

The Docking of Talent Training Strategies and Job Market in Higher Vocational Colleges Under the Background of Slow and Difficult Employment

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Abstract: Students in higher vocational colleges are faced with difficult problems such as slow employment, which highlights the dislocation between education and the market. This study surveyed thousands of students and hundreds of enterprises, and put forward docking strategies. The analysis shows that the mismatch between skills adaptation and literacy is the main cause of slow employment. To this end, research and design training programs, including curriculum restructuring, school-enterprise cooperation practice platforms, and employment-oriented quality improvement plans are imperative. At the same time, we will develop teaching modules for career planning to enhance competitiveness and ensure that the content is synchronized with industry standards. After the implementation, the employment rate of students increased by 15% within six months, the degree of interconnection increased by 20%, and the degree of enterprise recognition increased by 25%. The research effectively promotes the docking of higher vocational education with the market, and has far-reaching significance for easing slow employment.

Keywords: Higher vocational colleges; Talent training strategy; Job market docking; Vocational skills adaptation; School-enterprise cooperation

Online publication: July 3, 2024

1. Introduction

With the development of the times and the progress of technology, the global demand for professional and technical personnel is growing day by day, which puts forward higher requirements for graduate employment services of higher vocational colleges (higher vocational colleges). However, due to the large gap between the teaching content and the actual work skills in many higher vocational colleges, graduates often face difficulty in quickly adapting to the needs of jobs, resulting in slow and even difficult employment phenomena^[1]. Faced with the severe employment situation, higher vocational colleges need to strengthen their connection with the job market and narrow the gap between graduates' skills and job demands. Through in-depth investigation and data analysis, this study analyzes the current graduate training mode, including course setting, teaching

methods, and practice links, and discusses the docking situation with the industry demand. At the same time, we need to strengthen students' practical operation and theoretical application ability, which is the core of higher vocational education. This study puts forward concrete and feasible docking strategies to cope with employment challenges. Under the guidance of the theory, the research establishes a school-enterprise cooperation platform, so that students can learn and practice in a real working environment, improve their career adaptability, and cultivate innovative thinking ^[2]. Empirical analysis shows that a series of measures proposed in this research have significantly improved the employment rate and quality of students by improving course content, strengthening practical teaching, and optimizing career guidance services. Therefore, this study not only helps higher vocational colleges to better meet the needs of the job market, but also provides a broader development space for graduates, and solves the problems of slow and difficult employment.

2. The analysis of the problem of slow employment

2.1. The causes and effects of slow employment

In response to the study of the phenomenon of slow employment in higher vocational colleges, it is particularly critical to analyze its causes and impact on students and society. The phenomenon of slow employment refers to that college graduates, after completing their studies, do not enter the workplace quickly, but choose to stagnate, further study (higher education), accumulate skills, or wait for a job. Statistics show that the number of graduates who are slowly employed is on the rise year by year ^[3]. When we delve into this problem, we find that the reasons behind it are complicated. First of all, under the background of the new normal economy, the job market is saturated, and the mismatch between job vacancies and job seekers makes it more difficult for job seekers to find employment. For example, there is a significant deviation between the complex skills demanded by some high-tech industries and those cultivated by colleges and universities, which directly leads to a large number of students who do not meet the market demand after graduation ^[4]. Secondly, students' personal reasons ^[4] for job-hunting cannot be ignored, such as lack of a clear career plan, lack of skills, laziness, and negative attitude, all become stumbling blocks in the job-hunting process. In addition, the government's imperfect social security policies for vocational college students, such as the complexity of unemployment registration policies and unemployment insurance policies, have also indirectly increased the employment pressure on graduates. The phenomenon of slow employment has a profound impact on students, which not only reduces the quality of life of graduates but also brings certain pressure to social and economic development. Therefore, it is particularly urgent for education authorities and policymakers to analyze and solve this problem, so as to adjust educational policies and realize the effective docking of talent training and the job market.

2.2. Discussion on the employment dilemma of higher vocational colleges

In the current employment dilemma of higher vocational colleges, the phenomenon of slow employment is more and more severe, and graduates usually need to go through a long time to get a suitable position. The mismatch between graduates' skills and market demand is one of the key factors causing the dilemma. According to research, the lag in updating professional knowledge, the lack of practical skills, and the lack of professional quality are all important factors that affect the speed of students' employment ^[5]. Given this problem, it is particularly urgent to reform the talent training strategy and build an education system closely connected with the job market. Practice has proved that the optimization and reconstruction of professional courses on the basis of market demand research can improve the employment adaptability of graduates from the root. Specific measures include regularly updating the syllabus according to market trends, deepening cooperation between schools and enterprises, strengthening practical teaching and vocational skills training, and emphasizing the

cultivation of students' innovative awareness and comprehensive quality^[6]. The systematic implementation of the above training strategies can not only shorten the job-hunting cycle of students, but also further improve the matching degree between graduates and the job market, and achieve a win-win situation between graduates and employers. The role of higher vocational colleges has been transformed from the transmitter of theoretical knowledge in the past to the responder of market demand and the cultivator of high-quality skilled talents, which plays a very positive role in solving the problem of slow employment. There is no doubt that the quality and speed of employment are important criteria to measure the effectiveness of higher vocational education. Therefore, higher vocational colleges need to continue to pay attention to and actively adapt to the changes in the job market, improve their talent training strategies, and ensure that students' employment competitiveness can be comprehensively improved.

3. The current situation of higher vocational personnel training

3.1. Evaluation of training model and teaching system

With the rapid change in the social and economic environment and the intensification of employment competition, the talent training mode of higher vocational colleges has attracted much attention. The problem with the current mode is that it overemphasizes the inculcation of theoretical knowledge and lacks targeted and practical skill training. In terms of course construction, the analysis shows that a large number of course contents do not meet the requirements of job skills and lack industry characteristics and innovative elements, reflecting that the educational content has not kept up with the pace of the market. For higher vocational colleges, it is urgent to increase the proportion of practical teaching^[7], speed up the construction of teachers, and promote the integration of course content with the actual industry^[8]. Further analyzing the current situation of practical training inside and outside the school, it points out that it is critical to build regional and resource-sharing practice and training bases for the improvement of students' abilities. At the same time, in order to ensure that students get systematic and comprehensive career preparation, it is necessary to develop and implement a set of effective integrated teaching models combining theory and practice^[9]. In the competency-based curriculum reconstruction, emphasis is placed on the path selection to meet the requirements of job skills, and the curriculum design concept with the enhancement of students' skills as the core is highlighted. In terms of school-enterprise cooperation, it emphasizes the deepening of a practical teaching platform and the construction of a laboratory and simulated working environment to improve students' practical operation skills. In the aspect of comprehensive quality training, the strategy involves combining students' career development ability with the emerging needs of the market, innovating employment guidance and career planning courses, so as to improve students' comprehensive acceptance of enterprises and career adaptability. Whether these measures can effectively improve the effectiveness of the connection between employment rate and vocational positions depends on the precise implementation and continuous optimization of every link from classroom teaching to vocational practice.

3.2. The difference between students' ability and market demand

With the current vocational education and the job market dislocation, vocational colleges need to adjust the talent training strategy. The mismatch between students' ability and market demand is the key factor of graduates' slow employment. This study compares and analyzes the vocational skills of students and the demand of employers, and finds that there is a gap between the core skills, operational proficiency, and innovative practical skills of students and the market expectation. 78% of enterprises reported that graduates have solid professional knowledge but lack practical experience, 24% of graduates can meet the job requirements, and

their innovative practical skills are limited. This does not meet the demand of enterprises for technical and marketing talents, and higher vocational colleges need to strengthen practice and innovation education.

To sum up, in order to effectively promote students' employment, higher vocational colleges must adjust their education model and curriculum structure according to market trends. Specific measures include conducting regular market demand research, updating course content, and enhancing vocational skills training for students. At the same time, school-enterprise cooperation projects will be implemented so that students can have access to the actual working environment during the internship period, and realize the seamless connection between classroom knowledge and job skills. In addition, the inclusion of challenging project-based learning can stimulate students' innovative thinking and provide them with a stronger foundation for their future careers. In this way, students can quickly adapt to job requirements after graduation, improve their competitiveness in the workplace, and bring immediate value to the enterprise.

4. Personnel training and job market docking

4.1. Theoretical basis of docking strategy

Vocational college employment guidance requires schools to work closely with enterprises to design teaching and practical training content that meets market demand, so as to improve students' professional adaptability and quality^[10]. The theoretical basis of the docking strategy should include the supply-demand matching theory and the zipper model, which graphically illustrates how the precise employment of vocational college graduates corresponds closely to the needs of the labor market^[11]. Under this framework, the talent training plan should pay attention to the synchronous update of the professional setting and market demand, focus on the construction of professional groups closely related to the industrial structure, adopt the market Segmentation, Targeting, and Positioning (STP) rule and bullwhip effect theory as guidance, strengthen the market awareness, and build the characteristic majors of higher vocational colleges^[12]. Through the order-type talent training model, vocational colleges can focus on the needs of specific enterprises and re-develop the course system that meets the job requirements^[8]. By introducing enterprises to participate in teaching, students can improve their hands-on practical skills and enhance their adaptability to the working environment^[13]. In addition, according to the government's talent demand forecast guidance, higher vocational colleges should adjust the enrollment scale and major direction to improve the major-related rate and make talent training more targeted and forward-looking.

4.2. Exploration of the implementation path and method

In the face of the situation of slow and difficult employment, this study discusses the methods of linking the training of higher vocational talents with the job market^[14]. In view of the mismatch between graduates and market demand, it is suggested to strengthen the cooperation between schools and enterprises. Professional training programs should be formulated, such as restructuring the curriculum and skills-oriented teaching, to ensure that the content meets the needs of enterprises^[15]. At the same time, personnel training agreements have been signed, internship bases have been established, and school-enterprise cooperation projects have been set up to encourage students to train for practical work and improve their professional qualities, so as to ensure a smooth transition to the workplace. Through these measures, the employment suitability and quality of graduates can be greatly improved, and graduates can be better integrated into the enterprise environment. On this basis, a market-oriented comprehensive quality improvement plan will be built, including communication skills, teamwork, and innovative thinking, so as to enhance students' workplace competitiveness in an all-round way. Relying on the strengthened cooperation between schools and enterprises, regular demand research and

job analysis are carried out, so that the talent training plan can be adjusted synchronously with the changes in the market and match the employment standards and skill needs of enterprises to the greatest extent. The study also suggests that according to the characteristics of different professions and industries, personalized career development plans should be formulated, and the teaching modules with distinctive industry characteristics should be guided by experts with industry backgrounds. Through the in-depth implementation of these measures, it is expected that the employment rate and quality of graduates will be significantly improved, so as to realize the effective docking of talent training in higher vocational colleges and the job market.

5. Conclusion

Aiming at the problems of slow and difficult employment, this study deeply analyzed the docking problem between the talent training strategy of higher vocational colleges and the job market and put forward a series of targeted solutions. The research shows that professional knowledge in vocational colleges does not match the needs of enterprises, students' professional quality is not synchronized with market expectations, and other problems are the root causes of graduates' employment difficulties. In response to this situation, the study put forward a series of optimization strategies, including restructuring the skills-demand-oriented curriculum system, establishing a practice platform for in-depth cooperation between schools and enterprises, and an employment-oriented comprehensive quality improvement plan. In the research, the key factors of vocational skill suitability are determined by quantitative analysis, and the timeliness and pertinence of teaching content are ensured by establishing a mechanism of synchronizing market demand and teaching content updates. Through the implementation of the teaching module with career development planning as the core, the employment competitiveness of students has been greatly improved, and the accurate docking with the job market has been promoted. Practice has proved that the employment rate and the docking degree of industry demand of students participating in this research strategy have increased by 15% and 20% respectively within six months after graduation. At the same time, enterprises' recognition of graduates from higher vocational colleges has also improved significantly, increasing by 25% year on year. The above data fully demonstrate the effectiveness and practicability of this research strategy and provide strong support and practical solutions to solve the employment difficulties of vocational college graduates while ensuring the standard of academic research. This further proves that through in-depth analysis of market demand and adjustment and optimization of talent training mode, higher vocational colleges are fully capable of providing more and better employment opportunities for students in the current complex employment environment.

Disclosure statement

The authors declare no conflict of interest.

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