

Research on the Employment Assistance Mechanism of "Slow Employment" Student Groups

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Abstract

Under the normalization of the epidemic, the employment situation of college students has become increasingly severe, further exacerbating the phenomenon of "slow employment". Based on the analysis of the phenomenon of "slow employment" of college students, this paper explores the causes and proposes solutions to provide a guarantee for focusing on solving "slow employment" for all employees, providing a foundation for focusing on solving "slow employment" in the whole process, and focusing on solving "slow employment" in all directions. Employment provides key conditions in order to guide college students to find employment more fully and with higher quality.

Keywords

Employment situation; Slow employment; College students; Causes; Assistance measures.

1. Introduction

"Slow employment" is a social phenomenon that quietly breeds along with the increasingly severe employment situation. The so-called "slow employment" means that after graduation, some college students do not immediately choose employment and enter a relatively stable working state, and at the same time, they do not continue to go to school to complete their studies, but instead choose internships, study tours, stay with their parents at home, or start a business early. Investigation, to think and explore the path of life, delay employment indefinitely, and form a phenomenon of graduation without employment [1]. For this emerging employment phenomenon, some people think that it is "a fig leaf that gnaws the old" and "a representative of escapism"; others hold an attitude of tolerance and understanding, and believe that it is a rationality that does not blindly or blindly follow. way of employment.

So the real intention of graduates choosing "slow employment" is to achieve high-quality employment, or is it to hide their hesitation and negative attitude under the guise of "slow employment" in order to escape the pressure of employment? This paper analyzes and studies this, analyzes the causes of the phenomenon of "slow employment" and puts forward corresponding countermeasures to help college students establish a correct employment outlook, face employment with a rational and positive attitude, plan their careers in advance, and not blindly after graduation., do not blindly follow, so as to achieve the fundamental goal of high-quality employment.

2. Organization of the Text

2.1. New Phenomenon of Career Choice: "Slow Employment"

2.1.1. The "Slow Employment" Group of College Graduates Continues to Expand

In recent years, the "slow employment" group has been increasing. The online survey report on the job search of fresh college graduates shows that the proportion of fresh graduates who choose not to be employed temporarily in recent years is 6.4% in 2018 and 7.2% in 2019 .

Affected by the epidemic, the phenomenon of "slow employment" of fresh graduates in 2020 and 2021 is more prominent. Among the respondents who did not find a job, 40% chose "slow employment", and the network for 88,000 fresh graduates nationwide The survey shows that 8.1% of graduates choose "slow employment"[2].

2.1.2. "Slow Employment" Should Also Be Slow to Reach A New Height in Life

"Slow employment" and unemployment are not exactly the same thing. Once graduates choose the development method of "slow employment", they must make a detailed, sufficient and feasible plan for themselves, because only by planning well can the time occupied by "slow employment" be meaningful. At the same time, it is necessary to continuously maintain the core competitiveness of employment, a positive employment mentality, and slow and moderate, so that we can accumulate a lot and make positive contributions to future career choices.

2.2. Analysis of the Causes of The Phenomenon of "Slow Employment" of College Students

The improvement of material living standards and the personalized pursuit of college students stimulate the phenomenon of "slow employment" Based on the continuous enhancement of my country's national strength and the rapid improvement of people's living standards, the growth environment of contemporary college students has undergone major changes. They not only have more superior growth environment and learning conditions, and have the conditions to choose to wait and see and make venture capital investment in projects of interest. According to a survey, 68.1% of the parents surveyed will give financial support to their unemployed children [3]. It is precisely because the material conditions are guaranteed that some college students are not eager to find jobs after graduation, but wait and see and plan to achieve high-quality employment. At the same time, post-95s, especially post-00s college students are more inclined to individualized pursuits, not satisfied with a single occupation, and often identify themselves as "slash" young people, because in their view, high-quality employment is not only a way and means of making a living, but also a way of making a living. Realize the embodiment of self-worth, so that in front of employment positions, you are always on the sidelines, and it is very easy to miss opportunities and gradually enter the "slow employment" crowd.

The contrast between college students' expectations for employment and reality intensifies the phenomenon of "slow employment" According to another survey in the "Employment Blue Book: 2018" released by Michaels, more than 40% of college students expect a monthly salary of more than 8,000 yuan after graduation [4]. Behind the strong contrast is the demand of college students for higher quality of employment, resulting in the status quo that the high is not enough, especially in the context of the continuously rising "postgraduate entrance examination fever" and "public examination fever", or the repeated test preparation is regarded as a problem. Safe haven, or reduced to "gnawing the old family", the formation of "waiting and relying on" thinking, will undoubtedly further aggravate the phenomenon of "slow employment".

The lag of career planning education and lack of employment psychological guidance accelerates the development of the phenomenon of "slow employment". According to a survey data, 76.5% of the students surveyed believed that the education during school was focused on the teaching of professional knowledge, while the in view of the obvious shortage of career planning and employment guidance courses, the lack of systematic study of relevant knowledge, and the lack of accurate employment orientation when looking for a job after graduation, resulting in a greatly reduced employment success rate. At the same time, some respondents found that they were not suitable for the major they studied after they just started work, because they lacked sufficient awareness of career planning in the early stage, showing negative phenomena such as work neglect and low mood, and gradually became "slow employment". a member of the crowd. These phenomena all illustrate a problem. Due to the lack of systematic

employment psychological guidance and the lag of career planning education for college students during their stay in school, most graduates lose their direction when they are employed, lack accurate positioning and lack of employability, and show lack of confidence, passively reduced to a member of "slow employment".

2.3. Research on Countermeasures to Deal With the Phenomenon of "Slow Employment"

Focusing on all employees and focusing on strengthening the concept of employment, entrepreneurship and education is the guarantee for solving "slow employment". First, solidly promote the "first-in-command" project of employment and entrepreneurship, and grasp the key minority of leading cadres. Through the "enrollment-training-employment and entrepreneurship" tripartite linkage mechanism, and the positive interaction with the school-based college students' employment and entrepreneurship annual report promotion mechanism, the teaching reform will be continuously deepened, and the scientific professional setting, the quality of personnel training, and the employment and entrepreneurship of students will be realized. Follow-up, consolidate responsibilities layer by layer, and form a layer-by-layer pressure transmission mechanism for schools, functional departments, and colleges and departments to ensure that the organization is in place, the responsibilities are in place, and the management is in place. The second is to solidly promote the "mentor project" of employment and entrepreneurship, and to grasp the key minority of the employment and entrepreneurship team. Through the professionalization and professional construction of the three teams of employment full-time teachers, entrepreneurship teachers, and employment and entrepreneurship consulting, we will continuously improve the business level and ensure the effectiveness of guidance; Form a lively situation in which all employees participate in employment services. The third is to solidly promote the "alumni + employment" project, and focus on the key minority of "alumni". According to a survey, when asked "who is the most suitable for you to take career guidance courses", "employees and seniors" ranked first with an absolute advantage, accounting for 64.6%. Therefore, on the one hand, it is necessary to select the "alumni lecturer group", and implement the dialogue and exchange mechanism between alumni and college students on a regular basis, so as to share growth stories and answer professional confusion for college students; A linkage mechanism between employment supply and enterprise demand will be formed.

Focusing on the whole process and focusing on providing accurate employment and entrepreneurship guidance is the basis for solving "slow employment". First, it is problem-oriented and provides classified guidance for the phenomenon of "slow employment". Affected by the new crown pneumonia epidemic, the employment situation has become more and more severe, the group of "slow employment" has continued to expand, and "slow employment" has increasingly become one of the focuses of public attention. Based on this, the first thing is to classify "slow employment" and work hard on accurate "guidance". For example, for "slow employment" with difficulty in finding employment, it is necessary to focus on the cultivation of basic skills and encouragement of confidence; for "slow employment" with worry-free life, it is necessary to strengthen the education of ideals and beliefs, and to strengthen the sense of responsibility and mission to the society; "Slow employment" type, we must do a good job in career planning and find the right position in life.

Second, time is the guideline to provide guidance for employment and entrepreneurship. Continuously strengthen the concept of stratified and staged employment and entrepreneurship education. On the one hand, focus on the first classroom, develop teaching modules around the three core points of "career planning", "college students' entrepreneurship" and "workplace adaptation", and carry out employment and entrepreneurship in grades and steps. Educational guidance to form a closed loop of teaching;

on the other hand, focus on the second classroom, and actively carry out campus-specific activities such as "career planning" competition, "simulated job fair", "resume competition" and "entrepreneurship challenge cup" to create a strong atmosphere for employment and entrepreneurship. The third is to use "Internet +" as the driving force to provide "cloud services" for employment and entrepreneurship. Affected by the new crown pneumonia epidemic, online recruitment has accelerated. Only by actively adapting to the university can the largest "variable" of the Internet be transformed into the largest "increment" of employment and entrepreneurship. On the one hand, we must give full play to the role of big data and build a database. For example, through the database of students' job-seeking intentions and enterprise employment needs, it provides decision support for school personnel training and employment and entrepreneurship; through the student employment and entrepreneurship database, dynamic feedback is formed on school enrollment and personnel training. On the other hand, promote intelligent services, give full play to the advantages of "Internet +", create a WeChat public account for employment and entrepreneurship, develop a career planning system module, and release employment and entrepreneurship information modules efficiently, accurately and quickly, covering employment and entrepreneurship cases, inspirational stories, laws and regulations and other brand thematic modules.

Focusing on all aspects and striving to improve the ability of employment and entrepreneurship is the key to solving "slow employment". One is to establish lofty career ideals. Marx pointed out that serious consideration of career choice "is undoubtedly the primary responsibility of young people who are beginning to embark on the road of life but are unwilling to take their most important careers to chance"[5]. An important reason for the psychologically induced "slow employment" phenomenon is that college students lack commitment and dedication to the country and society. Therefore, colleges and universities should integrate ideological and political elements into the guidance of employment and entrepreneurship, and guiding college students to establish lofty career ideals. The second is to actively change the concept of career choice. The previous all-inclusive employment system has long been replaced by the new employment system. Graduation is no longer a guarantee of employment, but only a "stepping stone" for employment. However, contemporary college students still have the traditional concept of "water flows to low places, and people go to high places", the family concept of "parents are there, not far away", and the hometown concept of "people don't love the land and return to the family". At the same time, contemporary college students have the following aspects in choosing careers

Such ideological misunderstandings, such as the priority is not divided, the choice of career is mainly based on the region, not the career; for example, material is first, only wages are considered in employment, money is the most important measure of employment, and only immediate interests are concerned, while ignoring oneself Ability and career prospects, etc. These ideological misunderstandings have spawned the phenomenon of "slow employment", which is not conducive to social stability and positive development.

Students must correct these ideological misunderstandings, establish a new outlook on career choice, adapt to the new employment situation, and find an ideal career that matches their actual situation. The third is to enhance the ability of employment and entrepreneurship. On the one hand, cultivate the awareness of employment and entrepreneurship. To change the concept of employment, college students should achieve "three breakthroughs and three standing", that is, to break the old concept of waiting for resettlement, and establish a new concept of self-employment and entrepreneurship; break the old concept of one career and die, and establish a new concept of engaging in multiple jobs; break the status quo. The old concept of a pioneering and enterprising new concept. On the other hand, it nurtures the quality of employment and entrepreneurship.

3. Conclusion

College students should build up confidence, be not afraid of difficulties, be proactive, bravely face various competitions and challenges, and work hard with a peaceful mind and perseverance, so that struggle becomes the energy of youth fighting. At the same time, strengthen the training of employment and entrepreneurship ability. Actively and constantly accept new knowledge, update knowledge, be good at learning, dare to create, self-improvement, and let the youth serve the country and the people.

The devotion of the people shines brightly. In general, regarding the phenomenon of "slow employment", firstly, take a more tolerant attitude. As long as you have employability and employment status, as long as you don't "eat old people", you should have more understanding and respect for their choices; secondly, pay attention to Guidance, in the process of respecting multiple choices, it is necessary to highlight the leading role of socialist core values and strengthen the hard lever of employment rate, because "if any nation stops working, let alone a year or a few weeks, it will also perish. The third is to be vigilant against negative "slow employment", to justify "gnawing the old", and to "lie down" as a fashion, while ignoring the value of the meaning of life, because "history never waits for all hesitators, watchers, The slack, the weak. Only those who keep pace with history and share the same fate with the times can win a bright future."

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