

An Investigation of Talent Training In Chinese Universities on Promoting Employment of Graduates

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Abstract— New employment issues have recently emerged in the upgrading and transformation of China's industrial structure, and university students are facing new employment pressures and challenges, which leads to the serious current situation of innovative talent training and employment of graduates. A university's ability to enhance the employ-ability of its students requires a combination of professional settings and social needs in the context of innovative talent training, to build a teaching system for talent training, and to improve the quality of talent training as well as the employ-ability of students.

Index Terms— China, talent training in colleges and universities, employment of graduates, upgrading industrial structure

I. INTRODUCTION

Employment is an integral part of talent training in universities. Employment aims not only to tackle the students' problem of job hunting, but with greater importance, to use employment as a means to realize the talent export and achieve more adequate and qualified employment. Confronted with the increasingly acute employment difficulties of graduates, Chinese universities should consolidate the integration of professional settings and social needs, build a teaching system for talent training, and improve the quality of talent training as well as the employ-ability of students^[i].

II. COMBINING PROFESSIONAL SETTINGS AND SOCIAL NEEDS TO INTENSIFY THE ADAPTABILITY OF TALENT TRAINING

The requirement is dynamic in contemporary development, and is one way to reflect the current situation of industry development. In the reform of professional setting and student employment guidance, universities can thoroughly investigate the social demand of industry development, and comprehensively adjust and update both the professional setting and student employment guidance programs in conjunction with the industry development.

First of all, in the concrete professional setting and reform, the innovative talent training as well as graduates' employment guidance can be oriented to the demands of the industry and enterprises, and the new industrial demands and technologies can be introduced into the talent cultivation program, by which to conform to the development of enterprises and society. Besides, universities can holistically analyse the trend of industry development with the objectives of innovative talent quality training, and strengthen the cultivation of students' comprehensive quality that enable them to nurture

the ability of career plan^[ii]. Finally, various vocational skills competitions sponsored by universities can help reinforce the skill level of students, which will enable them to better match the demands of society and promote adaptability in talent training^[iii].

III. BUILDING A TEACHING SYSTEM OF TALENT TRAINING TO ENHANCE STUDENTS' VOCATIONAL EMPLOY-ABILITY

In the construction of the talent training system, graduates' studies and career guidance should be consistent with the work fields, and that their learning procedures and learning objectives are compatible with their work. Students will benefit from these in terms of employment development and other aspects, and also improve the level of universities in the innovative talent training. Furthermore, the objectives of innovative talent training and graduates' career guidance should be aligned with jobs, the teaching content of students' courses should be in line with vocational competencies, and the teaching context needs to be in accordance with the work situation^[iv]. Directly combining the learning of students and enterprise employees, universities should cultivate students' awareness of enterprise norms, and enhance students' vocational awareness and ability.

IV. ADOPTING THE DEVELOPMENT MODE OF UNIVERSITY-ENTERPRISE CO-EDUCATION TO IMPROVE THE PLATFORM OF GRADUATES' EMPLOYMENT

Universities can build off-campus training bases for the employment guidance of graduates, and can also draw enterprises into it to achieve comprehensive cooperation between them, so that universities can jointly formulate talent training schemes and build experimental bases for student employment guidance. With the guidance of students' employment as well as the training of innovative talents, universities can transform from the original on-campus internship to the direction of post practice in enterprises, or adopt the way of productive internship^[v]. Enterprises provide an internship platform for students to broaden their employment channels and facilitate students to truly boost their employ-ability during the university-enterprise cooperation^[vi].

V. CONCLUSION

While strengthening theoretical guidance on talent training, universities can consolidate students' employ-ability in many ways by guiding them to participate in social practice. Simultaneously, from three perspectives that are combining professional settings with social needs, building a teaching system for talent training and adopting the development mode of university-enterprise co-education, actually, universities integrate teaching activities with students' career selection and employment, innovation and entrepreneurship that

comprehensively improve the quality of talent training and promote high-level employment^[viii].

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