

Analysis of New Ways of Employment in Colleges and Universities under Epidemic Situation

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Keywords: New ways, Employment, Colleges and universities, Epidemic situation

Abstract: In spring, college campus recruitment is said to be “gold, silver, and silver.” The sudden new coronary pneumonia epidemic has delayed the opening of colleges and universities, and traditional offline campus recruitment is no longer possible. Colleges and universities around the world publish recruitment information through the school employment information network and WeChat public account, organize announcements through online platforms, receive resumes and conduct written interviews. At present, the spread of the local epidemic in the country with Wuhan as the main battlefield has been basically blocked. China’s epidemic prevention and control has been transferred to the second half of “foreign defense input, internal defense rebound”. The national epidemic prevention and control situation continues to improve, and all industries have resumed production with continuous progress, college employment has become a topic of general concern to society. This article attempts to explore new ways of college employment in epidemic situations.

1. Introduction

The number of college graduates is huge. On the contrary, there is a shortage of social posts, and there is a shortage of monks. The fixed job demand has entered a saturated state, making it difficult to accommodate and meet the huge demand for graduate jobs.

Some enterprises are facing their own insecurity. The sudden epidemic disrupted the development order of many enterprises. The enterprises stopped production and stopped production. It was difficult for capital to circulate. As a result, the spring collapsed before the epidemic broke out, and the capacity of social posts further reduced.

The enterprise employment system is unreasonable. The employment system of some private enterprises is extremely unreasonable, not only does it not sign labor contracts with employees, but also does not have a series of social benefits such as social insurance, pensions, and provident funds. In addition, the starting salary is low, the increase is not large, and it is accompanied by a harsh fine system, which makes graduates really unbearable. At the same time, the employer also set up obstacles such as experience and gender to refuse the fresh graduates. Reasons for refusal include poor hands-on skills, training costs, and low stability. Employers seek practicality and low cost when recruiting people, and there are short-sightedness and impetuous attitudes.

The professional settings of colleges and universities are dislocated. Some universities have major blindness in their majors and courses, and the convergence of majors is very serious, resulting in a serious supply over demand.

Graduates' own problems. Some graduates have low eyesight and low expectations, and have too high expectations for their favorite jobs, but they have less actual learning, and their personal abilities do not meet the needs of enterprises. The contradiction between supply and demand makes employment difficult at graduation.

2. Facing the Epidemic Situation, College Graduates Can Prepare for Employment.

First, adjust your mindset and plan ahead. Every year from March to May is the “golden period”

for college students to choose a career, and there is more time. Graduates can take advantage of the epidemic prevention opportunity at home, combine their own strengths and skills, rationally think about, sort out the will and direction of job search, and steadily and well prepare for the physical and mental preparation of a “lasting battle.”

Second, take the initiative to understand and fully optimize. Looking for a job offer that is not only a match between skill points and job requirements, but also a deep blend of candidates and employers. Graduates can take the initiative to learn how to communicate and demonstrate their abilities with employers, and learn about market supply and demand and employment policies in different regions in advance, seeking truth from facts and making preparations for “employment first and then job selection”. Again, stay in touch and actively strive for it. Graduates need to keep in touch with their colleges and universities to make full use of the services provided by the latter, such as psychological counseling, employment guidance, competitive skills training, and counselor guidance assistance. At the same time, they can broaden their search horizons through the school employment information network and other channels. Be prepared for “active attack” actions anywhere.

3. Government Measures to Promote Employment in Colleges and Universities

After the occurrence of the new crown pneumonia, the Party Central Committee and the State Council attached great importance to and cared about the employment of graduates. The Ministry of Education also placed the employment of graduates in a prominent position, and made the greatest efforts with relevant departments to develop employment channels and increase employment opportunities.

One is to maximize employment opportunities. Focus on increasing recruitment in basic education, primary health care, community services and other fields, increase policy tilt, encourage graduates to face grassroots employment, and encourage more fresh graduates to join the army.

The second is to expand the channels for graduates to further their studies. On the premise of ensuring the quality of postgraduate training, we will strive to expand the scale of enrollment of postgraduate students this year. At the same time, combined with the construction of vocational education undergraduate and applied undergraduate schools, centering on the demand for first-line technical talents such as the development of new formats of social service management, we actively expand the scale of ordinary undergraduate colleges.

The third is to open up recruitment channels in multiple ways, requiring all provinces, cities and colleges to vigorously increase the demand for regional economic and social development, and highly professionally matched posts to conduct online recruitment fairs, selecting five large-scale, high-matching jobs and graduates. Enterprises have opened campus recruitment areas, all of which provide high-quality services for university graduates free of charge. The Ministry of Education formally launched the “24365 24/7 online campus recruitment” service. The service is closed 24 hours a day, 365 days a year, creating conditions for graduates to recruit without meeting or signing up.

The fourth is to provide more accurate guidance services. Every university is required to care for and care for every graduate, and the school’s employment instructors and counselors are required. Even all master’s and doctoral supervisors must pay close attention to the graduation and employment of each graduate. “One policy” and other ways to strengthen personalized guidance, and do our utmost to recommend graduates to positions that match their personal characteristics.

According to the regulations of the central government, various localities have successively issued employment incentive policies. In April 2019, the Human Resources and Social Security Bureau of Huangshan District of Huangshan City issued the “Notice on Further Improving Several Policy Measures for Stabilizing Employment of Graduates from Colleges and Universities and Supporting Entrepreneurship.” The notice mainly starts with encouraging incentive policies, improving the skills of college graduates and promoting entrepreneurship. Fully exerted the functions of the people's government and comprehensively used various means to promote the stable employment of college graduates.

4. Analysis of New Ways of Employment in Colleges and Universities under the Epidemic Situation

First of all, we must raise awareness and attach great importance to ideology: we must fully realize that employment is the biggest livelihood of the people, “the people's livelihood is stable, the people's hearts are stable, the society is stable.” The employment of college students affects the well-being of hundreds of millions of families, especially the families of poor students. “Everyone has income, and there is security at home.” At the same time, change the concept and actively adapt the traditional campus recruitment to the new remote recruitment model supported by cloud technology to ensure that online recruitment is the same as offline campus recruitment.

Establish a linkage mechanism to promote employment. Ask the leaders of the relevant departments to establish a linkage mechanism for employment work with student counselors, directors of professional teaching and research divisions in charge of work, graduate monitors as employment liaisons, and cadres of student unions as assistants to unify thoughts, raise awareness, focus on cohesion, and drive innovation To do everything possible to promote employment.

In order to solve the practical problem of stabilizing employment, it is impossible to work hard for the sword, not to make a car behind closed doors, and even more whimsical. A comprehensive and in-depth employment survey must be conducted. First of all, we must understand and grasp the social employment needs corresponding to each major, systematically analyze and judge the employment situation of relevant majors, and give specific response measures to the needs of relevant professional employment in different regions and different industries. Secondly, a comprehensive and systematic employment and progression study for the graduated class: how many students are accurately ranked without employment? What is the specific employment intention? What are the difficulties encountered in the job search process? Despite the post, how many people have not resumed work? When will work resume? Can the students with posts stabilize? How many students participate in the postgraduate study or take the review? What are the results of the entrance examination? What is the status of this review? How many students have plans to study abroad and are preparing for language? How many students are preparing for the civil service exam? Give full play to the role of the employment promotion linkage mechanism, improve the scientificity, immediacy and accuracy of the survey on employment and college enrollment, and “establish a card” for the survey data.

Carry out online employment services and broaden employment channels. Establish an “employment guidance and service group for unemployed graduates” to bring all unemployed students, those who intend to adjust the job position and the human resources leaders of the employer who have the needs of the useful person into the group, review the qualifications and reputation of the unit, Check the content and requirements of the post, maximize the delivery of accurate recruitment information for students, organize and guide graduates and employers to use the Internet for supply and demand docking, conduct online interviews and written tests, and sign online contracts. If the employer has the need to sign a paper contract and agreement, it shall be handled by express delivery or letter.

Guide good students to make full use of the Ministry of Education's “24365 Campus Recruitment Service”, the Ministry of Human Resources and Social Science “you are waiting for you, you will be employed”, the People's Network “see you in the cloud” college student employment service, the Central Taiwan Central Guangxi and the State Investment Commission Co-launched the “Spring-level Open Country Recruitment Action” and other “national-level” online recruitment and online recruitment platforms set up by human and social departments around the world. At the same time, to match the characteristics of the disciplines and specialties of local colleges and universities, collect and screen a batch of job information from these platforms and push them to the students in a centralized manner.

Provide online one-to-one employment support measures for graduates who have not yet determined employment positions, especially students with employment difficulties: understand their employment intentions, push personalized employment guidance services, teach students according to their aptitude, and apply posts according to their aptitude. The job search information

is “seamlessly docked” to meet the individual needs of students; walk into the hearts of classmates, find the crux of employment difficulties, patiently guide and accurately implement strategies, correct their employment attitudes, and establish a positive employment attitude. Particular attention should be paid to the employment of special groups such as students of poverty-stricken families, students with disabilities, students of ethnic minorities, etc. to ensure stable employment.

Carry out accurate propaganda mobilization and key collections: do a good job of promoting policy of “direct recruiting non-commissioned officers” and “college students joining the army”, and guide college graduates to join the army; The “Student Loan Compensation Policy” publicizes and makes good use of the “living textbooks” of ideological and political education for epidemic prevention and control, and discovers fresh and lively anti-epidemic materials. “Invite volunteers to wear armor in white and go to Wuhan, where the epidemic is most severe, to stage the most beautiful retrograde, demonstrating dedication, so as to inspire more graduates to go where the motherland needs it most and let youth be where the party and people need it most Blooming gorgeous flowers; pay more attention to the new consumption, upgraded consumption, new technologies and new business forms bred in the epidemic prevention and control, and explore new employment space for graduates; do a good job in the expansion of graduate students and the expansion of special recruitment Policy publicity, follow-up policy announcement in time, and explain clearly the fields, disciplines and professional degree categories in which enrollment expansion is inclined; Propaganda, education and guidance for students to change their employment concepts, encourage them to participate in innovation and entrepreneurship practice, focus on cultivating students' “double-creation” spirit and ability, let “double-creation” education release unlimited vitality, and make “double-creation” become important for stable employment power.

Make full use of alumni resources. Alumni companies have always provided strong support for the employment of alma mater graduates. Therefore, they have strengthened communication with alumni companies, encouraged graduates to find employment in alumni companies, and stabilized the basic employment of graduates in alumni companies. Secondly, invite excellent alumni to join the group, and use the alumni's growth experience and workplace experience to carry out cloud lectures and online communication activities related to employment guidance and career planning.

Strengthen online employment safety education and related laws and regulations training such as “Labor Law” and “Employment Promotion Law”. Educate students to be vigilant about some illegal intermediaries and MLM organizations in the society taking advantage of the adverse impact of the epidemic on college students' employment and the eagerness of students to apply for jobs, using” high salary “as a bait for false recruitment and recruitment fraud; Pay more attention to wage violations, wage arrears (internship subsidies), unreasonable layoffs, employment discrimination and relocations that violate labor laws. To promote safety through education; to remind and promote rights protection.

5. Conclusion

The employment of college graduates is related to the economic and social development of the country, social stability and the personal future of graduates. Therefore, the party and the government put “stable employment” at the top of the “six stability” work. Under the current epidemic situation, the party and the government regard the restoration and stability of employment as a major livelihood project. Despite being affected by the epidemic, the fundamentals of China 's long-term economic growth have not changed, and the basic conditions for employment stability have not changed. Therefore, in the face of the current employment situation in the epidemic, our counselors should work harder. In the future, we must be confident and use our “embroidering skills” to play “precision chess”, carefully organize employment guidance and employment service activities, and do our best. Promote the employment of college graduates.

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