economic terms to some extent, the state

should vigorously develop the economy, attach importance to the effects brought by economic growth, attract more blood with more attractive treatment, inject vitality and gradually narrow the gap with developed areas. On the one hand, the authorities should macro-control and encourage the development of the private economy. On the other hand, China is transforming into a tertiary industry that is driving employment growth. The tertiary industry is characterized by its low barriers to entry and its easy acceptance. It further illustrates that we should seize the opportunity to encourage and support its vigorous development. The authorities of various agencies and departments should step up coordination and break through existing barriers to create a good employment environment for contemporary college students.

Colleges and Universities Should Deepen the Reform of Education System, Adhere to the Market Demand for School-Oriented

As the tide of entrepreneurship becomes hotter and hotter, schools should seize the opportunity to provide their students with enough financial support around the course of "innovation and entrepreneurship", necessary entrepreneurial guidance so as to not only relieve employment but also stimulate the students' thinking vitality. Besides, colleges and universities should set up a work evaluation system to give encouragement and support from the reality in terms of funding guarantee, institution establishment and teachers' equipping, so as to minimize the unemployment of college graduates. Only in this way can we ensure that the employment guidance work of higher education is solid and Effectively.

Employing Reasonable Allocation of Resources to Attract College Student's Employment

Establish and improve the employment mechanism. For businesses, because schools and employers are mismatch in training students, so it is resulting in a wrong point. Therefore, the two sides should strengthen communication and reach consensus, for example: "joint-training "and so on, so that graduates can better enter the workplace after graduation to achieve seamless convergence of enterprises. Schools should carry out a full course of teaching and practical cooperation, starting full training for freshmen, to promote the students' professional ability for employer to accumulate the reserve power of enterprise development. In addition, enterprises can not only pursue the so-called brand-name university effect, it should relax the requirements, giving them the opportunity of non-discriminatory. Although born in a certain situation can't be ignored, but we can't denied the acquired learning ability and personal potential.

Students Themselves

Change the Concept of Employment, Improve Their Overall Quality

The problem of employment is not a problem at hand. It is a social problem that has been forming for so many years. Faced with the severe employment situation, contemporary college students should make good career plans for the future from the moment they step into the campus, sort out the tasks to be accomplished during the school and start early. As the saying goes, "opportunities are always reserved for those who are ready," and do not ask how far the goal is, finding the right one for you, your interest, and your personality traits. This will not only enable ourselves to maintain the enthusiasm and passion in the future work, but also promote the development of enterprises.

Strengthen Social Practice and Develop Employability

"Blacksmith need its own hardware". When entering the community, a firm evaluation of a person's hard indicators must be solid your professional knowledge. Therefore, within the scope of our control, we should lay a solid foundation and build a solid foundation. Learn from science to enrich yourself. On this basis, it is of course necessary to develop a wide range of interests to enhance the overall quality. Most importantly, no one will be able to succeed in employment at one time and should be prepared to accept the failure. Do not give up. It's able to improve their ability to compress and accumulate job-hunting experience at the same time.

Summary

Through the detailed analysis of the statistical data, this paper discusses the important problems and the reasons for the current employment of college graduates in our country and puts forward some countermeasures based on them. Through research, this article draws the following conclusions: Specifically speaking. First, the government should open wider channels and actively promote the employment of college students. Second, universities should deepen the reform of the education system and adhere to the guidance of market demand. Third, employers should seek the best hiring path without discrimination. Fourth, the students themselves should make continuous progress to meet the needs of society.

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