Study of Innovation and Practice Mechanism of Enhancing College Students’ Employability

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ABSTRACT

China’s higher education has transformed from the elite education into mass higher education, college students’ employment difficulty has become a hot spot of higher education reform and development. This paper propose a solution for promoting college students’ employability, which is mainly constructed from strengthening multiple dimensions of culture concept, constructing entire process vocational guidance system and promoting cross-fusion of employment and talent. We are hoping this solution promotes college students’ employability.

KEYWORDS

College Student; Innovation Ability; College Students’ Employability; High Education

INTRODUCTION

College and University graduates are labor resources of national treasure. Do a good job in the employment and entrepreneurship of college graduates is great practical significance for keeping the stable employment situation and promoting the social economy healthily development [1]. This provides a theoretical source and direction for carrying out college students’ employability enhancement work.

CONCEPT OF COLLEGE STUDENTS’ EMPLOYABILITY

The “employability” concept early emerged in England in 1950s, when researchers had paid attention to employability of the poor. Since the mid-90s onwards, employability studies have always been flexible among research scope, research content and research depth in the West [2, 3]. But more research of employability focused on college employment courses and workplace training. In China, Zheng Xiaoming firstly proposed the college employment concept, who thinks the employability is skill that college students can realize employment ideal, meet requirement of society and achieve self-realization by learning knowledge and developing comprehensive quality [4].

China’s higher education has transformed from the elite education into mass higher education. All universities or colleges need to drive improve quality of employment, promote education and teaching reform of colleges. Therefore, constructing innovation and practice mechanism of the employability enhancement has already been the important problem[5].
STUDY OF ENHANCEMENT MECHANISM OF COLLEGE STUDENTS’ EMPLOYABILITY

In the new situation of 21st century, construction of college students’ employability enhancement system should pay attention to three “promotion”, construct the innovation and practice mechanism of multiple-dimensions, entire process and cross-fusion.

Strengthening Multiple Dimensions of Culture Concept, Enhancing the En of College Students’ Vocational Competence

The college students’ employability should be thought as a sustainable and long-term definition, which is multiple-dimensions concept of connecting student ability to employment ability. College students’ employability main includes major skill, practice ability, professional quality, innovation spirit and enterprising awareness. University or college can try to do construct college student professional competence enhancement of multiple-dimension by relying on research project support, employment guidance training and college students’ researching training. This platform is shown figure 1. College students can implement engineering training of multidisciplinary, so as to promote their comprehensive application and practical ability.

Figure 1. College students’ employability promotion system of multiple-dimensions.

(1) Establishing the vocational ability model. The author attempts to establish the vocational ability model of “meeting the need of the society, satisfying the vocational requirement and realizing person development”, so as to guidance college students and promote employment development ability.

(2) Reform the teaching methods. According to the talent training concept of “free selection, self-learning, self-development”, quickening the reform of education and teaching method and inspiring the activeness of college. Encouraging teachers to explore variety forms of education methods in accordance with courses and profession characteristic.

(3) Constructing the entrepreneurial education mechanism. In its work on carrying on college students’ employability enhancement, colleges or universities should definitude the education concept, work thinking and goal. Colleges or universities should carry out in a wide range of entrepreneurial education and develop the training courses of innovation and entrepreneurial so as to promote innovation and entrepreneurial concept of college students.
(4) Implementing training Engineer. The author thinks that Colleges or universities should pay attention to society practice and work practices of college or university student. In addition, Colleges or universities should also carry out engineering practice of multidisciplinary.

**Constructing Entire Process Vocational Guidance System**

College students’ ability promotion is systematic engineering. Running quality of system engineering directly influences the efficiency of college students’ ability promotion. And this will require that we should constantly enhance the classified cultivation of college students’ employability. This cultivation should pay attention to united employment education and enact education training plan in accordance with actual condition so that the college students’ employability training can meet requirement of different students. Therefore, in order to promote the ability of college students’ vocational development, we can enact the vocational guidance content in accordance with development feature of college students and society requirement. In addition, guidance system of entire process should be constructed so as to implement training throughout four years of university. For example, the freshmen should set up vocational consciousness and target; the sophomore should pay attention to cultivate the ability of innovation and entrepreneurship ability; the junior student should carry out the training of employability and realize future development direction; the senior student should strengthen position practical ability so as to lay the foundation for employment.

**Promoting Cross-Fusion of Employment and Talent, Forming Join Forces of Employment and Entrepreneurial Ability**

Establish a fine interactive mechanism between employment work and talent training. Construct a system of college students’ employment and entrepreneurial ability. The systematic structure is shown in figure 2.

According to the annual report of quality of university graduates, finding out the problem of talent training and feedback the teaching and enroll department, so as to form the linkage mechanism of “enrolling-training--employment”.

(1) Constructing talent training quality feedback mechanism of “enrolling-training--employment” linkage. The feedback mechanism is shown in figure 3. It is important for analyzing the college students’ employability enhancement that grasping the condition of college enrolling, development, training and employment. College or university should actively guide the third party organization to carry out employment expectation survey and job satisfaction survey.
Figure 3. Linkage mechanism of “enrolling—cultivate—employment”.

(2) Constructing the employment coalition mechanism and improving the effectiveness of employment or entrepreneurship. Constructing and perfecting the employment mechanism of “college dominance, school main-body, and discipline alliance”. Developing professional advantage of large classification of course and improve the targeted employment by establishing the employment alliance. It can make development object of employment clearly by establishing the employment alliance mechanism. Consequently, realizing the improvement and breakthrough of “employment rate, employment quality, entrance and abroad, entrepreneurial success and satisfaction”.

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