

Research on the Innovation Mechanism of Ideological and Political Education for College Students under the Background of High-Quality Employment

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Abstract: Under the task of moral education, the importance of ideological and political education for college students has been increasing, and it has become the key to the reform and development of modern college education. With the increasing difficulty of the employment of contemporary college students, improving the employability of students and promoting the high-quality employment of college students has become a practical problem that colleges and universities must pay attention to. In this regard, colleges and universities should adhere to the concept of three-in-one education, promote the deep integration of employment education with ideological and political education, and lay a foundation for the development of high-quality employment for contemporary college students. In this context, this paper carries out research, summarizes the problems of ideological and political education by analyzing the positive impact of ideological and political education on high-quality employment, and proposes strategies for the construction of innovative mechanisms of ideological and political education for college students under the background of high-quality employment.

Keywords: High-quality employment; Ideological and political education; Innovation; Mechanism

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1. Introduction

With the rapid development of China's social economy, contemporary college students are facing a prominent employment dilemma. A large number of students can not find their favorite jobs after graduation, or they can only engage in industries unrelated to their major direction, resulting in a wide range of difficult employment problems. For colleges and universities, they should not only deepen the education content of employment guidance and career planning, but also integrate it into the ideological and political education system, and promote the development of high-quality employment based on the role of ideological and political education.

2. The positive impact of ideological and political education on high-quality employment

2.1. Shaping professional ethics

Professional ethics education is an important part of the ideological and political education system in colleges and universities. Through ideological and political education, teachers can not only strengthen students' dedication and honesty but also promote the development of students' craftsman spirit, scientific spirit, and professional identity^[1]. On this basis, when students enter society or seek jobs, they can naturally show excellent qualities such as abiding by rules, doing their duty, and loving labor to gain the favor of enterprises and help students have better employment prospects.

2.2. Correcting the concept of occupation

Most of the contemporary college students lack a complete employment concept, and even have unhealthy employment values. For example, some students do not understand their own interests and characteristics, do not care about the development trend of majors and industries, and fail to establish employment development plans. Ideological and political education can help students establish a healthy occupation concept in line with contemporary social ideology to improve students' career cognition, clarify their precise positioning, find the desired employment direction and other effects so that students can take the initiative and consciously prepare for employment^[2].

2.3. Clarify the employment situation

College students live on campus and at home for a long time, and lack of understanding of the social employment situation, which makes their employment development goals and their abilities and qualities not match. In the ideological and political education system, the situation and policy-related courses can not only help students understand the current economic and cultural policies of China, but also let students understand the current job market and industry development trend, and then help students follow the trend of the era, find the right employment opportunities, and effectively improve the quality of employment^[3].

2.4. Strengthen the employment psychology

In the difficult situation of employment, contemporary college students are still facing high employment pressure, and even form a common sub-mental health state. The integration of ideological and political education and employment education can not only improve students' psychological ability to resist pressure, but also promote students to establish good employment confidence, develop a positive and optimistic employment attitude, and maintain a positive and stable employment psychological state, to improve students' employment competitive advantage and avoid the impact of psychological barriers on students' employment^[4].

3. Overview of ideological and political education of college students under the background of high-quality employment

3.1. There are defects in the concept of ideological and political education

At present, the ideological and political education in Chinese colleges and universities still has some defects, especially in the context of high-quality employment, it fails to regard employment guidance as one of the important contents of the task of cultivating morality and talents, and lacks scientific and practical ideological and

political education theory guidance, which makes ideological and political education and employment education unable to form a collaborative relationship ^[5]. First of all, from the perspective of teachers, some teachers themselves have the problem of slow updating of educational concepts, failing to timely grasp the educational guidance theory in the frontier field of education, and failing to understand the law of student development and the educational demands of the era. Under such circumstances, the linkage between ideological and political education in colleges and universities and employment guidance cannot be carried out in an orderly manner, and there is a lack of perfect guiding theories to support it. Secondly, from the perspective of education practice, some colleges and universities fail to fully implement the goal of talent training in the course of employment guidance. For example, some teachers have defects in their ability and accomplishment and do not have the ability and quality of employment guidance or ideological and political education ^[6]. Therefore, some colleges and universities cannot combine the national development trend in ideological and political education, and cannot realize the deep integration and theoretical innovation of ideological and political education and employment guidance.

3.2. Ideological and political education does not connect with employment guidance

At present, most colleges and universities have not established a perfect mechanism or program for connecting ideological and political education and employment guidance, so the two cannot form a mutually promoting effect. First of all, in ideological and political education or employment guidance, teachers have consciously generated a sense of discipline differentiation, that is, they are dissected and separated, so that they are taught in different courses or activities, making them lack a platform for integration ^[7]. Secondly, from the perspective of colleges and universities, schools lack the awareness of curriculum integration, neither recognizing the educational value of the integration of ideological and political education and employment guidance, nor establishing the corresponding integration and development mechanism, which makes teachers unable to change their educational concepts, and unable to achieve the normal integration and education effect.

3.3. Lack of updating and upgrading of ideological and political education content

In the context of high-quality employment, ideological and political education in colleges and universities is also faced with problems at the content level, such as insufficient content coverage, one-sidedness of curriculum knowledge, theoretical teaching content, lack of employment knowledge and problem explanation content, disconnection from students' reality, lack of pertinence and practicability ^[8]. Under the influence of the above problems, colleges and universities often encounter many obstacles in the process of promoting the integration of ideological and political education and employment guidance. First of all, due to the lack of ability of some teachers, the expansion of ideological and political education content remains at the surface, unable to form a good incentive effect, and does not specifically solve the problems faced by students in actual employment. Secondly, some teachers also neglect mental health education, failing to strengthen the students' psychological quality of employment in employment education, failing to provide scientific mental health counseling services and employment psychological guidance work, and even failing to cultivate students' healthy career and employment outlook.

3.4. The teaching level of teachers is uneven

As the executors of ideological and political education, teachers' ability and accomplishment are also the key factors affecting the integrated development of ideological and political education and employment education.

At present, some teachers have problems such as rigid educational thinking, outdated educational thoughts and single teaching methods. They have neither updated their professional ability with the changes of the era nor mastered the methods of integrating employment education into ideological and political education, which has affected the development of high-quality employment in colleges and universities. The main problems lie in three aspects:

- (1) The teachers themselves lack the sense of development and lifelong learning, and fail to continuously improve themselves;
- (2) Schools lack perfect teacher development and training mechanisms, which fail to promote teachers' growth continuously;
- (3) The lack of teaching and research activities and platforms for the integration of ideological and political education and employment education, and the failure to form macro guiding theories and micro implementation plans, which limits the professional development of teachers^[9].

4. The innovative mechanism construction strategy of ideological and political education for college students under the background of high-quality employment

4.1. Innovate ideological and political education work concepts and integrate employment guidance elements

Excellent ideological and political education is an important factor in improving the level of employment guidance, but also a key measure to achieving the goal of high-quality employment. In the current society, the number of college students has increased significantly, and the employment problem is becoming increasingly severe. If colleges and universities want to solve the problem of student employment, they must start from the top-level design, innovate and optimize the ideological and political education work concept, and integrate the employment guidance education elements into the ideological and political education work system, to improve the comprehensive quality and employment competitiveness of students, and achieve better employment goals.

- (1) Colleges and universities should pay more attention to employment education, and realize the value and significance of integrating employment education with ideological and political education. On the one hand, the management mechanism, implementation plan and safeguard measures for the integrated development of ideological and political education and employment education should be introduced with top-level design, and teachers' teaching behaviors and requirements should be standardized to ensure the deep integration and effective implementation of the two^[10]. On the other hand, specific operational standards and implementation requirements for ideological and political education should be established, and rich elements of employment guidance and integration resources should be provided to provide necessary guidance standards and resource support for the integration of the two education.
- (2) Colleges and universities should provide a platform for all teachers to change their educational ideas and innovate their working thinking. For example, they should actively carry out special publicity activities, organize expert lectures and forums, and even use big data analysis to show the effectiveness and changes of integrating employment education into ideological and political education to influence teachers' ideological and political education work ideas and provide necessary guidance programs and implementation measures for teachers^[11].
- (3) Colleges and universities should promote the construction of professional teams to solve the problems in the integration of ideological and political education and employment education. On the one hand,

regular internal team meetings should be held to study and solve the problem of promoting high-quality employment of college students by relying on ideological and political education at this stage. On the other hand, diversified teaching and research activities should be carried out to provide teachers with a wealth of integrated teaching strategies, education models, and teaching resources to ensure that employment education and ideological and political education have a better integration effect.

4.2. Promote the integrated development of ideological and political education and establish integrated construction plans

In order to achieve the goal of high-quality employment, universities should also put forward clear feasible plans for the integration of ideological and political education and employment education, and improve the effectiveness and reliability of the integration of the two.

- (1) In order to realize the effective integration of ideological and political education and employment education, colleges and universities should analyze the teaching objectives, teaching content, curriculum system, teaching activities, educational resources and other aspects, grasp the common and compatible relationship between the two, and then put forward the methods, paths, norms and standards of mutual integration, and form a feasibility report.
- (2) Based on the integration characteristics of ideological and political education and employment education, the educational content with good commonality and fit relationship should be screened, and special integration courses or elective courses should be established to achieve the effect and goal of the integration of the two. On the one hand, it can further promote the development of students' employability and professional quality, on the other hand, it can also reduce human costs, reduce the waste of educational resources, and improve the educational effect ^[12].
- (3) Colleges and universities should further integrate teachers, organize ideological and political educators and career guidance teachers to participate in project research activities, propose feasible plans through conference discussions, topic research, topic discussion and other ways, or optimize and improve the feasibility of the plan, and summarize the corresponding teaching plans and implementation processes to provide important support for the construction of high-quality employment.

4.3. Enrich the teaching content of ideological and political education and broaden the path of integrated development

Guided by the goal of high-quality employment, colleges and universities should also select teaching elements from employment education to enrich the content of ideological and political education and broaden the path of integrated development of the two. To be specific, teachers can combine the actual situation of students, choose the employment issues concerning students to create practical activities or issues, and constantly improve the effect of integrated education through discussion, exploration, research and sharing of students.

- (1) Teachers should take ideological education as the center, introduce employment cases in real life, or use the employment situation and feedback of graduates of our school to train students to establish correct views on career choice, employment and occupation ^[13]. On the one hand, they should urge students to deeply analyze and understand themselves to establish objective, scientific and reasonable employment goals. On the other hand, they should establish a down-to-earth attitude, respect all professions, and take the spirit of labor as the guide to enhance students' professional ethics and integrity awareness.
- (2) Teachers should improve students' ability to set employment direction and goals based on employment

choice. To be specific, first, it is necessary to guide students to understand the development trend of the industry and the characteristics of job groups corresponding to the professional direction and help students to understand their suitable positions. Second, teachers should organize students to conduct enterprise surveys or data analysis, understand the salary and career development prospects of the corresponding industry positions, and analyze the specific recruitment standards of different enterprises, to guide students in choosing the corresponding enterprises or companies according to their abilities and qualities ^[14].

- (3) Teachers should also take mental health education as an expansion to improve students' psychological quality in employment. First, teachers should strengthen students' confidence in employment and be able to face employment problems positively and optimistically. Second, teachers should improve students' anti-frustration ability and self-adjustment abilities. When they encounter employment problems or obstacles, they should be able to look at the root of the problems scientifically, analyze the reasons, choose a reasonable and scientific way to optimize the treatment, and better adapt to the employment atmosphere and social environment.

4.4. Establish a teacher training and development system to improve the ability of employment guidance

Teacher strength is also a key factor affecting the integration of employment education and ideological and political education. Colleges and universities should establish a teacher training system to effectively improve the ideological and political education level and employment guidance ability of teacher teams.

- (1) Colleges and universities should establish a perfect teacher training system. On the one hand, an offline training system should be established to strengthen teachers' ideological and political education theories, teaching methods and employment guidance ability through special training courses ^[15]. On the other hand, an online training platform should be established to provide teachers with thematic and modular training video courses or expert lectures, etc. to provide a platform and space for teachers to develop themselves.
- (2) Colleges and universities should establish a professional development mechanism for teachers. In addition to the training system, the system of collective lesson preparation, team teaching and research, and competition activities should also be implemented. For example, under the collective lesson preparation system, all ideological and political teachers are required to consult together, put forward the integration plan, principles and methods of employment education elements, and jointly make teaching designs and cases to ensure the unity and scientificity of teaching. It is also possible to actively carry out teaching design competitions and educational essay contests to improve teachers' teaching and research ability.

5. Conclusion

To sum up, in the context of high-quality employment, colleges and universities should promote the deep integration of ideological and political education and employment education. In the view of the practical problems facing ideological and political education at the present stage, colleges and universities should create an integrated teaching system of ideological and political education and employment education by innovating the working concept of ideological and political education, promoting the integrated development of ideological and political education, enriching the teaching content of ideological and political education, building a teacher training and development system and other strategic means, and laying the foundation for students' employment development.

Disclosure statement

The author declares no conflict of interest.

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