

# Employment and education: building a new pattern of employment

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**Abstract:** people cannot live without industry, and a country cannot stand without industry. Employment and work are related to the national economy and the people's livelihood, whether every family is happy and stable, and whether every student has achieved success in learning. Employment has a long way to go. How to take multiple measures at the same time, explore and innovate, and let the employment and education work to a new level is a problem that every employment worker needs to think about. Combined with the spirit of "service-oriented and employment oriented", this paper constructs a new pattern of employment work from the thought of "three complete education" of full participation, all-round and whole process.

**keyword:** Employment education; personnel training; all-round education

## 1. Analysis of the main problems and ideas faced by our college in employment

### 1.1 Higher salary requirements

Students have higher requirements for salary. In the autumn recruitment process, people basically don't consider the offer with salary below 7K in Wuhan. Except for a small number of state-owned enterprises around 5K, the students signed in the system are basically above 7K.

The corresponding enlightenment here: 1 Salary is the embodiment of personal comprehensive ability, and then evaluated in combination with the previous offer. The purpose of autumn recruitment is also to improve the comprehensive ability and explore their own value. Therefore, the pan micro of salary is a step-by-step process.

### 1.2 High job requirements

Graduates of our college are generally more inclined to work in front-end and back-end R&D posts, Java and python language development posts, and have little interest in testing and technical support posts. On the contrary, the company's requirements for R&D posts are generally high. Some large companies such as Haikang, Dahua and Yushi technology basically do not open R&D posts to non-211 and 985 schools.

### 1.3 Lack of experience in school recruitment

Many graduates know little about autumn moves, and there will be two extreme emotions: fear and conceit. Most of the students who are afraid of autumn recruitment think that they have insufficient ability and need further training or learning. They feel that all companies have high requirements, but their skills are very poor and can not meet the requirements of the company; On the contrary, conceited students will think that there are many employment opportunities now. They can find a job at any time as long as they want to find a job. Finding a suitable job does not lie in talking on paper, in saying how well you study and how strong your ability is, but in a process of selection between the company and job seekers<sup>[1]</sup>.

## 2. The whole staff education system based on students

### 2.1 Do a good job in the first-hand project and fully mobilize the resources of teaching staff

The college has set up a leading group for employment, and the members of the leading group of the college and department guarantee the employment of the class. Improve the main position of employment guidance, take employment as an important work of the college, and strive to implement it into the overall development plan of the college. The leaders of the college take the lead in "going out". The main leaders personally visit the employment base to improve their cognition of the employment environment and clarify the current technology trend, so as to update the teaching plan in time.

### 2.2 Establish an employment team and build a systematic employment system

The first organizational team of school college head teacher of graduating class graduates has been established to ensure that employment information can be received by each student. In addition, combined with the index tasks of the two time nodes of the school, the reward measures for employment class teachers are formulated, and the ranking of class employment rate is published every two weeks. Promote the head teacher of the graduating class to promote the employment of the class. The second organizational team of school college class employment director graduates has been established. Select a person in charge of employment in each class and form a team of college employment directors to be responsible for the employment of the class. In addition, the incentive measures for employment principals have been formulated to enable the employment principals of each class to help the employment work of

the college in the "front line" of employment work. In addition, there are schools-employment counselors, graduation counselors-the main team of graduates. Two dark lines, one open line and three employment teams to ensure the orderly and stable employment of the college<sup>[2]</sup>.

### **3. Pay attention to the whole process, refine the needs, and build a bridge for professional work**

(1) Whole process of employment service In order to improve the process and standardization of work, I wrote the employment work plan of the school of Computer Science in chronological order, divided the stages from the submission of students' source information to the final registration certificate dispatch and file mailing, and attached the materials that should be prepared at each stage. For example, each material that needs to be prepared for the registration and transfer students has been sent to each graduate in the form of document attachments. If the regular employment work is prepared in advance, it will provide a time basis for innovative employment and better serve the students in the whole process. In addition, we will formulate a "lifetime policy" and earnestly implement and do a good job in employment tracking services. For different types of students, targeted heart to heart talks and assistance were carried out, especially for students in World War II. They were moved with emotion, told with reason, and mobilized students to take the initiative in employment. And combine employment work with conscription work, and encourage students from World War II or World War I to perform military service first, and then obtain graduate students from good schools through the national military service policy.

(2) Whole process of employment and education It is a systematic project to guide students' active employment. We should adopt the whole process tracking service system to enhance students' sense of experience and run through the whole education stage. Therefore, according to the length of study, his employment career is divided into four stages: career initiation, career establishment, career initial test and career practice. Freshmen mainly let them realize the power of teamwork. Through contact with society, they can more clearly understand the employment situation and set lofty goals. Sophomore year, let students go to enterprises to visit and study, and set clear goals for their future work, postgraduate entrance examination, or further study abroad through their own personal experience. Junior year is enough for students to devote themselves to the society while learning, understand what the society needs and what aspects they should start from, which is beneficial to them, and let students understand the current employment rate and signing rate. Senior, guide students how to carry out spring and autumn recruitment, and how to improve their comprehensive ability in the process of job hunting<sup>[3]</sup>.

### **4. All-round company, innovative forms and continuous work services**

Write a letter to the students of the Academy of planning and forward it to all undergraduate and graduate students. Carry out employment guidance and analysis of employment problems in advance to create an employment atmosphere of autumn and spring recruitment. Inspire the employment awareness of junior students and improve the employment literacy of employed students. The professional exchange will suggest that you make full use of cyber source, pay more attention to the same level and higher level employment official account, employment information network and other aspects of obtaining employment information. Actively hold job fairs. He took the lead in organizing the "Hubei hundred schools linkage" and the recruitment fair of the growing science and technology sector. There were more than 260 enterprises coming to the University, more than 920 jobs related to planning, and more than 2000 students participated in job hunting, which was highly praised by the provincial employment center;

The college has carried out guidance on the re examination of postgraduate entrance examination, done a good job in adjusting, mobilizing and helping. The college has established an exchange group for postgraduate entrance examination and held a re examination

### **5. Summary and thanks**

In the employment work, what I am most proud of is the joy and moving of students when they find a job. Let me have new experience and thinking about the significance of my work. It also gives me a deeper understanding of the original intention and mission of educators: for all students, for all students. Employment has a long way to go, but the growth and harvest of students make me full of confidence and courage. In the future work, I will work harder to improve myself, take multiple measures, explore and innovate, and let the employment and education work to a new level.

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