

The Preliminary Study of the Employment Problem of the Vulnerable Group in Graduates

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Abstract

The State Council has issued the policy of expansion in college in June 1999, it caused the rapid development of higher education, and 14.28 million students in college in 2007, and it exceeded USA in scale. Higher educations transformed from elites to popularized nationwide, freshmen have different senses when they go into college. The numbers of ‘vulnerable group’ in the graduates are on the rise, this article discusses the countermeasures on practice and employment of the vulnerable group in Zhejiang Dongfang vocational and technological college.

Keywords

Graduates; Vulnerable Group; Practice; Employment.

1. Introduction

As the important transitional stage for students to move from school to society, graduation internship of college students is a significant part of the whole teaching process, which can test students' knowledge and skills learned during school days. For this reason, to properly arrange students' graduation internship can help them become enthusiastic about the profession, establish strong professional ideas, and lay a good foundation for the starting as well as development of future work. Each graduate shall take the initiative to find internship units, connect theory with reality, and look for right direction for future employment. Many of our graduates failed to find their ideal unit for internship due to family conditions and personal reasons or other reasons, which, if continues, will make them miss the opportunity to find a suitable work during graduation. Under this circumstance, our internship instructors are required to actively help these disadvantaged groups to find information related to internship and employment so as to find suitable jobs.

2. Disadvantaged groups in college graduates

The disadvantaged groups in college graduates mainly refer to graduates who are in difficulty and disadvantage in graduation, job hunting, employment and social adaptation due to various adverse factors such as physical qualification, economic condition, academic performance, ability and gender. It is necessary to actively seek correct and effective ways and methods of ideological and political education, fully understand the necessity to strengthen their education, adhere to the people-oriented principle, solve their problems existing, and reinforce the incentives and education on these students.

3. Methods to help solve the issue of disadvantaged groups in graduates

3.1 Encouraging the disadvantaged groups in graduates to build confidence

Disadvantaged students have psychological problems such as waywardness, cowardice and low self-esteem. Therefore, it is required to guide students to face up to difficulties, pressures and the reality bravely; let students understand the truth that the most tiring and stressful life is often the most meaningful part of life; help students build confidence and take a solid first step in the new starting line of life. As long as building confidence and overcoming yourself can take a solid first step toward society and achieve a bright future. Also, it is recommended to talk to these students, send text messages, and communicate with students frequently through Internet so as to build their confidence.

3.2 Collecting information related to internship and employment, and pass it to the disadvantaged groups in the first time

Faced with the employment situation that “posts cannot meet demands”, instructors shall actively collect employment information to support disadvantaged groups. The statistics of units for students' internship employment at the end of March found that some students still have not found work unit due to various reasons, so our internship instructors collected some units from the Internet and newspapers. On one occasion, we collected nearly a dozen units, called the live-in graduates to the office, and then asked them to make a choice by analyzing the pros and cons of relevant jobs. For students taking internships back home, we will send relevant employment or job information by email, and send short message to remind students to check in time.

3.3 Combining with students' characteristics and requirements to find relevant employment information

Among graduates of grade 2002 majoring in radio and television, there is a student named Fan whose three-year tuition fee was paid by the loan since entering the college. There are five people in his family, and the nearly 80-year-old grandpa is sick all the year round. His father used to do the timber business. Due to poor performance, his mother changed to a sideline business, and the annual income in recent years is about 10,000-20,000 Yuan as the benefits and parents' health are getting worse. Along with a younger brother about to university in September, he is in face of the financial difficulties. However, instead of giving up his studies, Fan worked hard and performed well in college. He has participated in the editorial work of the newspapers many times and received high praise from teachers and students. In response to this, our internship instructor actively contacted Wenzhou Business Daily to obtain the recruitment information and share it with him in the first place. After passing the written test, he finally became a trainee reporter in Wenzhou Business Daily. This kind of students needs more cares and attentions from internship instructors.

Another girl, whose home nearby Hangzhou, also didn't find a job as shown in our statistics. She said that she only would like to find a job in Xiaoshan, Hangzhou. Since there is no newspaper in Hangzhou area on hand, we will find Xiaoshan Talent Network on the Internet to seek for suitable jobs for her and send the message by e-mail. Maybe she is not very satisfied with the work we found for her, or is not willing to go at all, but anyway what we are looking for her is not a job but the care we show to her. Later, after this student found a new job, she sent a text message to our internship instructors, “Dear teacher, I found a new job; really thanks for your care and efforts!” I think at this moment, nothing is more gratifying as an internship instructor.

Counselors and class teachers shall often talk to them to reduce his fear of pressure on internship and employment. Disadvantaged graduates are more prone to be self-contemptuous, thereby causing psychological problems, crowd psychology, blind employment, and so on. At the forefront of student work, counselors and class teachers shall accurately understand the situation of disadvantaged graduates, guide students to write recommendation forms according to their own advantages, and actively serve as a bridge between graduates and employers to shorten their employment process.

3.4 Communication

Communication is the best way to collide with each other. For underachievers, teachers shall actively communicate with them, understand, care and help them from their thoughts, life, and learning, and seek the best time for education to achieve spiritual resonance. More than being limited to teachers and students, the communication can be conducted by home visits, parent conferences, and parent-child friendship cards. Especially after stepping on the “Education Information Highway”, communication is getting faster that it is possible to exchange underachievers' advantages and disadvantages regularly, consult parents about students' psychological dynamics, behavioral habits, personality traits, etc. For example, when I was in the “Most of Class” selection activity, there was a student Shao, who was repeatedly rated as the most unqualified student by the class committee. Considering his parents' long working hours, I filled the student's performance in the parent's friendship card, and asked him to show it to parents. The parents also gave feedback on their

suggestions, requests, and analysis. This has provided the best way for me to communicate with the student, so that I can guide and educate correctly to achieve deep communication. It turns out that this method is effective. Of course, communication can also be performed through student discussion, superior students' support and teachers' contract. By making full use of the people and things around the students, and playing the role of collective and model, underachievers can realize that teachers are paying attention to them, the class is caring them, and classmates are encouraging them. In this way, a three-dimensional transformation space of "school—family-- society" will be formed so as to create a profound transformation atmosphere.

Specially training for internship and employment skills and strengthening job search skills. Except for advising on employment policies and regulations, it is also necessary to help disadvantaged groups understand careers, master job search skills, cognize themselves, establish a correct view on job choosing and employment, and psychologically prepare for employment, and adapt to transformation from school to unit.

Recommending to employers and providing a wide range of information about employment and internship; encouraging disadvantaged groups to go to the grassroots level, helping them cognize the grassroots work and establishing a dedication spirit since some students feel ashamed of working in villages.

In some cases, the teachers of department employment guidance group shall personally lead students to participate in the interview so as to ease their psychological burdens.

4. Establishing the graduate employment market based on colleges and Wenzhou enterprises

The on-campus employment market for graduates has created a fair opportunity for graduates' competition based on "two-way choice and self-employment", which is also a good chance for colleges to show their own achievements. Aiming at the specific situation of graduates in 2006, two large-scale job fairs were held at the end of 2005 and the beginning of this year. Meanwhile, combined with the professional characteristics of each department, a total of more than 30 special recruitment fairs were organized, which have provided graduate employment with a good service platform.

Taking advantage of the "geographic position" in Wenzhou, including good employment environment and high demand for talents. By strengthening communication with the original employers, such as reinforcing emotional and employment contact by visiting some enterprises, our college stabilizes the existing employment market. Meanwhile, based on expanding employment channels, 99.86% of the 747 graduates chose to take a job in Zhejiang in 2006, of which 474 were employed in Wenzhou, accounting for 63.45% of the total number of graduates.

4.1 Strengthening the in-depth cooperation with talent intermediary service agencies and the personnel bureaus as well as industry associations in development zones, so as to broaden the employment channels for graduates.

Talent intermediary service agencies and personnel bureaus as well as industry associations in development zones play an important role in introducing talents for enterprises because they are in good relations and contacts with the enterprises and institutions within the jurisdictions. As talent cultivation units, colleges shall maintain good cooperation with them and fully utilize their abundant employment channels and information, which is a new measure to break new ground for college graduates.

4.2 Creating a good training and learning environment for graduates to further top-up studies and civil service examinations

Some graduates are keen to participate in top-up courses and civil service examinations. In order to improve their pass rate, the college is responsible for paying to hire relevant counseling teachers from Hangzhou and Wenzhou to offer free tutoring classes to students.

4.3 Intensifying employment guidance and special recommendation for disadvantaged graduates

Due to various reasons, the disadvantaged graduates will face greater employment difficulties during job hunting and employment, so intensify their employment guidance and special job recommendation are significant to the overall success of college employment. In the face of the fact that some graduates in our college are unable to find employment because of their poor self-recommendation ability and communication skill in the competitive employment market, our college organizes professional teachers to take charge of the employment guidance and special job recommendation to disadvantaged graduates. In this way, some graduates can find a suitable job so as to promote the completion of graduate employment in our college.

4.4 Informatization

In this information age, traditional means for employment of graduates has been lagged behind so that it is required to make full use of the online measures. Since the opening of the Network Service System of our Career Guidance Center, it has played an active role in the development of employment guidance for our graduates. At present, it has been connected to a number of talent websites with high click rates. By means of this website, graduates can inquire about employment information, employers can search graduates' information, and the Employment Guidance Center can publish various types of recruitment information and notices. It has initially realized informationized remote employment guidance by carrying out online employment guidance, employment consultation and employment information release.

5. Conclusion

Relevant government departments need to improve laws and regulations and reduce disadvantaged groups in employment from the source, because help disadvantaged groups' employment is the top priority and important part of enhancing employment quality. In order to further promote the employment of disadvantaged groups, it is necessary to adjust the structure of specialty and talent training, and give special assistance should to disadvantaged groups.

Graduation internship means that students are moving towards a broader social environment, where they have to deal with environmental changes, interpersonal problems and self-emotional control. Thus, it is conceivable that the disadvantaged groups of graduates will bear more. As internship instructors, we should pay more care for these students and strengthen service awareness by taking people first, so that they can successfully embark on the society and properly play their new social role.

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