

Original Research Article

An Employment Framework of Vocational Colleges in Shaanxi ProvinceSiyao Zhang^{1,2}*1 University of the Cordilleras, Baguio, 2600, Philippines**2 Shaanxi Polytechnic Institute, Xi'an, Shaanxi, 712000, China*

Abstracts: Based on the current situation and challenges of the employability framework of graduates in higher vocational colleges in Shaanxi Province, this study aims to analyze and identify the key factors affecting the employability of graduates. By exploring the current state of leadership, collaboration mechanisms, talent management and innovation practices, the study will reveal the impact of individual factors, external market environment and institutional support on graduates' employability. Finally, the research goal is to provide effective employment management countermeasures for higher vocational colleges, enhance the employment competitiveness of graduates, and promote full employment.

Keywords: vocational colleges; employment framework; employability; school-enterprise cooperation

1. The Problem Background of the Study

In recent years, the popularization of higher education in China and the development of social and economic development in China have led to a large number of graduates flooding into the job market. However, the employment situation has become increasingly severe. According to the Ministry of Education, from 2010 to 2023, the total number of undergraduate and higher vocational college graduates in China increased from 7 million to more than 13 million, including 9.5 million undergraduate graduates in 2023, an increase of 30 percent. However, the corresponding supply of jobs is insufficient. Data show that 14.31 million new urban jobs were created in 2022, far from meeting the demand for the number of jobs, leading to a sharp contradiction between supply and demand^[1]. In particular, with the rise of emerging technologies such as artificial intelligence and big data, the demand for graduates with relevant skills is gradually increasing, while the jobs in industries such as traditional manufacturing and other industries are gradually decreasing. According to the survey, the number of jobs in China's Internet industry increased by 13.2 percent in 2022, while the number of jobs in the traditional manufacturing industry decreased by 8.4 percent^[2]. However, the quality of education in some universities is uneven, leading in the mismatch between the skills and quality of graduates and the market demand. Wang Xin^[3] pointed out that some schools are out of line with market demand, and some students lack the cultivation of practical experience and professional quality during school.

As an important province in western China, Shaanxi Province has developed rapidly in economy and society. With the upgrading of industries and the development of emerging industries, the demand for highly skilled personnel is increasing^[4]. Studying the employment framework of higher vocational colleges is helpful to better understand and solve the contradiction between the supply of technical talents and the market demand, and promote the sustainable and healthy development of social economy. As far as the leadership is concerned, some higher vocational colleges have insufficient leadership. The leadership of some schools fails to give sufficient attention and support to employment management, resulting in the inability to effectively promote relevant work^[5]. Second, there are talent management challenges. Some colleges and universities lack effective talent training and introduction mechanisms, resulting in imperfect employment guidance team construction, unable to

provide students with good employment services^[6]. There is a lack of close cooperation in sectoral collaboration. The lack of effective communication and cooperation mechanism among various departments within the school leads to the inability to form a joint force in employment management, which affects the employment quality of graduates. Taking higher vocational colleges in Shaanxi Province as an example, there are a number of higher vocational colleges in the province, covering various fields and professions. However, according to the school management report, the satisfaction level of the school employment management is low, which indicates that there are serious problems in the school employment management, which needs in-depth research and improvement.

In this context, this study takes the employment management of higher vocational colleges in Shaanxi Province as the entry point, focuses on the practice of colleges and universities in Shaanxi province in training graduates' employability, explores the composition of employability framework of higher vocational colleges in Shaanxi Province, provides practical countermeasures for the smooth operation of the secondary management mode of employment management in higher vocational colleges, and truly makes the employment management of the whole school form a "chess game". Greatly improve the effectiveness of employment management and promote the full employment of graduates.

2. Management Leaders in the Employment of Graduates Encountered Problems

2.1. Lack of Depth of School-Enterprise Cooperation

The lack of depth of school-enterprise cooperation makes it difficult for students to obtain substantial work experience in the internship process, and the internship content does not match the students' professional background, resulting in a great reduction in the internship effect.

The depth of school-enterprise cooperation directly affects students' career preparation and employment competitiveness. According to the research of Wu and Li, in-depth school-enterprise cooperation can effectively improve students' practical ability and professional quality, help students to adapt to the working environment more quickly, and improve the recognition of the quality of school training. However, the current lack of depth of school-enterprise cooperation in higher vocational colleges in Shaanxi Province leads to the uneven quality of internship opportunities for students and unable to give full play to the role of internship. This shows that in the future school-enterprise cooperation, schools and enterprises need to further deepen cooperation and enhance interaction, so as to provide students with more valuable internship opportunities and enhance their employment competitiveness.

2.2. Policy Making is not Consistent with its Implementation

The policy formulation and implementation are not consistent, which leads to poor communication within the school, students lose confidence in the employment support system, and affects the overall employment effect.

The inconsistency between policy formulation and implementation is one of the important reasons for the failure of the student employment support system. Although the school has developed a detailed employment guidance plan, covering the comprehensive support from resume writing to interview skills, these policies have not been effectively implemented due to poor communication at the implementation level.

The effectiveness of policy implementation directly affects students' employment preparation and employment success rate. According to the research of Zhao and Sun, policy formulation must be closely integrated with implementation to ensure that policies are effectively communicated and implemented at all

levels within the school. The study stressed that the failure of policy implementation often stems from poor communication between departments and the lack of effective supervision mechanisms. This shows that in the future policy formulation and implementation process, schools need to strengthen internal communication to ensure the full understanding and implementation of the policies by all departments to improve the overall effect of employment guidance.

2.3. Teacher Incentive Mechanism is Insufficient

The lack of teacher incentive mechanism leads to the low enthusiasm of teachers in employment guidance, which further affects students' employment preparation and employment quality.

Insufficient teacher incentive mechanism is an important factor affecting students' employment preparation. Although schools require teachers to participate in students' employment guidance, many teachers are not keen on it due to the lack of effective incentives. Management Leadership 2 noted that teachers tend to focus their time and energy on research or teaching rather than participate in students' employment guidance. This situation leads to the uneven quality of employment guidance work, and some students fail to receive adequate guidance and support.

The influence of teacher incentive mechanism on students' employment preparation cannot be ignored. According to the research of Zhang, a reasonable incentive mechanism can effectively enhance the enthusiasm of teachers to participate in employment guidance, and then improve the success rate of students' employment. The study notes that by providing material rewards and career development opportunities, schools can motivate teachers to participate in employment guidance and increase their attention to students' employment issues. The lack of the incentive mechanism not only weakens the enthusiasm of teachers to participate, but also may lead to the employment guidance work as a mere formality, which cannot really help students to solve the practical problems in the employment. At present, the higher vocational colleges in Shaanxi province have insufficient aspects of teacher incentive, which affects the enthusiasm of teachers in the employment guidance, and then affects the students' employment preparation and competitiveness. Therefore, schools should establish and improve the teacher incentive mechanism to ensure that teachers can play a greater role in the employment guidance work.

3. Conclusions

a) Higher vocational colleges in Shaanxi Province have adopted various strategic measures to improve the employability of graduates, including leadership training, merger and cooperation, talent management and innovation practice. These initiatives have been recognized by the faculty and staff overall, and have played a positive role in enhancing students' competitiveness in employment. However, there is still room for improvement in key areas such as long-term planning, cross-departmental communication, teacher incentive mechanisms, the depth of school-enterprise cooperation, and the tracking of graduate employment status.

b) Higher vocational colleges in Shaanxi Province have made some achievements in improving the employability of graduates. Individual factors such as job-hunting skills and professional ability, external factors such as recruitment transparency, and institutional factors such as modern facilities have all played a positive role. However, the study also found that the updating of curriculum content and the matching of industry needs, and the breadth and depth of enterprise cooperation network still need to be improved to further improve the employment competitiveness and career development prospects of graduates.

c) Higher vocational colleges in Shaanxi Province face many challenges in the employment of graduates, including the lack of depth of school-enterprise cooperation, inconsistent policy formulation and implementation, lack of teacher incentive mechanism, imperfect management of employment data, and lagging response to market demand. These problems have seriously affected the students' internship effect, the quality of employment guidance and the employment competitiveness.

4. Recommendations

Based on the findings, this study makes the following recommendations:

a) Higher vocational colleges need to strengthen their long-term planning and strategic management ability in the employment work. It is suggested to establish a regular leadership training and discussion mechanism, especially for the in-depth analysis and prediction of the rapidly changing job market, and to develop a forward-looking employment strategy. In the practice of merger and cooperation, higher vocational colleges need to further optimize the cross-departmental communication mechanism to ensure that all departments maintain close cooperation in the employment work. It is suggested to set up a special cross-departmental communication and coordination group, hold regular joint meetings, share job market dynamics and student employment data, and formulate consistent action plans.

b) Higher vocational colleges should strengthen the adaptability of students to work in different regions. At the same time, higher vocational colleges should not speed up the update of course content, to ensure that they match the latest needs of the industry, and help students master cutting-edge skills. In addition, expand and deepen the cooperation network with enterprises, and enhance students' practical work experience and employment competitiveness by increasing internship opportunities and career guidance. These improvements will help to further enhance the competitive advantage and career prospects of graduates in the job market.

c) Higher vocational colleges must deepen school-enterprise cooperation, and enhance students' depth of practice and practical work experience through long-term cooperation projects. Schools also need to improve the coordination mechanism for policy formulation and implementation to ensure the effective implementation of policies among various departments. In addition, establish and improve the teacher incentive mechanism to encourage teachers to actively participate in the employment guidance work. At the same time, strengthen the management and analysis of employment data, improve the ability to respond quickly to the market demand, so as to optimize the employment guidance and enhance the employment competitiveness of graduates.

About the Author

Zhang Siyao (1994-), female, postgraduate, University of the Cordilleras, research direction: Employment management of college students.

References

- [1] Chen Yao, Zhou Wenxia & Li Jiaqi. (2024). Flexible Employment for Chinese college students: from "What is" to "How to do". *Employment of College Students in China* (01), 34-41. doi:10.20017/j.cnki.1009-0576.2024.01.007.
- [2] Lu Yuexiang, Liang Zhan-Yong & Qiu Kang-Quan. (2024). Measurement and quantitative analysis of China's employment level from 2010 to 2021. *Shanghai Economic Research Institute* (01), 88-105. doi:10.19626/j.cnki.cn31-1163/f.2024.01.007.
- [3] Wang Xin. (2023). Research on the reform of higher education and teaching under the background of

mass innovation and Innovation. *Environmental Education* (12), 57-60.

- [4] Yang Shuangshuang. (2023). Training of Personalized Talents in Shaanxi private applied Colleges and universities. *Human Resource Development* (20), 15-17. doi:10.19424/j.cnki.41-1372/d.2023.20.003.
- [5] An Ting. (2022). Survey on employment of college graduates in Shaanxi Province. *Journal of Shaanxi Open University* (01), 54-58.
- [6] Wang, Q. (2021). Tracking graduate employment outcomes: A critical review of practices in Chinese vocational colleges. *Asia Pacific Education Review*, 22(2), 189-201.
- [7] Zhao Junhong. (2022). Employability of college students based on social demand. *Heilongjiang Science* (23), 100-102.
- [8] Feng Ran. (2020). Discussion on employment of college graduates. *Science and Technology Wind* (11), 255. doi:10.19392/j.cnki.1671-7341.202011220.
- [9] Jiang Shijun. (2022). Research on dilemma and countermeasures of high-quality employment of vocational college graduates -- Based on investigation and analysis of some vocational colleges in Chongqing. *Industry and Technology Forum* (24), 276-278.