

Study on the Coordination Mechanism Between Higher Vocational Students' Career Development Planning and School Management

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Abstract: The coordination mechanism between the career development planning of vocational students and the management of vocational colleges is an important means to improve the quality of education and students' vocational competitiveness. The application of synergy theory in the field of education emphasizes the interaction and coordination of various elements in the system and pursues the optimization of overall efficiency. Based on the theory of coordination and its relevance to the management of higher vocational colleges, this paper analyzes the current development status and problems of the coordination mechanism and puts forward the strategy of building an efficient coordination mechanism designed to enhance the students' employment competitiveness, promote the all-round development, and provide theoretical and practical support for the reform and development of higher vocational education.

Keywords: Vocational college management; Career development planning; Coordination mechanism; Synergy theory; Safeguard measures

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1. Introduction

As the cradle of cultivating highly skilled talents, vocational education is increasingly important. How to effectively improve students' vocational ability and employment competitiveness has become an urgent problem to be solved in higher vocational colleges. As a guide for students' future career paths, career development planning can not only help students clarify their career goals and cultivate their vocational skills but also enhance their employment competitiveness. However, the effective implementation of career development planning needs the strong support and guarantee of the management of higher vocational colleges. Under this condition, the introduction of synergy theory provides the theoretical basis and practical guidance for the deep integration of higher vocational students' career development planning and the management of higher vocational colleges ^[1].

2. Theoretical basis of the coordination mechanism of higher vocational students' career development planning and the management of higher vocational colleges

2.1. Applicability of synergy theory in the educational field

Synergy theory originates from physics and system science. It emphasizes the interaction and overall coordination of various elements in the system and pursues the optimization of overall efficiency. The core concepts include self-organization, order parameters, etc. Self-organization refers to the ability of each part of the system to form an orderly structure based on interaction in the absence of external intervention; order parameter refers to the variable or factor that plays a leading role in the evolution of the system. Applied to the field of education, more attention is paid to the interaction and collaboration of teachers, students, administrators, and other educational subjects. By applying the application of synergy theory in higher vocational education, the education system can excellently integrate the resources of all parties, optimize the linkage mechanism of teaching management and career planning, and improve the overall quality of education and the success rate of students' career development.

2.2. The relation between students' career development planning and higher vocational college management

In essence, the career development plan of vocational students is highly consistent with the management goals of vocational colleges, and complementary in goals and functions. Student career development planning aims to help students define career goals, develop vocational skills, and enhance employment competitiveness; while higher vocational college management focuses on the rational allocation of educational resources, teaching quality, and all-round development of students. At the same time, in the students' career development planning, the management of higher vocational colleges establishes a perfect career development service system through system design and resource allocation, so as to provide necessary support and guarantee for students' career planning. Effective management of higher vocational colleges not only helps students to clarify their career goals and plan their career paths but also enhances their confidence in career development and improves their professional quality and employment ability. Through systematic and standardized management, the higher vocational colleges can serve the students' career development needs with high quality, and achieve a win-win situation between the students' personal growth and the education goals of the higher vocational colleges.

2.3. Theoretical framework construction of coordination mechanism

This paper builds a theoretical framework for higher vocational students' career development planning and the management mechanism of higher vocational colleges. It emphasizes dynamic balance and self-organization ability, aiming to continuously optimize and improve career development planning and management through continuous interaction and feedback. It is essential to identify the key elements within the framework and understand their interactions. First of all, student career development planning and higher vocational college management are the two core elements. Career development planning includes career goal setting, skill training, practice, and other aspects; higher vocational college management covers educational resource allocation, teaching quality assurance, and career guidance and service. The coordination mechanism requires the elements to achieve high interaction and coordination in target setting, resource allocation, implementation process, and evaluation feedback, that is, the management of higher vocational colleges should support and guide students' career development planning through scientific resource allocation and system design; and the feedback and effectiveness of students' career development planning should be an important basis for the optimization and adjustment of the management of higher vocational colleges. The key to implementing the theoretical framework lies in establishing an information-sharing platform, promoting communication and cooperation

among various subjects, and realizing the maximum use of educational resources and the best effect on students' career development ^[2].

3. The current situation and problems of the coordination between higher vocational students' career development planning and the management of higher vocational colleges

3.1. Evaluation of the development status of the coordination mechanism

At present, the coordination mechanism of vocational students' career development planning and management of vocational colleges has achieved initial results in some vocational colleges, showing a certain positive role in improving students' employment rate and vocational ability. Many colleges and universities have set up special career guidance centers and helped students make career development plans through school-enterprise cooperation and practice. However, on the whole, the application of the coordination mechanism is still not extensive enough, and there are regional and collegiate differences. Some colleges and universities lack systematic and normative coordination in career planning and management, and resource integration is insufficient, leading to limited collaborative efficiency. Although the practical experience of some leading institutions indicates the high feasibility and effectiveness of the coordination mechanism, further efforts are still needed to ensure that all students can benefit from it ^[3].

3.2. Problem analysis in the implementation of career development planning

Higher vocational students face multiple problems in the process of career development planning. First of all, students lack self-awareness and clear career goals, which makes the planning process blind. Secondly, the lack of vocational guidance resources and the shortage of professional vocational guidance teachers make it difficult to provide students with effective personalized guidance. Lastly, students lack sufficient knowledge about the career market and lack a systematic understanding of the employment environment and career development path. These problems are closely linked to the management of higher vocational colleges. It is evident that the management in these colleges has not fully utilized its role in providing guidance and support for career development planning. The management has failed to effectively integrate and offer sufficient career planning resources, resulting in career guidance services that lack breadth and depth and are insufficient to fully meet the needs of students.

3.3. Limitations and deficiencies of higher vocational college management in coordination

The management of higher vocational colleges has some limitations and deficiencies in the career development planning and coordination mechanism of higher vocational students, including the imperfect vocational guidance system and the lack of systematic career planning courses and practical operation training programs; the management does not pay enough attention to the coordination mechanism between career development planning and higher vocational college management and does not provide sufficient policy support and resources. The depth and breadth of school-enterprise cooperation are inadequate, lacking effective communication and coordination mechanisms in practical operation. As a result, continuous and effective support for students' career development is not provided. Students lack systematic guidance and assistance in their career development process, significantly reducing the effectiveness of career planning implementation ^[4].

3.4. Obstacles and challenges in the operation of the coordination mechanism

In the actual operation of the coordination mechanism, due to the cooperation needs and goals of enterprises

and higher vocational colleges are not completely consistent, it is difficult to implement school-enterprise cooperation and projects and the enthusiasm of enterprises to participate is low, resulting in the lack of depth and breadth of cooperation. In addition, the construction of an information-sharing platform lags behind and there is a lack of effective communication and coordination mechanisms among various departments. This has led to serious information silos, hindering the promotion of collaborative work. In addition, the professional quality and ability of career instructors are uneven, and the lack of systematic training and professional development opportunities affects the effect of career guidance. Furthermore, the lack of policy support and resource investment makes the operation of the coordination mechanism lack a solid guarantee, which affects its effectiveness and sustainability. Therefore, the operation effect of the coordination mechanism is not ideal, and it does not play its due role.

4. Construction strategies of coordination mechanism between higher vocational students' career development planning and management of higher vocational colleges

In order to realize higher vocational students' career development planning and effective management of higher vocational colleges, this paper puts forward the following construction strategies; system planning and scientific management can ensure the effective operation of coordination mechanisms and continuous optimization, so as to improve the students' employment competitiveness and career development success rate and enhance the quality of higher vocational education.

4.1. Clarifying the development goals and principles of the coordination mechanism

To construct the coordination mechanism of vocational students' career development planning and management of vocational colleges, it is necessary to clarify their development goals and principles. Among them, the development goal setting should focus on improving students' employment competitiveness, promoting all-round development, enhancing the aspects of higher vocational colleges education and market demand matching degree, to ensure that higher vocational colleges cultivate students with rich professional knowledge and skills, and possess strong adaptability and innovation ability in the complex and changeable market environment. Therefore, when formulating the development goals, it is necessary to combine the current market demand and the development needs of students to maximize the specificity and operability of the goals. For example, based on the principle of "student-centered," it is confirmed that all collaborative work should be conducted around the needs of students and provide personalized career development support, so that students can receive attention and support from higher vocational colleges for their development in the learning process. At the same time, higher vocational colleges should follow the principle of "multi-party participation, co-construction, and sharing," actively cooperate with enterprises, governments, and communities, and jointly build an ecosystem to support students' career development, so as to effectively integrate resources from all parties. Moreover, relying on the principle of "systematic planning and scientific management," it emphasizes the formulation of a scientific career development planning and management system to ensure the systematization and sustainability of the coordination mechanism. In addition, based on the principle of "evaluation feedback, continuous improvement," the establishment of a scientific evaluation system allows for the timely identification and resolution of problems. This system continually optimizes and improves the coordination mechanism, ensuring it consistently adapts to the changing needs of students and the market. Based on the above goals and principles, an efficient coordination mechanism can be built to help students' career development planning and the management of higher vocational colleges achieve the expectation of mutual promotion and common

development ^[5].

4.2. Establishing a perfect coordination mechanism, system, and norms

To realize higher vocational students' career development planning and effective coordination management of higher vocational colleges, higher vocational colleges must establish detailed and comprehensive systems and specifications, along with a clear coordination mechanism for specific operational processes and standards. This ensures that all participants in the collaborative process have clear responsibilities and rights, thereby avoiding ambiguity and unclear responsibilities. First of all, higher vocational colleges should formulate relevant systems of career development planning, covering all links from vocational guidance and practice to employment service, and explain the operation specifications of each link in detail. For example, a detailed career planning guidance manual is developed to clarify the steps and methods of career planning, help students carry out career development planning under the guidance of norms, and ensure that every step has evidence to rely on. Secondly, higher vocational colleges should jointly formulate cooperation agreements with enterprises and other partners to clarify the responsibilities and rights of all parties in the coordination mechanism. Among them, enterprises should provide internship positions and participate in curriculum design and career guidance, while higher vocational colleges should provide necessary support and resources for enterprises to ensure smooth cooperation. Lastly, higher vocational colleges should establish an information-sharing platform to realize the exchange of information and resource sharing of all parties, so that students, higher vocational colleges, and enterprises can understand the operation of the coordination mechanism in real time, solve the problems promptly, and ensure the effective operation of the coordination mechanism.

4.3. Strengthening the organization, implementation, and monitoring of the coordination mechanism

Higher vocational colleges need to set up special organizations composed of higher vocational leaders of higher vocational colleges, vocational instructors, enterprise representatives, and student representatives, responsible for formulating the implementation plan and schedule of the coordination mechanism to ensure the orderly progress of all work. Specifically, we should start from the following aspects. Firstly, the Career Development and Management Collaborative Committee should hold regular meetings to discuss the progress and existing problems of the collaborative mechanism and adjust the strategies in time to promote collaborative work smoothly. In the specific implementation process, higher vocational colleges should clarify the various steps and time nodes of the coordination mechanism. For example, career development planning should start from the enrollment of freshmen and run through the entire stage of higher vocational education, and it needs to be evaluated and adjusted periodically every semester, so as to enhance the scientific and effective nature of students' career planning. Internship practice and employment services should be launched one year before graduation to ensure that students receive sufficient practical experience and employment support before graduation. During this period, in order to ensure the effectiveness of the coordination mechanism, higher vocational colleges should also establish a scientific monitoring and evaluation system comprising a detailed evaluation index, regular evaluation of students' professional ability, employment, employment quality, etc., and discover the problems in the coordination mechanism, and take corresponding measures for adjustment and optimization. In addition, higher vocational colleges should establish a feedback mechanism to collect opinions and suggestions from students, teachers, and enterprises through questionnaire surveys, symposiums, and other forms, and dynamically adjust and improve the coordination mechanism to ensure that they can continuously adapt to the changing needs of students and the market so that all work can be promoted in an orderly manner ^[6].

5. Conclusion

Under the background of the rapid development of digitalization and globalization, higher vocational education faces great challenges and opportunities. The construction strategies are put forward, including clarifying the objectives and principles of the coordination mechanism, establishing perfect systems and norms, setting up special organizations, and formulating a scientific implementation plan and evaluation system to ensure the effective operation of the coordination mechanism. By strengthening policy support and resource input, optimizing the support and safeguard measures of the coordination mechanism, the continuous optimization and effective operation can be promoted, realizing the win-win situation of students' career development and vocational college management and providing a strong guarantee for the quality improvement of higher vocational education and students' career success.

Disclosure statement

The author declares no conflict of interest.

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