

# Monitoring and Early Warning of Employment Status of Vocational College Graduates

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**Abstract:** Through in-depth research on employment status monitoring and early warning of higher vocational college graduates, master the standards of talent demand for economic development, and clarify that higher vocational college graduates need to master technical skills in order to adapt to the current economic development and better adapt to the current employment environment and needs, to promote the formation of a virtuous circle in enrollment, training, and employment in higher vocational colleges, improve the quality of vocational education, and deepen higher vocational education reform.

## 1. Introduction

The purpose of monitoring and early warning is to find, summarize, and grasp the rule of event, to avoid danger in emergency situations, to have a proper early warning before danger occurs, and to get a predictive possibility minimizing the losses caused by dangerous. The establishment of graduate employment monitoring and early warning in higher vocational colleges helps the education department to guide and supervise. According to the shared employment-related information, the graduate employment rate, job demand, employment quality, and professionalism are timely. Statistics on distribution and other information indicators, establish a graduate employment monitoring system, and promote the sustainable development of higher vocational education; second, from the perspective of higher vocational colleges, establish graduate employment monitoring and early warning to grasp the employment status of graduates in various majors, and Evaluate professional settings, admissions plans, talent training programs, etc., adjust majors that do not meet social development and market needs, increase diagnosis and reform, build a scientific and reasonable professional system and training goals, and provide favorable data for admissions decisions. Provide support for its scientific training, adaptation to social needs, and sustainable development, and promote the virtuous circle of recruitment-training-employment. The establishment of the mechanism will solve the problem of matching talent demand with training and graduate employment, and the work is a long way to go.

## 2. The Influence of the Development Prospects of Industrial Enterprises on the Employment of Graduates.

In the current era of big data, the economy is developing rapidly, and the process of intelligence is accelerating. Industry companies have different demands for talents, but the standards for talent requirements have continued to increase. However, the number of talents recruited by industry companies is restricted by their demand standards. Not fully satisfied, the three are inseparable and affect each other.

## **2.1 The Linkage between Science and Technology of Industrial Enterprises and Talent Standards.**

Science and technology are the primary productive forces. There are three main factors: laborers, labor tools, and labor objects. When science and technology are mastered by laborers, they become labor productivity, and science and technology are transformed into labor tools and labor objects. The labor is an indispensable factor. Therefore, under the premise of rapid development of science and technology, to promote the rapid development of the national economy, people are an indispensable factor. The talent needs of industries and enterprises are adapted to the level of science and technology, adapted to the actual production, and The development prospects of enterprises are closely linked; therefore, the people needed by industry companies can meet the actual production standards, promote the rapid development of industry enterprises, and then promote economic development. Otherwise, the required talents cannot meet the production operation standards of industry enterprises. The production services of industrial enterprises have led to the drag on the development of industrial enterprises and slowed down economic development. The two have mutually promoted and restrained each other.

## **2.2 The Linkage between Industry Enterprise Talent Standards and Talent Demand.**

Industry companies have talent needs, but not everyone can. The talents recruited by an enterprise need to meet the current production actual demand for talent standards in order to adapt to the production of the enterprise and to run efficiently and quickly. Set the talent standards that do not meet the requirements of industry enterprises. The second is that the talents trained by higher vocational colleges do not meet the technical and technical talent standards required by the actual production of the enterprise. Demand standards. The development of industry companies has a direct impact on graduate employment. This requires higher vocational colleges to scientifically and rationally set up majors and training programs through the graduate employment professional counterpart rate to meet the needs of industry companies and promote graduates to better adapt to the industry Enterprise development needs, better serve the society, and better employment.

## **2.3 The Linkage between Industry Enterprise Talent Demand and Science and Technology.**

The development of science and technology promotes social progress, especially the rapid development of intelligent enterprises. The production of enterprises has gradually changed from intensive manual labor to automatic intelligent labor, reducing a large number of front-line production personnel, but increasing production operation technical skills that are compatible with scientific and technological levels Talents, science and technology determine productivity, science and technology also determine enterprise development, and science and technology also determine enterprise talent needs.

## **3. The Influence of the Development of Vocational Colleges and Universities on the Employment of Graduates.**

Higher vocational colleges are an important type of higher education and an important part of vocational education. They mainly train high-tech, skilled application-oriented professionals for production, construction, service, and management needs, and accurately match the industry's needs for talent development. Standard. With the optimization and adjustment of the industrial structure and the continuous updating of technology and equipment, industry companies have increasingly higher standards for skilled workers, and there is an increasing demand for mastering high-precision, cutting-edge equipment operation technology and innovative and innovative advanced technologies. Bigger. Higher vocational colleges, in combination with their school running characteristics and positioning, set up majors that meet industry industry demand standards, train graduates with technical skills to meet the production and development of industry enterprises, and send them to the corresponding industry enterprises for normal production activities. At present, the society is

developing rapidly and the competition for talents is fierce. With the diversified education reform and the characteristics of higher vocational colleges, its development also faces opportunities and challenges.

### **3.1 The Science and Technology Needs of Industrial Enterprises and Talents Are Linked with the Professional Settings of Schools.**

The professional setting plays an important role in the development of higher vocational colleges. It must be inseparable from the science and technology and the talent standards and needs of industry companies. The most direct manifestation is the linkage between the needs of industry companies and the school's specialty. Industry companies urgently need existing expertise. And talents with practical technical skills. The establishment of majors in higher vocational colleges clarifies the needs of companies in the industries they serve, and achieves professional construction closely to the industry and employment closely to the enterprise. At present, the professional construction of higher vocational colleges implements apprenticeship education, named classes, and customized classes. A form of close ties between enterprises, to solve the problem of professional construction without industry support, increase the employment rate of graduates, and strengthen the seamless connection between professional settings and the talent needs of industry enterprises.

### **3.2 The Linkage between School Specialty Setting and Talent Training Quality.**

The professional setting of higher vocational colleges must be supported by students. It is important to have a good quality of personnel training. With the reform of the enrollment system of higher vocational education examinations, the overall management is gradually formed. Ordinary college entrance examination, independent enrollment, 3+2 transition (five-year consistent system), counterpart admission, registration and other types of student sources, how to choose schools and majors for these types of students, most of the candidates focus on the employment rate and industry of the corresponding major graduates Prospects for business needs, at the same time, due to the diversity of student source structure, differences in students' interests, and imbalance in basic knowledge of disciplines, their values of life and employment expectations are also different; the training goal of vocational colleges is to train these students Master a certain high-tech, skills and innovative ability, adapt to the social and economic development trend of talents, to meet the industry's talent demand standards, high student quality, good training quality, enterprise recognition, improve graduate employment rate, achieve training to promote employment, employment Drive the linkage of admissions.

### **3.3 The Quality of School Talent Training is Linked to the Employment Rate of Graduates.**

For higher vocational colleges, the quality of talent training is the lifeline, which directly affects the employment of graduates. The quality of talent training matches the industry's talent standards and meets the needs of industry companies and social development. To increase the employment rate of graduates. With the rapid economic development, artificial intelligence has changed the supply-side structural reforms and intensive production needs of industry enterprises. When new technologies can replace a large number of labor, there is a large gap in professional technical talents, but for high-level graduates It is still an urgent issue whether technology and application-specific expertise can be quickly integrated into the actual working environment. Therefore, the employment competitiveness of vocational graduates will face a very severe situation.

At present, teachers in higher vocational colleges need to fully understand and master the actual production of the enterprise to cultivate talents close to the standards of enterprise needs. Now training students 'operational ability and professional quality mainly rely on training bases. Therefore, training bases are students' practical ability and professional quality. The main place is an important guarantee for achieving the training goals of higher vocational education. The construction of training bases is an important way for higher vocational colleges to form school characteristics and improve teaching quality to promote the full employment of graduates. It is also an important link to promote the development of higher vocational education; and its construction is one of the weak links

of more higher vocational colleges. First, because vocational colleges and universities do not have actual production for input and output; second, they lack the basic conditions for equipment replacement with market demand and technological development, and they cannot keep up with technological development; third is the existence of flammable, explosive, toxic and harmful products in special industry operations. The fourth is that industry companies have no practical conditions for students or do not accept students' practical teaching due to safety considerations. As a result, the facilities of some professional training bases can only stay in theory. In the demonstration or simulation stage, the practical skills and professional quality teaching cannot reach the real environment, so the quality of the students' practical results is not good. Strengthen the construction of training bases and strengthen scenario training. The current teacher-to-enterprise practice of vocational colleges to train dual-teacher teachers, the modern apprenticeship model, title classes, customized classes, and the introduction of corporate masters to teach at the school are all closely related to the cultivation of talents and the actual production of enterprises. Linking with industry companies and educating people, the technical skills mastered by the students are close to the actual production, so that the technical and technical talents cultivated by higher vocational colleges can take up their posts, which is more in line with the enterprise's talent standards. Make professional training more closely follow the development of the industry. Reduce the gap between talent training and industry enterprises' standards for talent demand, so that students can feel the work situation in advance. In light of the college's school characteristics and professional characteristics, it actively develops new fields of employment, promotes the college's professional characteristics and advantages more widely to enterprises, improves the comprehensive quality and level of graduates, enhances graduates' adaptability, and cultivates students' technical skills. Comprehensive quality promotes graduate employment.

### **3.4 The Employment Rate of School Graduates is Linked with the Talent Demand of Industrial Enterprises.**

Employment is the foundation of people's livelihood, and it is an important guarantee for achieving sustainable and healthy economic development, improvement of people's livelihood and social stability. Employment enables the combination of labor and means of production to produce the material wealth and spiritual wealth required by society. The direct indicator of employment in higher vocational colleges is the employment rate of graduates, and the number of talents required by industry companies directly affects the employment rate of graduates. Most vocational colleges and universities are established to serve local economic development at the beginning. Higher vocational colleges must adapt to regional economic development, optimize the educational structure, and cultivate technical and technical talents for industry companies in the region to serve and promote the rapid development of the local economy. Development, radiating to other regions of the country with a point and face, serving the purpose of serving vocational colleges; the employment rate of graduates cannot be determined solely by vocational colleges, but also depends on the number of talents recruited by industry companies. The number of recruiting talents is increasing, and the employment rate of graduates is increasing.

## **4. Establishment of Early Warning Mechanism.**

By investigating the main influencing factors of graduate employment monitoring and early warning: industry enterprise talent demand is linked with school specialty setting, school specialty setting is linked with talent training quality, school talent training quality is linked with graduate employment rate, school graduate employment rate with industry enterprises. The number of talents needs to be linked, the science and technology of industry enterprises and the talent standards of industry enterprises are linked, the talent standards of industry enterprises are linked to the talent requirements of industry enterprises, and the talent demands of industry enterprises are linked to science and technology, which are mutually constraining, mutually reinforcing and inseparable. Study and analyze the employment of graduates and the professional settings of higher vocational

colleges, the quality of talent cultivation and industry science and technology, talent standards, and the demand for talents are inextricably linked and interlinked; from the aspect of direct linkage with graduate employment, the data is expressed as: the talent demand of industrial enterprises interacts with science and technology and talent standards, and directly reflects the demand for talents (% of graduates); the professional settings of higher vocational colleges and the talent needs of industrial enterprises, the talent standards of industrial enterprises, and the cultivation of talents in higher vocational colleges The interaction between quality and graduate employment directly reflects the enrollment of freshmen, that is, the student registration rate; the employment of graduates from higher vocational colleges and the demand for talents from industry companies, and the quality of talent training from higher vocational colleges, directly reflect the employment rate of graduates, That is, the graduate employment early warning mechanism can use three major data of talent demand, registration rate and employment rate to provide early warning. Any one of the data can be reduced to the corresponding area, that is, early warning, divided into four levels of blue, yellow, orange, and red. The graph is expressed as:

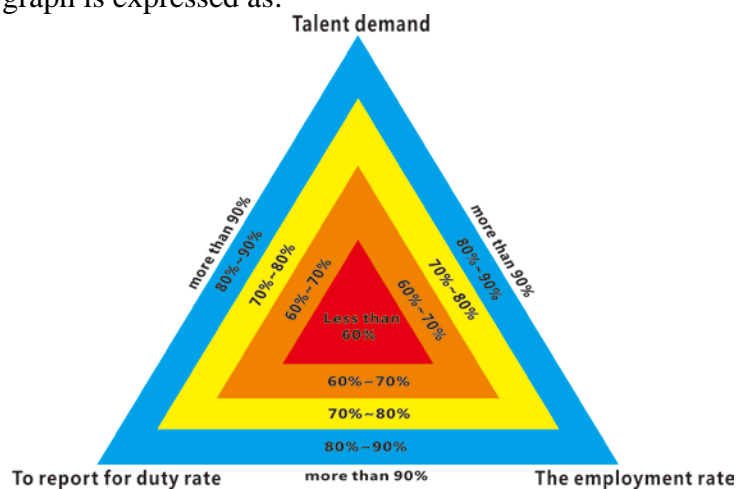


Fig.1 Monitoring and Early Warning

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