

College Graduates Find Jobs Under the New Crown Epidemic Case Analysis

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Abstract: The sudden outbreak of COVID-19 in 2020 has seriously affected the employment of college graduates. Starting from the actual work cases of counselors, this paper elaborates and analyzes the case summary, organization and implementation process, and work results, examines the difficulties faced, puts forward solutions, realizes accurate assistance, and discusses the new path of employment of college graduates.

Keywords: Novel Coronavirus Pneumonia; Graduate Employment; Case Analysis

1. Case summary

As epidemic prevention and control has become more regular, General Secretary Xi Jinping has emphasized that we should be fully aware of the current situation and be prepared for a long-term response to the epidemic. On July 21, the Political and Legal Commission of the CPC Central Committee issued relevant documents, stressing that in the second half of the epidemic, we should not be complacent, and strive to achieve “six stability” and “six protection” tasks. Among them, “protect employment” is “six stability” “six protection” the priority among priorities.

As a college counselor, MY 140 members of the class of 2020 will be looking for jobs, but they have the following conditions:

First, the employment situation is under pressure. Due to the impact of the epidemic, some enterprises face difficulties in resuming work and production, and even face layoffs and closures. Demand market contraction, the number of jobs significantly reduced. However, the number of graduates in China is large and the employment base is large. Facing the current employment situation, they are under heavy pressure.

Second, the concept of job hunting is wrong. In their job search, there are some common problems of personal concept: high expectations of work, ambitious, eager for quick success and instant benefits, pay attention to pay. After the outbreak of the epidemic, although they could realize the great pressure of employment, they still had an unreasonable job-hunting mentality, which further hindered their job-hunting process.

Third, job-hunting skills are insufficient. They usually pay attention to knowledge learning, generally lack of social experience, no social experience. In the process of job hunting, they lack understanding and preparation of their employability, and have problems in resume production, language expression, interpersonal communication, interview skills and other aspects. After the outbreak, the “offline” recruitment mode has changed to the “online” mode, and they are not familiar with the “cloud recruitment”, online interview, online signing process.

Fourth, employment psychological anxiety. Some college students’ career planning is not clear, the ego driving force of employment is insufficient, there is a negative “lazy employment”, “slow employment” psychology. Job hunting failure and psychological endurance and self-adjustment ability is poor, they will lose confidence in the process of employment and job selection, gradually confused, self-doubt, negative, anxiety and other bad psychology.^[1]

2. Organization and implementation process

2.1 Strengthen educational guidance and determine the direction in advance

In the first year entrance education lecture, the students were introduced to the major characteristics and employment prospects. In the following career planning course, students will be guided to make scientific and reasonable plans to determine their own development direction as early as possible. In daily study and life, timely career planning and employment and entrepreneurship guidance. In the end, 140 graduates of the class of 2020 decided on the direction of their career plans, of which 65 chose to go to college, 68 chose to work, and seven chose to join the army.^[2]

2.2 Peer education leads, helping precise assistance

(1) Serve well. According to the direction of students’ career planning, QQ group and wechat group are established respectively, and students are guided to share relevant policies and information about college entrance examination, employment and enlistment in the group in time, so Let graduates make good use of these policies.

The scale of the job fair has been limited due to the pandemic. I actively contacted the corresponding professional enterprises to carry out the “online” dual recruitment meeting to provide students with job requirements. At the same time, the government’s employment policy and the “online” recruitment service platform should be timely conveyed, and the employment positions in line with students’ majors should be screened out to help students find jobs smoothly.

(2) Update the ledger. Update the employment ledger every day, record the information of the employed students, and give play to their role of “mentoring”, establish a “pair” assistance policy among students, and help each student find a suitable unit by means of recommending and propagandising.

(3) Strengthen guidance. From education, employment, and enlisted three direction, choose good alumni graduated five years, to carry out peer education guide, on a regular basis to carry out the “online” lecture, preach to rise only this review method, cover the examinee how to prepare, enlistment process and the matters needing attention, how to make a nice resume, job interview skills, etc. And guide students to conduct resume making contest, interview process simulation exercise and other activities to help students improve their job-hunting ability and interview skills.

2.3 Popularizing relevant policies and broadening employment channels

(1) Encourage students to go to the grass-roots level. We will actively publicize grassroots employment projects such as “Three Branches and one support”, “Volunteer Service plan in western China” and “Rural Teachers”, enrich the employment options of fresh graduates, guide them to change their employment concept, take the initiative to go to the grass-roots level, integrate into society, and make contributions to the most needed areas of the motherland.

(2) Publicize preferential policies for entrepreneurship. This year’s graduates are encouraged to actively participate in the school’s business incubation program, practice and exercise on the entrepreneurship platform, improve their professional skills, and enhance their ability to work in entrepreneurship.

2.4 Carry out psychological counseling and pay attention to special groups

(1) Pay attention to the career planning of students with psychological warning in time. Through heart-to-heart talks, group counseling and other forms, to understand their psychological changes, and targeted guidance and education, pay attention to the process of psychological counseling, to help them achieve their goals.

(2) Focus on the employment of students from poor families. We will actively communicate employment assistance policies to students from poor families and help those who meet the requirements apply for job-hunting and entrepreneurial subsidies. And recommend students to appropriate enterprises, do a good job of employment assistance, poverty alleviation, support, support and service combined.

(3) always pay attention to job-hunting frustrated students. In daily life, we timely pay attention to the psychological dynamics of students through “online” platforms and feedback from psychological observers. For students who are frustrated in job hunting, we should communicate with them in time, understand their difficulties, guide them with education and accompany them through difficulties.

3. Work effectiveness

Through the support of national policy, attention from social enterprises, and the joint efforts of teachers and students, 140 fresh graduates in this case have worked hard and forged ahead, achieving full employment of 84 fresh graduates. Five of them have successfully started businesses in the new media industry, and many students have signed contracts with leading enterprises in the industry. The pass rate of the self-recommendation for upgrading has reached 100%, and the rate of upgrading of one class is as high as 92%. The students move to higher institutions for further study. Seven other students successfully joined the army and volunteered to defend the motherland.

The epidemic has brought severe challenges to the job hunting of fresh graduates and the employment of colleges and universities. As a college counselor, we should grasp the nettle, not only to be the answer to the admission policy, but also to do a good job of employment and entrepreneurship, but also to be a good army. We should actively change our thinking, take innovative measures, and open up new patterns of employment to ensure that the target of stable employment is achieved.

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