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Analyzing college students' employment practice education

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ABSTRACT

As a result of recent years' expanding of university enrollment, many university students cannot find a job after graduation. In order to tackle this problem, the government, enterprises and universities start to give university students employment practice education. Practice education as an important part of students' employment practice, has a great influence on graduation rate and employment rate of college students. Through practice education, university students' comprehensive practice ability could be improved. Therefore, it can help university students to reach the required standards of the enterprises and get employed. Hence we need to enhance employment practice education, analyze the elements of employment practice education, and construct an employment practice education system, in order to partly solve the difficulty of college graduate employment. This article starts from the formation of practice education notion, component elements of employment practice education and the construct of the employment practice education system in order to analyze university students' practice education.

KEYWORDS

Employment practice education; Formation; Elements; Education system.



INTRODUCTION

With the continuous development of the economy and improvements of the society, more and more colleges and universities choose to expand their enrollment, neglecting that the increase of university students caused the difficulty of college graduate employment. Every year, millions of students graduate from universities facing the difficulty of graduate employment. Nowadays, in order to solve this problem, colleges and universities start to give students employment practice education. Therefore they can learn the abilities needed for employment before their graduation, so they could do better afterwards. However, since different colleges and universities of different expertise have distinctive comprehensive abilities, various goals of talent cultivation and different abilities in cultivating students' employment capacity, in order to improve social recognition of professionals, we need to carry out detailed employment practice education based on different universities' specialties. Then we can help the society reduce the pressure of university graduate employment and the students for better employment.

CONSTRUCTION OF UNIVERSITY STUDENTS' EMPLOYMENT PRACTICE EDUCATION

As for university students, practice ability is the key to survive in competition of the job market. Employment competitiveness is connected to whether college students could find a suitable job in the society or realize his or her value at the job. University students' employment competitiveness consists of the following aspects, ideological and ethical standards, communication and interpersonal skills, professional knowledge, certain amount of work experience and great operational practice ability. Among all the aspects, ideological and ethical standards, communication and interpersonal skills belong to the category of intrinsic factors which influence the level of students' employment competitiveness. But in all the aspects, comprehensive practice ability has the greatest influence on university students' employment competitiveness. Comprehensive ability is the key standard of enterprises' selection of employees. Enterprises would choose those with better comprehensive abilities as their priorities to employ, while leaving those with less comprehensive abilities to be confirmed. Based on large amount of data, universities students with great comprehensive practice ability would always do better in employment than those with mediocre practice abilities. And the proportion is increasing through years. (As in Figure 1).

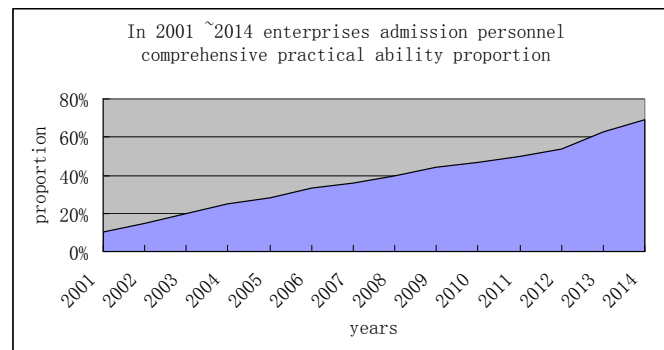


Figure 1 : 2001-2014 data

From this we can see that practice ability of college students is the key to success in the job market. Therefore, colleges and universities need to improve the overall practice ability of college students. During the practice education, colleges and universities need to focus on improving students' comprehensive practice ability and increase employment practice of college students. However, with the expansion of university enrollment, there comes the problem of the lack of practice base. Although

colleges and universities are required to improve the overall practice ability of college students, due to the lack of practice base, they need to resort to a change in the methods of improving students' practice ability. In 2004, Ministration of Education of China proposed to combine university students' social practice experience with their future employment, which can effectively solve the problem of lack of practice base. Colleges and universities can transform the experience cultivation of practice base into implementing practice activities to help and students to cultivate practical experiences. With the precedence of practice activities, practice activities are taking greater and greater parts in college students' employment. Universities gradually form the notion of employment practice education to help students get better jobs.

COMPONENT ELEMENTS OF UNIVERSITY STUDENTS' EMPLOYMENT PRACTICE EDUCATION

Practice education of college students comprises these four elements, including students, teachers, carrier, and environment. These four elements supplement each other and together formed university students' employment practice education system to help university students improve their practice ability and find better job. The relationship between these four elements is shown in Figure 2.

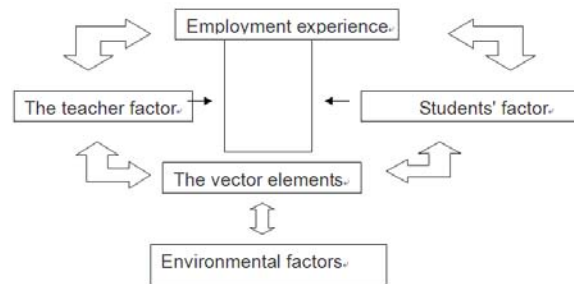


Figure 2 : The relationship between these four elements

Students

Students receiving the practice education are the ones with most employment consciousness and certain amount of professional knowledge in the whole campus. Those being the most active group and the main part of receiving employment practice education can make sure the employment practice carries out with order and sufficiency. Within the process of practice education, we need to divide the students into three levels, including student body (all the students), students who want to start their own business and students with solid expertise.

Student body: All students belong to the student body, including students who want to start their own business and students with solid expertise. It refers to university students. Because the students are of different age, expertise and different cognition degrees, school's employment practice education needs to differ accordingly. Besides the fundamental education of employment practice, universities need to have "second classes", practice education activities like seminars according to different majors to help students to join employment practice education better. Therefore, they can help college students to improve their employment practice ability and achieve their goals of employment practice education.

Students who want to start their own business: Students who want to start their own business refer to students who are longing to start their own business after graduation and decided to do so. Participating in employment practice education can help them build correct professional value orientation and integrity. Dividing the students according to whether they want to start their own business after graduation can help educate the students accordingly. Therefore they can absorb employment practice education knowledge better. For those who want to start their own business, it can help them to improve their practical activity and their flexibility to solve the problems in business. Employment practice

education can help these students to get in touch with the enterprises, deepen their social practice, and communicate with experienced university entrepreneurs to help them to start their own business after graduation.

Students with solid expertise: Students who major in economy, industry and commerce, finances and management are called students with solid expertise. These students' professional knowledge mode is similar to their job mode after graduation. These students would receive the employment practice education more easily.

Teachers

Teachers, as the givers of employment practice education have great influences on students. And teacher elements are divided into professional teachers and part-time teachers.

Professional teachers: Professional teachers are teachers who teach employment practice education as their profession. Mainly, they are college students' employment guidance teachers, practice guidance teachers and entrepreneurship teachers from schools of economics and management. Professional teacher work as employment guides in students' employment practice education. They help students to realize the way of getting employed after graduation correctly and specify students' goal of employment in prevention of students accepting jobs blindly or avoiding employment. With the guidance of professional teachers, college students can choose employment practice that are suitable for them based on their expertise and their acknowledgment of their own practice ability in order to improve it.

Part-time teachers: Part-time teachers are teachers who do not teach employment practice education as their profession. They are successful employees. Successful employees with practical experiences lecturing students about methods and experiences can help students build right notions of employment and choose paths that suit them. Colleges and universities could hire employment practice education specialists to give a lecture. Or they can borrow foreigner's experiences in employment practice education and act according to our country's practical situation.

Carrier

Carrier plays a really important role in the whole employment practice education system. The carrier of employment practice education refers to a kind of activity that bears and spread the education in order to achieve the interaction between educator and students. It has three major components: organizational carrier, activity carrier and project carrier.

Organizational carrier: Organizational carrier refer to the resource sharing platform containing schools, society's and the enterprises' resources in university students' employment practice education. It can fulfill students' needs for practice. Organizational carrier mainly includes students' organizations, school organizations and alliances between society and enterprises.

Activity carrier: Activity carrier refer to students' "second classes", the practice activities combine expertise and social needs. Main activities are students who want to start their own business practice with the help of school's entrepreneurial activities, for example, venture contest based on expertise.

Project carrier: Project carrier is a special element in all the carrier elements. They are rather independent activity sections, and are constructed by activity carrier. Activity carrier is a component of project carrier, but every activity is relative.

Environment

Based on the environment and atmosphere employment practice education need to work successfully, environment could be divided into social environment, family environment and school environment.

Social environment: Students taking employment practice education can help solve the difficulty of university graduate employment, and the abundance of environment, society and human resources. It can help the society to develop stably. Therefore the social environment encourages employment

practice education. However the quality of social environment influences employment practice education. Government and enterprises need to build a good environment for university students' employment practice education.

Family environment: In employment practice education, family environment has a great influence on students' ideas. Influences from family environment mainly come from parents' opinion about employment and the level of the family's employment. Creating nice family environment can benefit students' employment practice education.

School environment: As the main place of university students' employment practice education, schools have great impacts and great responsibilities. Schools need to specify their task, improve of the construction of school environment, and innovate employment practice education activities to help the students improve their practice ability, guide their employment concepts and help them to enter the society and the job market better.

CONSTRUCTING EMPLOYMENT PRACTICE EDUCATION SYSTEM OF COLLEGE STUDENTS

According to recent researches, only when employment practice education elements and employment practice education system are combined together, they can really help college students to improve their comprehensive practice ability and get better job. And the construction of employment practice education system is shown in Figure 3.

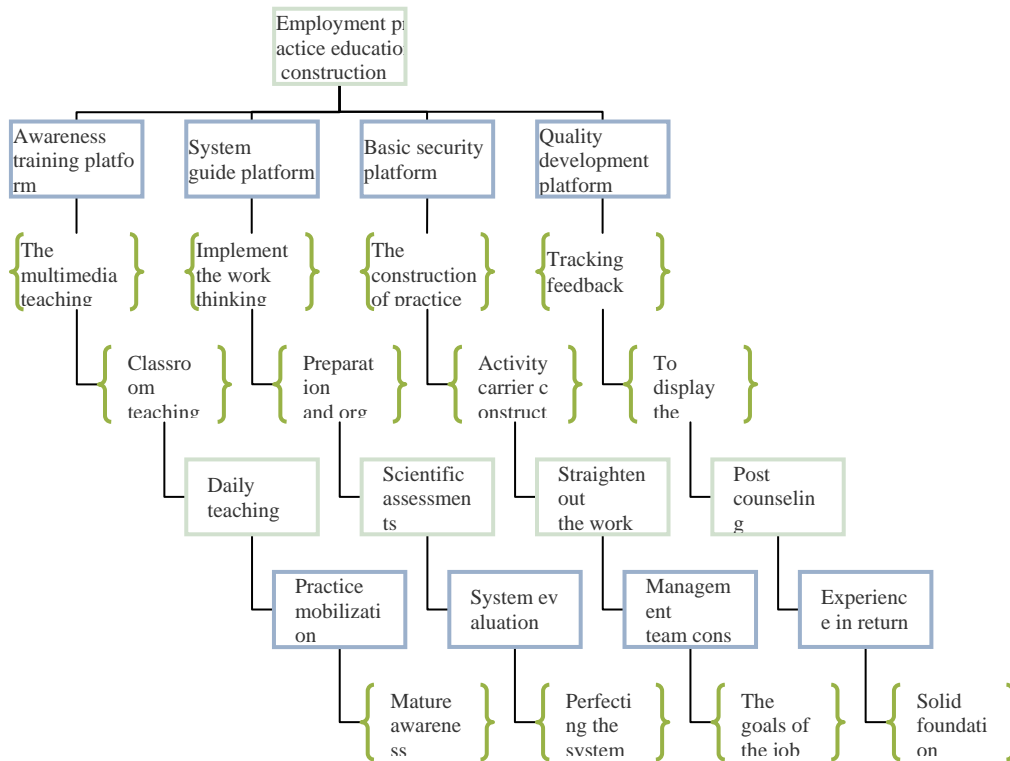


Figure 3 : The construction of employment practice education system

Consciousness cultivation platform

Consciousness cultivation platform mainly help students to cultivate shaped ideas, enhance their practical ability and consciousness in participating in practice activities. Consciousness cultivation platform work through the following aspects. (1) Daily education. Schools could help students build correct employment ideas through daily events in order to improve students practice ability. (2) Class

education. Teachers teach about employment practice education in class in order to improve students' practice ability. (3) Media education. Media like internet and newspapers spread methods and notions of employment practice education in order to improve students' practice ability.

System leading platform

System leading platform help students continuously learn and master knowledge and absorb advanced practical methods for better practice activities. System leading platform also links together with the country's relevant systems to help standardized the fairness, effectiveness and ordering of students' practice activities in order to prevent occurrences of false practice activity.

Infrastructure assurance platform

The purpose of Infrastructure assurance platform is to assist the process of employment practice education, to steady teachers' strength and to host various practice activities in order to help students to improve their comprehensive practice ability. While participating practice activities, the quality of practice activities and sufficiency of employment practice education are assured.

Quality development platform

The goal of quality development platform is to help university students to consolidate the basis of their expertise while receiving employment practice education and to nurture students' self-innovative consciousness and practical ability. During the employment practice education, university students need to have solid expertise as their foundation then they can better participate in social practice activities and achieve the goal of improving comprehensive practice ability. Therefore, improve the construction of quality development platform can help university students to accomplish tasks with ease, sum up experiences and mistakes, improve self-quality and improve comprehensive practice ability in practice activities

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