

# *A Survey on the Employment Status of Higher Vocational Graduates in Tianjin*

—Taking Tianjin Vocational Institute as an Example

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**Abstract**—In recent years, the state and society pay more and more attention to higher vocational education, and the employment problem of higher vocational graduates is also more and more severe. For the increasingly severe employment situation, the employment problem of higher vocational graduates has been widely concerned in the society. Higher vocational college students need to know more about employment problems, and accurately grasp the employment situation of higher vocational graduates, employment psychology and the latest employment situation, have a guiding role in teaching students in accordance with their aptitude and cultivating graduates who are suitable for social needs. This paper investigates the employment intentions, employment and employment preparation of Tianjin Vocational Institute graduates through questionnaires, and analyzes the problems existing in the employment of higher vocational graduates, and puts forward countermeasures based on data analysis and statistics.

**Keywords**—Higher vocational graduates, Employment situation, Questionnaire investigation

## I. INTRODUCTION

The number of college graduates increased annually from 2004 to 2017. In 2018, the number of college graduates in our country is expected to be 8200000, and the employment and entrepreneurship of college students still face a complicated and severe situation. The graduates of higher vocational colleges are not only facing the new high history of the graduates' data, but also the economic downside pressure and structural reform. The reform must be adjusted and the industry changes followed, and the employment situation of higher vocational graduates is not optimistic [1].

At present, Tianjin has about 25 higher vocational colleges. The number of graduates each year is expected to more than ten million people. In order to have a comprehensive understanding of the employment problems of Tianjin vocational college graduates, this paper takes students from Tianjin Vocational Institute as an example to investigate through questionnaires. Through the analysis of the data of the survey results, this paper finds out the problems existing in the employment of higher vocational graduates, and puts forward some suggestions and countermeasures. It is of great significance for the higher vocational graduates to be employed in the future.

## II. THE BASIC INFORMATION OF INVESTIGATING

### A. Background of investigation

In recent years, with the reform of China's college graduates' employment system and the rapid expansion of higher education scale, the number of college graduates has increased rapidly, and the problem of employment has become increasingly prominent [2]. In order to make more students understand the problem of employment and find their own job in the future, the investigation of employment situation of the students was carried out in Tianjin Vocational Institute.

### B. Objective of investigation

This paper takes the results of the survey of Tianjin Vocational Institute as an example to analyze the employment situation of higher vocational college graduates in Tianjin. Through the analysis and suggestions on the problems in the investigation, the graduates of Tianjin higher vocational colleges know how to get a better job.

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1. Education Reform and Innovation Development Funds of Tianjin Agricultural University (20170202).

2. Innovation and entrepreneurship training reform model projects of Tianjin Agricultural University (20170812).

3. The major teaching Reform Tendering Project of Tianjin Agricultural University (2017-D-03)

C. Method of investigation

The investigation was mainly used in the questionnaire survey, the questionnaire was published in the network, and the questionnaire data were arranged and analyzed in the later period.

III. THE RESULTS AND ANALYSIS OF INVESTIGATION

A. Selection of employment area

For the ideal employment area, 35.30% of the students are more interested in employment in major cities; 35.30% of them choose near own hometown; 29.41% of the students think there is no special requirement to see opportunities 26.50% of them choose the north; and 26.50% of them choose the south; 17.70% of the students chose the eastern region; only 2.90% of the students chose rural cities and towns; and the midwest was not an option (Fig.1). From the survey results, it can be seen that most students still prefer to get jobs in major cities. After all, there are more jobs and platforms in major cities, and the prospects for development in major cities are also more optimistic than those in small and medium-sized cities. A lot of students choose near own hometown. The possible reason is that there are more friends sourcing in near hometown than the unfamiliar cities, and it may be easier to get jobs.

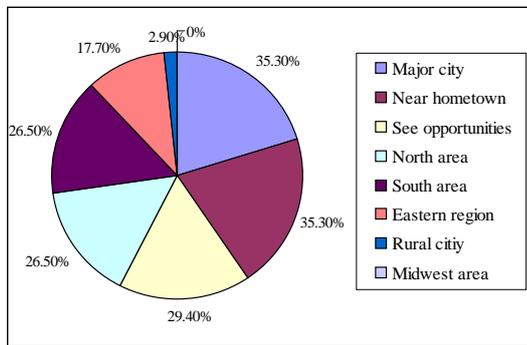


Fig. 1. The statistical analysis of selection of employment area

B. Selection of employment units

For the desired employment units, 47.10% of the students chose state owned enterprises; 17.70% of the students chose government agencies; 14.70% of them chose to start their own businesses; 14.70% of them chose private enterprises; and 5.88% chose joint ventures (Fig.2). The above results show that students attach importance to personal value and personality development, and cannot well integrate personal needs with social needs.

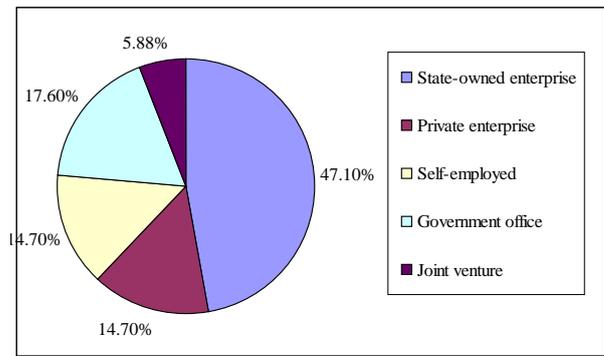


Fig. 2. The statistical analysis of selection of employment units

C. Consideration factors of selecting job

For concerning the factors of employment, 82.40% of the students focus on wages welfare; 76.50% of the students focus on personal development opportunities; 47.10% of the students pay more attention to the company's scale and development prospects; 44.10% of the students choose the working city; 11.80% of the students focus on professional counterparts (Fig.3). This shows that students are more concerned with their own interests and future prospects, and whether the employment industry has not much to do with the specialty of the University.

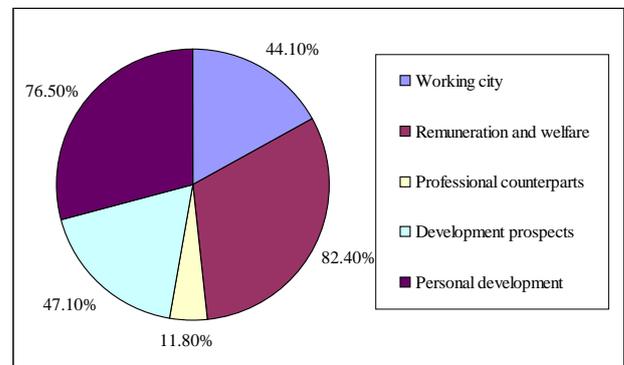


Fig. 3. The statistical analysis of consideration factors of selecting job

D. The way of seeking job

For job seekers, 73.50% of the students choose talent recruitment and job market; 58.80% of the students selected by family and social relations; 47.10% of the students chose the recruitment network; 50% of the students are looking for information and recommended by the school; 8.80% of the students to choose the other (Fig.4). This shows that recruitment network has also become the main way for graduates to get employment information. Therefore, it is particularly important for all kinds of graduates' employment management departments and employers to strengthen employment information network construction. In addition, students should be encouraged to make use of various social relations to achieve employment.

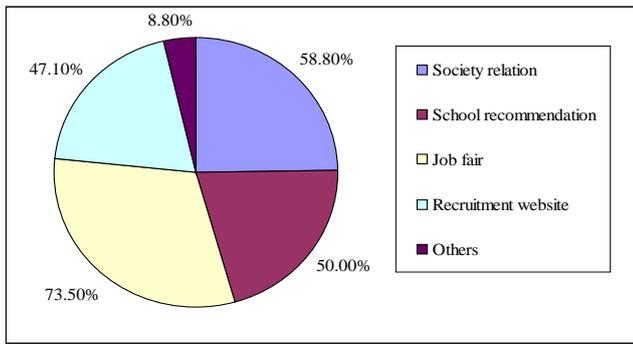


Fig. 4. The statistical analysis of the way of seeking job

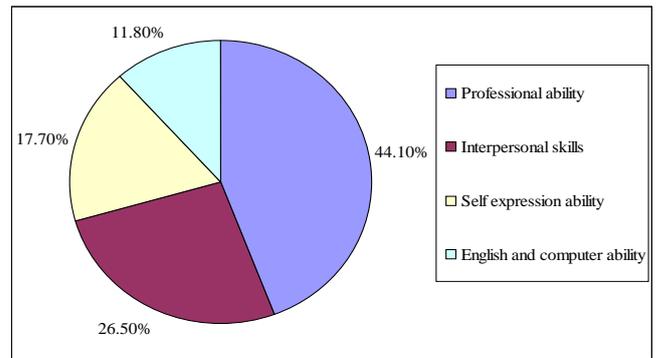


Fig. 6. The statistical analysis of student's ability

### E. Wage demands

For the acceptable minimum wage, 58.83% of the students received a salary of 1000-3000; 50% of the students accepted 3000-5000, and 16% received 5000-8000. As for the 8000 or more options, there is no one to choose (Fig.5). It can be seen that the students are more realistic in the salary problem, and basically conform to the conditions given by the enterprises under the current social conditions.

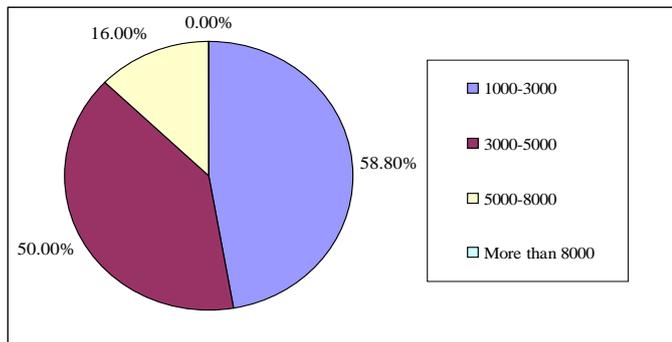


Fig. 5. The statistical analysis of wage demands

### F. Employment and ability

For self-capacity and employment, 44.10% of students chose professional ability, 26.50% of them chose interpersonal skills, 17.70% of them chose self-expression ability, and 11.80% of them chose foreign language and computer ability (Fig.6). The above data show that higher vocational graduates are not particularly optimistic about the prospects for employment, and the annual increase in the number of graduates is also plaguing higher vocational graduates.

## IV. COUNTERMEASURES AND SUGGESTIONS

(1) Students should set up a correct sense of employment and prepare for the psychological preparation before employment. Vocational college students have learned a certain amount of professional knowledge and have certain skills and skills before going to the society through several years of learning in the school. They have laid a good foundation for the upcoming society and professional work. But the sense of employment and the direction of career selection are not only formed in the particular environment of the school, but also influenced by all aspects of society and family. Graduates should choose and distinguish according to the needs of the state and individual circumstances, eliminate interference, grasp the initiative of selection, and establish healthy employment knowledge and psychological preparation for employment.

(2) Students should improve the awareness of competition and abandon the traditional concept of employment. g environment for graduates, and the market competition mechanism is also reflected. Graduates want to choose the job that is in line with their expectations, and the employers choose outstanding talents. In the competition, the outstanding talents stand out, and in some degree reduce the bad phenomenon of the corruption. Many students lack the proper sense of competition in employment and lack of good psychological preparation for employment, forming a bad sense of security. On the one hand, it has contributed to the graduates of social psychology, the big city, big companies and other organs, as the ideal career goals, and some of the special needs of talents and vocational graduates can also give ample opportunities in remote areas and grassroots units are difficult to cause graduates attention. On the other hand, the students' dependence on employment and the psychology of herd are serious. The main reason is that the social needs cannot be correctly understood, and the quality, specialty and other objective conditions cannot be evaluated impartially and objectively.

(3) The school should improve the employability of the students. For cultivation of higher vocational talents, Tianjin Vocational Institute should closely follow the development of the times, according to the specialties and curriculum adjustment of market demand, give full play to the characteristics of higher vocational education occupation education, improve the quality of education in higher

vocational colleges, to strengthen the vocational college graduates employment guidance is essential. Therefore, it is the ultimate solution to improve the employment of higher vocational college graduates, and to improve the quality of education and teaching in higher vocational colleges. In order to actively adapt to the new requirements of social and economic development for higher vocational education and teaching, the school should take employment as the guidance, speed up the pace of education and teaching reform, and lay emphasis on the cultivation of students' professional quality and professional ability [3-4]. In the course of teaching and practice, the school should set up a reasonable profession and adjust the structure of knowledge. The school should timely understand the trend of the social demand for talents and the flow of talents. Secondly, the school should reform the classroom teaching mode, strengthen the training of professional skills, power and innovation ability, and improve the comprehensive quality of the graduates. Classroom teaching should introduce high-tech and new information at any time, constantly update students' knowledge structure, but also focus on training students' cooperative ability, social skills, resilience and psychological endurance.

(4) The school should encourage the students to start a business and establish a good sense of employment. it is one of the main goals of higher education to cultivate students with entrepreneurial and innovative spirit. It is necessary to actively carry out the entrepreneurship education for graduates of higher vocational education. The school should pay special attention to cultivating the students' concept of entrepreneurship and entrepreneurial spirit so that they can become the new ideas and ideas of running a school. The education of entrepreneurship should be changed from "cultivating students' adaptability and job hunting ability" to "cultivating students' innovative consciousness, entrepreneurial spirit and ability."

(5) Schools should guide students' employment policy and interview skills. Schools should set up special research teams related to graduate employment. According to the national policy and general situation of the graduation year, we should analyze the employment situation, study the industry with good prospects and bad prospects, and recommend employment information for graduates. This is very important for the graduates to choose the job. As the main body of system reform, schools should strengthen guidance for students' employment policy and employment skills, and provide more secure and reliable employment information and employment opportunities for graduates. In this regard, the school can invite cooperative enterprises to carry out lectures on personal success experience, and invite some experienced workforce to share the questions that should be carefully observed when applying for interviews.

(6) The government departments should improve the service level of the employment of higher vocational graduates. The employment mechanism of the graduates in higher vocational colleges needs to be reformed, and the government's employment policy needs to be further improved.

At present, there are still obvious problems in the employment mechanism of college students. Therefore, the employment of relevant administrative department of education graduates of higher vocational colleges to strengthen inspection and supervision, should also encourage enterprises especially the graduates of small and medium enterprises and private enterprises and institutions engaged in higher vocational colleges. The relevant government departments should provide convenient conditions for their services and the corresponding.

## V. CONCLUSIONS

Higher vocational college graduates face the biggest problem is employment. Therefore, we must give full attention to school and social aspects, and implement more measures to solve the employment problems of higher vocational college graduates. The employment of graduates is the main embodiment of the level of running a school and the cultivation of talents. At the present stage, our country is in the new era of social development. The demand for talents is constantly improving in the transformation society, which leads to the pressure of employment for the graduates of higher vocational colleges. This paper puts forward strategies for Higher Vocational Graduates' employment from changing their concept of employment, improving their sense of competition, setting up a correct sense of employment, making psychological preparations before employment and improving their employability and competitiveness. It is great significance to analyze the problems existing in the employment of higher vocational graduates and taking active measures to solve them are of not only for improving the employability and competitiveness of higher vocational graduates, but also for the development of our economy.

## ACKNOWLEDGEMENT

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