

Research on Current Situation and Countermeasures of Career Guidance for Graduate Students

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Abstract. With the further expansion of graduate students in colleges and universities, the competition and pressure of graduate students are increasing. The educational advantage of graduate students has been losing gradually, and the graduate career guidance in China cannot completely adapt to this change. This paper discusses the problems existing in the graduate career guidance in China and proposes the corresponding countermeasures, including strengthening personalized employment guidance, practical entrepreneurship guidance and teachers team construction to provide some references for relevant researchers.

Introduction

Whether the choice is correct or not determines the future development potential and height of the individual. All kinds of phenomena show that the education in the graduate career guidance is very necessary, and it must arouse the attention and leaders at all levels. Although the graduate students are adults, but the training unit still has a responsibility in their school life, starting from the basic education development, strengthen their consciousness as a social person, so that students' expectations tends to be rational, accurate positioning. As a society, we must treat ourselves well, treat others more, forgive and understand more, and live in harmony with others, especially in scientific research, teamwork and coordination. In a sense, being a man is more important than becoming a man. As adults, even in a stage specific environment or job because of a wrong thought in passing is wrong, it should be responsible for their actions, and as educational institutions or education, they have the responsibility of education criticism and help them correct their mistakes, learn a lesson, it is more important for them to strengthen the education of employment integrity, self-discipline consciousness of employment moral cultivation, abide by the norms of employment integrity. At the same time, the education students should be close to the actual to carry out targeted career guidance services, look for them to solve problems, to help them build confidence in employment, with a healthy mentality and excellent athletic level to fair competition, and provide quality service for their employment. Many of the current graduate research goal is not clear, the lack of relevant education and graduate student guidance, resulting in a lot of graduate students at the time of graduation for their love or can engage in what kind of work is not clear, in the blind state. To provide guidance for graduate students in career planning, and further touches on their own responsibility for the relevant planning to do well, graduate students during the study and after graduation work is of great benefit.

Current Situation of Career Guidance for Graduate Students

Lack of Personalized Employment Guidance. Career planning individualized guidance is to meet the needs of graduate students' diversified personality development. Along with the economy, culture, people's living standards continue to improve, more and more outstanding students personalized features and rich, with the needs of a wide range of students, social enterprises, choice of more and more widely, how to make the students with their own characteristics, to meet the

personalized career planning guide students personal development is meaningful and welcome. Graduate students are in the most intense period of psychological change, need to face learning, making friends, employment and a series of problems, these problems are not handled properly, the healthy growth of students is extremely unfavorable, and individual career planning guidance can help them overcome their psychological weaknesses, understand themselves better, self-concept to establish a stable, comprehensive comparative analysis of the advantages and disadvantages of their occupation target, determine the suitable for their own development according to their actual situation, to choose their own occupation career development path, to develop their own occupation education training programs improve their employment competitiveness so as to realize the occupation ideal and life target. To explore the occupation career planning personalized guidance to Scientific Outlook on Development as the guide, through the way of individual guidance and practice, to guide students to enhance understanding of self and occupation, explore ways and methods to achieve career goals. Many colleges and universities have not established the corresponding individualized guidance mechanism and system. At present, many college graduates employment guidance course has been set up, but stay in a single form of education seminars or What I say goes. form, occasionally invited experts and business experts, employment. This general, popular and generalized career planning cannot meet the diverse needs of students, and cannot teach students in accordance with their aptitude and conduct individualized guidance according to their characteristics. Personalized guidance only in the exploratory stage, did not establish a complete matching mechanism and service, lack of overall planning, exploring the road, to a certain extent impede the orderly development of personalized guidance in the future practice.

Lack of Practical Entrepreneurship Guidance. At present, colleges and universities in China have opened a graduate career planning education courses, students to carry out relevant theoretical and practical guidance. However, most of them neglect the whole process of career planning education, the content of education is not systematic, the means of education is unitary, the effect of education is not ideal, and the sustainable development is not strong. Students only partially understand the knowledge of career planning, and they do not play a real guiding role in the development of students' career in the future, and the educational concept cannot be unified with the actual needs of students. And the whole attention, innovation, entrepreneurship education atmosphere has not formed. Some think that they are professional teachers, and their job is to teach professional knowledge, and whether the students' entrepreneurship education is the responsibility of managers, such as schools, colleges, or counselors. Some even think that there are few students who have been successful in innovation and entrepreneurship. It is of little significance to pay too much attention to innovation, entrepreneurship and education. At present, we are in the era of mass entrepreneurship and innovation, and the state has made specific requirements. Even if students are aware of the importance of innovation and entrepreneurship, there are still errors in understanding. Some even believe that entrepreneurship is the accumulation of wealth and profitable business practices. They did not rise to the level of social responsibility as the cause of the cause of the rational level and the theory of value. In addition, in the actual process of promoting innovation and entrepreneurship education, many teachers still too limited to impart knowledge, but neglect the cultivation of graduate students innovation consciousness: although some emphasis on training and practice of innovation and entrepreneurship awareness training, but the core of innovation and entrepreneurship to enhance the ability of innovation and entrepreneurship cannot and the lack of synchronization, will inevitably cause the graduate innovation power.

Lack of High-quality Teachers Team. At present, our country lacks full-time graduate career planning teachers, professional level is not high. At present, there is a lack of full-time career planning instructors in Chinese universities. Nowadays, full-time personnel engaged in employment guidance have the characteristics of small quantity and low professional quality, and teachers have become an important factor restricting the development of College career. According to the Ministry of education regulations, the number of graduate students and the number of full-time vocational guidance team should be 500:1, but most of the full-time employment guidance staff in Colleges and universities have not yet reached this proportion. Let graduate students themselves become the

subject of career planning for themselves, become self-development designers, let students recognize themselves, and then on this basis to establish a sense of occupation, master job skills. The construction of teachers' team is relatively stable and provide a strong guarantee for human graduate career planning guidance, teachers should set up the career planning for full-time teachers led, full-time counselors as the core, Postgraduate Tutor as the foundation, thereby changing the past specific graduate students part-time counseling mode. To serve as the first responsible person of postgraduate training, in addition to the guidance in the academic field, but also in career planning, students become a career mentor to give advice and suggestions. The tutor can play a strong role in promoting the comprehensive quality education, which takes the quality of scientific research as the breakthrough point. In addition, the current occupation planning teachers lack occupation career development system planning theory and consulting experience, learning without special training and certification, many administrative department staff, which affected the development of career planning guidance and occupation planning education quality to a great extent.

Countermeasures of Career Guidance for Graduate Students

Strengthen Personalized Employment Guidance. Career planning is not only theoretical education, but also related to practical problems. It is a process of gradual progress and adjustment, and it cannot be realized in a short time. In the implementation process should pay attention to individual differences, cannot be generalized, starting from the actual students, fully reflect the planning of individual requirements, targeted to carry out individual differences of education, but also in all aspects of research on the graduate education, personnel training, classroom teaching has always been with the occupation career planning education. The school should take career planning education as an important part of graduate work. Educators must recognize the situation, change their concepts and take practical and effective measures to improve employment guidance and service for graduate students. Classroom teachers should be experienced and experienced, and familiar with and understand the characteristics of graduate professional planners. The employment guidance of teachers should be combined with the actual situation of the school, improve the occupation career planning personalized guidance for students' level, hire professionals with the employer or the manager of human resources department as the school occupation planning system of enterprise expert personalized regular planning guidance to different students. This method breaks the former school teachers' ignorance of the enterprise situation, and makes career planning fully according to the students' characteristics.

Strengthen Practical Entrepreneurship Guidance. The innovation and entrepreneurship education of graduate students is one aspect of graduate education. In the era of knowledge economy, the rapid development of science and technology of information explosion, the innovation and entrepreneurship education into professional education, is the embodiment of educational innovation, modern look far ahead from a high plane of colleges and universities, but also reflects the inevitability of the future choice of deepening education reform. The concept of innovation and entrepreneurship education does not violate the original concept of professional education, but on the basis of solid professional skills, it will cultivate more awareness of innovation and entrepreneurship among the students. The reform of training model of a new entrepreneurial talent and innovation ability, combined with professional education innovation and entrepreneurship education, students pioneering consciousness, innovation ability and innovation spirit provides a powerful driving force of accumulate steadily. Reform the existing teaching curriculum system of graduate students, join the courses of innovation and entrepreneurship, and focus on the advantages of combining them with specialized courses. With the social reality, the development trend of the times to meet the reform of teaching methods of graduate students, enhance the dominant position of students in innovation and entrepreneurship education, to train graduate students personalized development and creative spirit as the focus. For innovation and entrepreneurship education, theoretical knowledge is explicit knowledge, while practice is the source of tacit knowledge. Thinking about theoretical knowledge through practice is the key. From the practice of professional courses, we should vigorously promote

the development of innovation and entrepreneurship education. Strengthen the practice base construction of innovation and entrepreneurship education, and strengthen the practice link. Combine the first class with the second class, provide more innovative and entrepreneurial competition for graduate education, and also build an innovative and entrepreneurial base inside and outside the campus as a carrier to organize students to participate in innovation and entrepreneurship practice.

Strengthen Teachers Team Construction. It is imperative to set up a career guidance team with full-time and part-time as the auxiliary, and take it into the construction of school teachers' team. With the enrollment scale expanding year by year, the problems and contradictions of employment are also highlighted. The principal must sort out ideas, for the whole school, work together to build a career guidance of teachers, the early establishment of guidance department, curriculum module, grade of elective courses for students at different levels, and to maximize the sharing of teaching resources. The full-time guidance personnel will be brought into the construction of the school teachers team, transforming them from the career guidance staff to the career planning designer. The employment guidance is to dredge the channels of employment of graduates, and guide students to focus on planning for the occupation personality quality of anchor, from the school to the entrance education for their graduation, help them establish a reasonable career planning consciousness, life planning. Relatively stable teaching staff can provide strong manpower guarantee for graduate career planning and guidance work. The formation of teaching staff should be based on career planning, full-time teachers as the leading role, full-time counselors as the core, graduate tutor as the basis, thus changing the previous model of part-time graduate counseling. To serve as the first responsible person of postgraduate training, in addition to the guidance in the academic field, but also in career planning, students become a career mentor to give advice and suggestions. In order to tutor training of research quality for comprehensive quality point of education can play a powerful role for students to carry out the selection, research on students' social practice, so as to realize the early theory and practice is helpful to the accumulation of career development. The tutor should let the graduate student become the subject of career planning for himself and the designer of self-development.

Conclusion

Because of the late start of postgraduate career education in China, there are still many problems in graduate career education. The improvement of graduate career education requires the joint efforts of the graduate students, the universities and the society. Only by further improving the current situation of graduate career guidance can we better help graduate students realize their value in life.

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