

End education | The high branch under stops“ Home Service mode Yau

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Abstract: Summary : Lifelong Education , development of lifelong learning concepts , brings opportunities for change in adult continuing education . University employment under the philosophy of lifelong education "" service " mode " , is for graduates who have already been employed , aims to improve graduates ' professional competitiveness by service after employment , for employers , graduate to build a lifelong learning system . based on this , article starting from the plight of college graduates entering the workplace , specifically discusses the concept of lifelong education College jobs "" Services How The mechanism is built .

Keywords: Lifelong Education ; College ; Employment after service

Current , China's lifelong education learning system is still in the primary Development Phase , Continuing education as the core pillar of lifelong learning The roles they assume and _ set Gap . so , Create State University employment " " Services mode , starting from college employment , through graduate recharge and employing unit training for convergence Click , to make up for graduates ' pre-employment education and post-employment education , University on Industry education and social public Employment Service , Higher education and career training Training missing , This is a development of lifelong education concept of a Specify the perfect and explore .

One,University Employment under the concept of lifelong education after service mode connotation
(one)Basic connotation

University Employment after service mode is actually a continuation of teaching Yukon Continuation , Only This continuation object is already graduated students . set up students in this mode , employing unit , College and social " four-bit " _ Body Comprehensive Employment Service , define students and employers after graduation as the service of this mode object , providing employment support for graduates , " " after service "" Training . This pattern for employment in colleges and universities the The system has important meaning , through this after service Way , Universities can define the real needs of employers for graduates . from this, Colleges and universities can improve on their employers ' needs in the School students ' employment education .

(two) Run System

This type of employment for universities after service mode , to Teach for life Yukon , Lifelong Learning concept , Follow customer marketing management policies , determine education services for graduates after employment . should include employment continuing education on training content for specific , Employment Skills training, Career Process Guidance , Alumni Contact , The emphasis should be on Employment Continuing education and vocational process guidance , forming graduatesEmployment , integrated Service system for professional integration .

(three) Realistic meaning

for Graduates , University-determined after service modulo To provide intellectual support for career development of graduates , also to provide employers with the confidence of human resources , guaranteed a long term relationship with a graduate in a certain way , can cause Graduates upgrade their professional skills under the

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concept of lifelong learning . second , for Employers , graduates in employment and careers In the career can have employment after the service security , not only can be employed unit saves human resources cost , also implements the talent of the employing unit elevation of quality . More importantly , , in This way can add Strong Schools Union , providing intellectual resources for enterprise Research and Research cooperation . third , for universities , This post-service mode enables schools Recognize oneself in the talent training insufficient , for school teaching reform provides power ; at the same time , When the graduates return to school to recharge the , Learn School is also in time to learn about the talent market , to promote the School The is more targeted during talent training . Fourth , for social , " This is a " Post - service " mode " for building the entire club will benefit from lifelong learning system , widening education in colleges and universities merge with social education , Timely education resources of colleges and universities integrate into social lifelong learning system , especially for colleges and universities teaching , Social Responsibility for scientific research ,encourages schools in the process of talent training The actual requirements of the are close to the Society .

two , Post-employment status for college graduates and existing Problem accelerates the pace of structural upgrades in our country .

The industry is increasingly demanding on the quality of talent , Human resources require Promote and optimize in continuous flow , The flow of talent in the workplacemove faster , personal adaptability to post is getting stronger . during constant post adjustment , The knowledge structure of talent to the seek in drilldown . at this time , as college graduates , especially for graduates who have just stepped into jobs , The situation of competition for enterprise talent not too understand , cause competition in the workplace and change of position in the field type of problem .

(one) graduates ' professional abilities and employers ' requirements gap

College students go through a major in school for several years Practice , develop basic professional skills and accomplishments after graduation . But many students do not have a professional internship during school , lack of sufficient practical ability and knowledge of practical posts , Plus Social Less experienced , gap between employer requirements ,, not only affect employers ' choice of graduates , also affect to graduate career promotion M. The is specifically shown in the following four aspects :first , Poor practice ability of graduates , causes an inability should Enterprise's professional skills and professional ability requirements ; Second , graduate with limited job adaptability , when it's in the post role between slower , requirements for roles , Work environment and position responsibility Sense of lack of self-confidence in dealing with problems ; third , graduates in interpersonal relations Poor adaptability for problem handling , cause it doesn't work at all when handling with leader , colleague ,Customer relationship , affect industry traffic ; Fourth , graduates have poor psychological endurance , at Work lack of stress-resistant psychology in , to lag behind in job competition . These questions become graduates, especially when you first graduate from work. biggest occupational hazard , If it is not properly resolved , will pair The growth of their professional competence and professional attainments is unfavourable to .

(two) Post-employment service mechanisms lack impact on graduates Workplace adaptability

universities like factories , The product is a student , to protect products Quality is also the quality of talent training , not only during school period to Student offers a good platform for development , students graduate after graduation The following education services are provided by Karma . _ all , University Health has just entered the workplace, both need _ time to adapt to its identity transition , also takes a while to familiarize yourself with job requirements , This _ time transitions and adaptations , about graduates career Future . current , Our college graduates employment ' after service works The mechanism is essentially deficient . page _ , University and graduate There is a lack of effective communication channels between . current , School and graduate's Most of the contacts between are in a spontaneous unordered State , does not form a Contact Normal . Even the alumni association of each school , also limited to _ Some general contacts . second , Research Base after graduate

employment. This is a formality. Many schools pay too much attention to employment rates and contracts. rate, and the actual research work on student employment is far from enough. Most research reports do not reflect a student's true employment. State, does not reflect the actual requirements of the employing unit. This makes it impossible for to form an inverted effect on school teaching reform and Employment education. page three, Many colleges and universities do not have the relevant services for graduates after employment when into their own social responsibility, generally accepted as long as students graduate from school, The school's responsibility ended, does not form employment guidance and The work-thinking and implementation mechanism that follows continuing education.

(three) lack of protection for employees ' continuing education mechanisms in employers

graduates who cannot accept post-service employment in schools Education, but being able to continue training in an employer is also a " " the way to high professional adaptability and professional ability. and reality is, the current lack of motivation for employees ' education in Chinese enterprises, put in cost less, according to 2014 Annual survey of the National Federation of Trade Unions shows, all The average employee education and training fund for the country accounts for only the 2%-5% of its operating income. Many enterprises are under the stability of talent and training fee with rising, pay no attention to employee vocational training, does not form a solid talent Training mechanism. page __, pre-pre-job training less time, Training content is not targeted, most of the formality 0; Second, Employers pay less attention to employee training, not forming solid Job training responsibilities and content; Third, The employer has no shape as a joint training mechanism for university cooperation, especially pre-job training, Workplace adaptability etc lack of cooperative communication, Career planning for employees more rarely involved, not good for graduates to adapt to jobs The, also fails to unite employees ' corporate identity.

three, Promote college employment after service Building the pattern

as described earlier, graduates who have just entered the workplace face a lot of problem, plus current enterprise talent training mechanism not sound, To make the completion karmic Workplace adaptation period longer, affect their professional ability elevation. for this, School should play the function of alma mater, push Line Construction of service mechanism. during construction, to stand College actual, Consolidated Government, employer, Alumni Group Square resource, Fortified school, communication between employers, play high School's role in the continuing education system, trying to build _ Perfect lifelong education for graduates.

(one) governments should build jobs for colleges and universities after service mechanism provide policy support

Employment Education in colleges and universities is a social education input and labor Media and bridge for power resource conversion, in lifelong education concept Shadow Go down, Government should establish employment for colleges and universities after service mechanism lifting for policy support, actively optimizing policy environment, Straighten out the Education Administration system, through system design, Promoting college employment after service mechanism and Social Public Employment Service system and lifelong education system with, promote employment with continuing education after employment, using a lifelong education system Promote individual career development. page __, Break the bundle of education system bind. Education Authorities should actively relax the independent running of colleges and universities.

Right, promoting modern property rights system in universities by policy, To Guide schools to build For Alumni, Continuing education system after employment of employer, Widening employment service interface with vocational training. second, forward - Step to perfect the Public employment service System. Employment for universities is social Public Employment Service System _ Section, The should have the university's Job placement into the National Employment Entrepreneurship System, Conditional Universities can hold social employment policy consultation, Career guidance and professional Services Trade Assistance service functions,

universities should also be graduates , with person units and social education institutions provide public employment services , from steps to improve the connection between higher education and social public employment system , Promote high Market operation of School Employment service 3 . third , Perfect lifetime Personnel Training System classification under the learning system . current , General undergraduate College School , Higher vocational colleges are different in the system and mode of talent training , to to determine the difference between the two types of school personnel training , To promote application-oriented undergraduate construction of higher vocational colleges ,Encouraging enterprise participation to high for vocational colleges , General College Vocational Education , forward _ Step Perfect School-Enterprise joint mechanism .

(two) Perfect College employment after service mechanism with society on convergence of Karma

University's after service mechanism for college employment education , on industry work with _ Extension and extensibility , is also a hardening school The important path to union is _ . employment " " Services the mechanism can provide graduates with professional skills and career status in all directions connect , through workplace adaptation training , support for employment skills , Occupation Continuing Education Forms , providing an employer with a tracking Employee Vocational training , and a dynamic " " after the graduating alumni. "" mechanism , can greatly broaden the employment market for school students field . hence , First promote employment after service "" mechanism vs. public The convergence of the Karma . Colleges and universities should keep abreast of social employment policies policy , job market Specific requirements , strengthen HR and social at all levels Security Department , Talent Market , Industry Associations , Human Resources agency cooperation , form a fixed communication mechanism . second , enforcing employment " after service " mechanism and university student Employment security system connect . of course , University employment after service "" mechanism with _ set Property , But build employment " " service the Basic purpose of the mechanism is to achieve a link between the job market and employment education by , pass jobs " " services "" Let the school know about the market requirements , to for Student Employment education indicates direction , provides a for college graduates basic information Security . third , Promoting college employment after service Machine The interface between and professional certification . current , Social Professional qualification certification coverage is growing wider , Professional qualification can be promoted Student Employment channel . so ,University employment after service mechanism must strengthen communication with professional certification Authority , Increase the focus on the job market and employers ' career needs , Promote employment "" post service "" perfect mechanism .

(three) Perfect College employment after service Administrative Mode

Perfecting College employment ' after service guidance and training for Administrative mechanism . The College Employment Administration should cooperate with the Adult Education Institute co-convergence mechanism , Take advantage of the College of Adult education , has Conditional schools can implement employment tutors _ to _mechanism , in graduates to employment "" Services Different requirements for , Promote employment ' after service mechanism integration with alumni work . second ,form superscript Quasi-service items . Employment Services work with certain benefits sex , covers the specific interests of each student , on after service "" even though has certain marketing , But adhere to the principle of the people's livelihood , shape into university-featured employment after service "" Training Item to seriously consider the actual needs of graduates in the course "" , Hardening and hiring docking of bit actual requirements . third , actively improve employment back to OK Evaluation System for the mechanism . service for universities with employment " " Services machine System build to Opportunity , promoting employment evaluation and teaching reform , to promote teaching to meet the needs of market development . specific comment price method can be delegated to neutral third party , by quality of employment report ,Customer rating , Regular return visit, etc. system , Focus on graduates , with specific comments for person units , and publish after service Evaluation Procedure .

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