

# Research on the Mode of “Party Building + Employment” in College in the New Era

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**Abstract—** With the advent of the New Era and the continuous innovation of the market structure, the requirements of the society for graduates are increasing year by year. The employment of college students is difficult especially under the epidemic situation. Facing the increasing employment pressure of college students, colleges should give full play to their positive role in the work of Party building at the grass-roots level, and further do a good job in guiding the employment of college students in the New Era, so as to realize the mutual promotion and win-win situation of “Party building + Employment”.

**Index Terms—** Basic-level Party Building Work in College; the Employment of College Students; “Party building + Employment”

## I. INTRODUCTION

General Secretary Xi Jinping pointed out at the National Education Conference that what kind of people to cultivate is the primary issue of education. He denotes that China is a socialist country under the leadership of the Communist Party of China, which determines that our education must take the training of socialist builders and successors as the fundamental task, and train generation after generation of useful talents who support the leadership of the Communist Party of China and the socialist system of our country and are determined to fight for socialism with Chinese characteristics for life. Adhering to the Party’s overall leadership over education is the fundamental guarantee for running socialist education with Chinese characteristics. In order to solve the fundamental problem of “who to cultivate, how to cultivate and for whom to cultivate”, colleges must take Xi Jinping’s new socialist ideology with China’s characteristics as the guide, adhere to moral education, promote education reform, speed up the completion of education short board, and put the basic-level Party building work throughout the whole process of students’ ideological and political education.

## II. THE NECESSITY OF THE INTEGRATION OF “PARTY BUILDING + EMPLOYMENT”

In the New Era, the Party Central Committee with Comrade Xi Jinping as its core has made a strategic plan for giving priority to the development of education, speeding up the construction of first-class universities and first-class disciplines, and realizing the connotative development of higher education, which points out the direction for the development of colleges. The basic Party organizations in

Colleges should focus on this fundamental issues of “who to cultivate, how to cultivate and for whom to cultivate”, and give full play to the leading role to ensure the implementation of the Party’s lines, principles and policies in Colleges. The employment problem of college students is not only the livelihood of the people, but also the national plan. It is related to the personal interests of graduates, the happiness of millions of families, social harmony and stability, and the construction of socialist modernization. It is the lifeline of the survival and development of colleges to do a good job in the employment work of college students and win the employment battle in the epidemic period.

The Party building work and employment work in colleges are both carried out around college students. The service subjects and work objectives of the two tasks are consistent. At the same time, there are cross complementary areas in the two works. As a long-term systematic project, only under the overall leadership of the Party, can employment work go hand in hand.

## III. THE METHOD OF THE INTEGRATION OF “PARTY BUILDING + EMPLOYMENT”

Employment is the biggest livelihood. We should deeply understand the primary position of the employment work in the “six stabilities” and “six guarantees”, and that in the overall work of the university. We should actively mobilize all forces and give the strength of the whole school to implement various measures to ensure the smooth employment of graduates.

### 1. Colleges should plan as a whole and optimize the organizational setup

**Optimize administrative barriers and integrate work ideas.** Full employment and high-quality employment is an important test of the quality of university education. The key to the effective promotion of employment lies in the leaders of the Party and the government. Colleges should break the part of the original administrative system that is not suitable for the employment of students and focus on strengthening the leading role of Party building in the employment work. Colleges should also take the Party construction as the leader and combine the employment guidance center with the Party construction guidance department. It is necessary to build a platform for all staff education and form a mechanism to promote college students’ employment based on Party building.

**Cross and integrate courses to create employment politics course.** The Organization Department should add the content of College Students’ employment concept education in the Party school curriculum to guide students to actively respond to the call of the state when choosing jobs, to give

consideration to the collective interests and personal interests, and to make contributions to the needs of the motherland. The employment guidance department can also add the elements of Party building into the contents of the original career planning and employment guidance courses, and attach importance to the Party's line and guidelines and the cultivation of Party spirit. For example, we can integrate the hot topics of current affairs at home and abroad, national policies in the courses to highlight and strengthen the political function and create a vivid employment politics class.

## 2. Full employee participation to promote steady improvement of the employment.

**The second-level Party structure of colleges actively plans for the employment.** First, strengthen the system construction. Under the correct leadership of the Party committee of the University, the second-level Party structure set up a leading group for employment work and solidly promote the top leader project and the everyone project. It is necessary to hold regular employment work meetings, arrange students' employment intention by stages, formulate employment plan, write work summary and update employment data. The second is to establish and improve the evaluation method of employment work. We should also revise the implementation plan of incentive performance pay for employment to further promote the reform of the employment system and mechanism of the college, and fully mobilize the enthusiasm of the majority of teachers to participate in the promotion of employment.

**Secondary college leaders made solid progress.** For students with financial difficulties, students with graduation difficulties and students with psychological crisis, the leaders of secondary colleges can make use of their own academic and social resources to implement the “responsibility system” for the key students, adopt the dynamic management of “one policy for one student” and “one-to-one” precise assistance, so as to provide guarantee for the smooth employment of students.

**The Party branches of teachers and students promote each other.** In accordance with the principle of “responsibility for each household”, the Party members of teachers take the ways of “one to many” and “one policy for one student” to provide individualized employment guidance for the helping objects in combination with the needs of the employment market. Teachers should actively pay attention to students' employment psychology, understand their employment needs, provide accurate employment guidance, actively recommend employment information, broaden students' employment channels, provide more employment resources for students, and fully promote students' employment.

**Student Party members set good examples for the others.** For the construction of grass-roots Party organizations in Colleges, graduate Party members are the backbone elites selected through layer by layer screening and investigation. Outstanding graduate Party members can play a leading role in the employment work of college students; they can also play an advanced role. The employed Party members can actively share employment policies, employment situation, employment skills, etc., to guide and encourage graduate Party members to work at the grassroots level, and become the leading role in employment work.

**Integrate the employment work with the Party construction work of college students.** Secondary colleges can appoint counselors to be responsible for the development of student Party members and the employment work at the same time. Moral education is the ultimate goal of Party building in Colleges, whose main purpose is to cultivate all-round development of high-quality talents. Counselors can give full play to the knowledge of Party affairs when guiding students in employment. They can improve students' Party spirit cultivation, strengthen their psychological quality, enhance their professional quality, guide them to establish a correct outlook on life and values, and lead them to become high-quality talents with both ability and political integrity.

## CONCLUSION

Party building is the soul and the employment is the foundation. A common promotion mechanism can be formed between the Party construction at the grass-roots level and the employment of college students. Through the Party building work in Colleges, we can change the traditional thinking of college students about the employment, help them gradually establish a more mature moral cultivation mechanism, and cultivate their comprehensive quality. At the same time, through the support and help to the employment work, we can increase the cohesion, centripetal force and combat effectiveness of the Party organization, and form a situation in which the Party construction work and the employment work promote each other and develop healthily. Employment is the biggest livelihood, and Party building is the booster of employment. Adhere to the organic combination of the Party building and the employment work, transform their advantages, complement each other, and build a “Party building + employment” project.

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