

10.18686/neet.v2i4.4373

How to Improve Employment Security in Vocational Colleges

-- Taking the 2023 Graduates of Heike Dahuatai College as an Example

Qiusheng Cui, Yuhuan Zhang

Hainan Vocational University of Science and Technology Haikou, Hainan 571126

Abstract: The ultimate goal of vocational colleges is to train skilled talents for enterprises and society. So vocational colleges should keep pace with The Times to grasp the dynamics of industrial development, grasp the needs of social talents, and improve employment security while training people. Based on the employment and actual work situation of 2023 graduates, this paper analyzes the positioning of teachers and students and the roles and functions of teachers and students respectively in education and employment from the aspect of employment security through questionnaires and other methods. Improve the competitiveness of the school, create talent brand awareness.

Keywords: Industrial development; Skilled personnel; Employment security; Job requirements

Accomplishment 1 Multidimensional guidance from employment to happiness

1. Strengthen employment guidance and enhance employability

Students from primary school to middle school, high school, and even university, the whole learning career is more focused on the study of theoretical knowledge. In the environment of exam-oriented education, the score selection mechanism makes students only care about accumulating theoretical knowledge in their learning career, but ignore the experience of social knowledge. University is the last link for young people to experience traditional education from the role of students to the role of society. It is particularly important to complete employment guidance and improve employability in college career, especially in the teaching process of junior and senior years.

1.1 Interview Education

Interview is a necessary part of recruitment. It is also the weakest link in the employment of college students. In the four years of college life, the learning atmosphere is mostly carried out in the many-to-one situation, and the demonstration of conformity personality can well avoid the shortcomings of personal communication. The interview process is often a two-on-one or many-on-one scenario. So under this premise, how to interview is a compulsory course for college employment.

1.2 Employment Agreement

(1) The admission notice, the notice is the intention document of the enterprise to determine the admission personnel. Mostly one-on-one individual notifications. The main contents include the position of intention, treatment, reporting time and preparation. The admission notice usually has the requirement of timeliness of reply. If the time exceeds the deadline, the admission will be automatically abandoned. If the reply is sent by email or the reply channel specified in the notice, it will be regarded as double confirmation. The notice usually stipulates liquidated damages, and the double confirmation shall be deemed as the breach clause taking effect.

(2) Tripartite agreement, the tripartite agreement is a tripartite employment agreement signed by the school to protect the employment rights and interests of graduates. The version is the general version for graduates of the education system, and the signing parties include graduates, enterprises and graduate institutions. The tripartite agreement will make a detailed agreement on the employment of graduates on the basis of the entry notice. It is the guarantee of graduates' employment and the rights and interests of both enterprises.

(3) Labor contract is a legally binding employment contract signed by graduates and enterprises. The labor union shall comply with the requirements of the Contract Law of the People's Republic of China, including the job position, the contract period, the main contents of the contract, the work benefits, the welfare benefits, and the information about the occupational health related to the position.

2. Put an end to sameness and cultivate stability while seeking change

The society needs innovative talents, and the development of The Times is constantly changing in continuous innovation. Taking

refining and chemical industry as an example, after decades of continuous technological changes in refining and chemical enterprises, the instrument control system has gradually changed from a field instrument to an automated instrument control system. The proportion of on-site operations is also decreasing every year, and the DCS (decentralized control) system is not only the exclusive of large enterprises, but has been gradually popularized in refining and chemical operations. At the same time, not only the mode of operation changes, the process technology is also changing with each passing day. Therefore, with the continuous development of enterprises, the requirements for operators are also gradually changing. In order to make graduates adapt to the needs of the developing enterprises, it is also required that the personnel training programs in colleges and universities seek changes and adaptations on the basis of stable development. Under the premise of ensuring that the general direction of human training remains consistent, the pursuit of adapting to the modern operational needs.

3. Understand the needs of enterprises and combine broad and narrow employment

3.1 Enterprise requirements

3.1.1 State-owned enterprises

State-owned enterprises, such as Sinopec, petrochina and other state-owned enterprises. As a representative of chemical refining enterprises and state-owned enterprises, some positions in this type of enterprises are suitable for graduates who have passed CET-4 in chemical majors. To understand the basic employment needs of enterprises, actively introduce campus propaganda, and conduct one-to-one or one-to-many publicity and guidance for students who meet the requirements among graduates. Guide students to complete the SOE resume filling, written test preliminary screening, interview admission and other links.

3.1.2 Large-scale private enterprises

The characteristics of large private enterprises, large scale jobs, considerable economic benefits, stable welfare benefits for graduates, and comfortable living environment. There are no specific requirements for graduates. 2023 Chemical materials through continuous follow-up, selected the world's top 500 chemical enterprises 3: Hengyi Group, Shenghong Group, Hengli Petrochemical. Through the full coordination and communication with the human resources of the group company, the three enterprises completed the exclusive recruitment work of the Chemical Materials School in 2023. 50, 12 and 8 graduates were enrolled respectively.

3.1.3 Island enterprises

Follow our school in the island school, improve the employment rate of the school purpose. In 2023, the School of Chemical Materials re-conducted business visits and negotiations on the basis of full understanding of the original enterprises on the island. In the same year, one of the national Top 500 chemical enterprises was determined: Jingbo Group; Selected Hainan Island top 100 chemical enterprises: Huasheng New Materials, Desen Energy Co., LTD.; Selected Hainan newly put into operation several chemical enterprises: Hainan New Aoke Co., LTD. More than 60% of the island's enterprises have arranged internships and employment for graduates.

3.2 Employment security

Through the introduction of different grades, different needs of enterprises for graduates exclusive recruitment. And track the interview, admission situation. The employment needs of graduates of different levels are well completed, and the principle of selecting the best among the best and progressing the levels is achieved. Ensure that the entry notice of 2023 chemical graduates confirms that the annual salary of entry employment is 150-180, 000 yuan per year for state-owned enterprises, 100, 000-120, 000 yuan per year for large private enterprises, and 60, 000-100, 000 yuan per year for domestic enterprises.

3.3 Wide and narrow binding

Under the training mode of vocational graduates, the social adaptability of graduates should be improved to ensure high employment security. The characteristics of combining broad and narrow education should be implemented. On the one hand, it improves the breadth of graduates' general education, strengthens theoretical learning, accumulates basic professional knowledge and improves practical working ability. On the other hand, orientation training of graduates can be carried out at the same time to narrow the scope of employment, such as increasing order classes and title classes on the basis of the ordinary class system. The combination of various training modes not only ensures the adaptability of graduates to the overall work in society, but also ensures the high matching degree of some graduates to specific jobs. In terms of the combination of width and narrowness, the School of Chemical Materials tries to explore the following model. Jingbo Group 1N1 seeks the class within class order mode, adopts the order system training, the school in the basic knowledge training while making full use of the practical advantages of chemical group enterprises to fully combine theory and practice. It can not only improve students' understanding of theory, but also deepen their mastery of theoretical knowledge.

4. Strengthen enterprise interaction and grasp industry demand

4.1 Industry demand

The industry environment is a barometer that affects the economic benefits of enterprises, especially small and medium-sized enterprises, whose industrial chain is relatively short, are significantly affected by the industry environment, and lack of anti-risk ability to cope with the downturn of the industry. However, the economic benefits of enterprises directly affect the progress of new construction, reconstruction and expansion projects of enterprises, and the progress of projects directly determines the demand for new jobs of enterprises. It can be seen that in order to really do a good job of graduate employment, we need to grasp the needs of the industry, with keen insight and observation. Have the ability to predict and control the employment situation of the graduating students in advance.

4.2 Enterprise interaction

Enterprise interaction refers to the visit and understanding of different enterprises in the context of the industry. Through enterprise interaction, we can have a good grasp of the cutting-edge information of enterprises, grasp the pain points, difficulties and employment needs of enterprises. Take the School of Chemical Materials in 2023 for example. In 2023, chemical enterprises in Hainan Province were affected by the overall environment of the industry, and a large number of enterprises suffered from depressed economic benefits and even sustained losses. Several expected new projects have been slowed down or temporarily halted due to the impact of business efficiency. However, the industry environment still exists, some emerging chemical enterprises, taking Hainan Xinaoke as an example, will be newly established and put into operation in 2022. Due to the specific route of the fine chemical industry, although the overall economic downturn is affected by the industry environment, its products are in short supply due to the impact of global geopolitical conflicts. The actual enterprise benefit has reached several times that of the chemical industry of the same scale, and the project investment payback period has been shortened from the originally expected 5 years to less than 1 year. Through enterprise interaction, the employment department of the School of Chemical Materials quickly strengthened the interaction between the school and the enterprise after getting the information and promoted the personnel interview work.

5. Adhere to the employment return visit

The successful graduation of graduates into employment is the midpoint of employment work, not the end of employment security. Doing a good job in the employment of graduates can have a good grasp of the work experience of graduates, understand the current situation of enterprises from the perspective of practitioners, and put forward optimization ideas for the employment of subsequent new graduates. Taking 2023 Chemical Materials College as an example, Hengyi Group is the enterprise information harvested from the return visit work of 2023 graduates, and the high sense of identity and belonging of employed students to the enterprise can provide first-hand real materials for employment enterprises.

References

- [1] Zhang Wang. Research on the employment and entrepreneurship path of College Students under the background of "Internet +" [J]. Public Relations World, 2024, (10): 44-46.
- [2] Zhou Shixiang. Focus on "promoting by competition" and focus on quality improvement [N]. Guangming Daily, 2024-05-13 (008). DOI:10.28273/n.cnki.ngmrb. 2024.002127.
- [3] Wang Cuicui, Wu Wenjing. Exploring the ways to improve college students' professional ability [J]. Shanxi Youth, 2024, (08): 127-129.

About the author: Qiusheng Cui, Born in Jincheng, Shanxi Province in August 1982, Male, Han nationality, Bachelor degree, Senior engineer, Full-time teacher, Research direction: Oil Refining and Chemical Industry