

Analysis on the Mechanism of Enrollment, Training and Employment Linkage in Colleges and Universities under Large-Scale Enrollment Mode

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Abstract: As a new type of talent training model, the large-scale enrollment and diversion training model has been adopted by more and more colleges and universities. However, some colleges and universities have blind enrollment categories, the management system still adopts the old-style professional management mode, the importance of employment guidance is not highlighted in the diversion of large categories, and the status quo of employment and the development of disciplines have not put forward scientific guidance for enrollment work, resulting in a series of problems such as the decline of student quality, training and employment difficulties. Colleges and universities should innovate and adjust the linkage mechanism of enrollment, training and employment in order to adapt to the current reform of enrollment mode and promote the benign development of enrollment mode.

1. Introduction

Since 2001, Peking University has started to recruit students in large categories. So far, many colleges and universities in China, including local colleges and universities, have carried out enrollment in large categories and in various forms. After 19 years of reform, three enrollment modes have been formed: the first is to recruit students by subject, which is widely used in most colleges and universities. Colleges and universities are divided according to the subject categories of the Ministry of Education, through the integration of majors across departments, according to the subject categories of enrollment. The second is enrollment by college (department). That is, in the same college (department), regardless of specific major, only by the college (department) large categories of enrollment. The third is to recruit students by base class or experimental class. After the students enter school, the first two years carry on the basic theory education with certain characteristics to the students, and the latter two years students choose their own major to study [1]. The advantages of large-scale enrollment are to reduce the blindness of candidates' professional

choice, increase the opportunity of admission and professional identity; help to arouse the enthusiasm of students to learn, improve the comprehensive quality; promote the integration of resource allocation in colleges and universities, stimulate competition, highlight the characteristics of college training; in line with the concept of training high-end talents [2].

It is a long-term measure for colleges and universities to solve the employment problem of graduates as a whole and to improve the employment rate of graduates by adhering to the market demand-oriented, breaking the state of dividing the enrollment, training and employment work into pieces, and establishing the linkage mechanism of enrollment, training and employment. With the emergence and popularization of the new enrollment model, not only the enrollment model changes, but the key is that the educational concept, the talent training model, the professional curriculum system construction, the teaching operation and so on should have corresponding major changes.

2. The Necessity of Enrollment, Training and Employment Linkage Mechanism in the Background of Enrollment of Major Category

Enrollment, training and employment are three parts of talent training in colleges and universities. Enrollment is the foundation, training is the key, employment is the guarantee, the three are interrelated, mutual influence, inseparable. The advantages and disadvantages of recruiting students directly affect the quality of talent training, and the quality of talent training directly affects the employment rate of students, which in turn directly affects the enrollment, which has become the consensus of educators.

Large-scale enrollment is a popular type of enrollment in recent years, colleges and universities from the large-scale enrollment of professional classes set up, training programs are in a tentative state, graduates are only a few. And in the enrollment scale is increasing year by year, the employment situation is severe, the large class enrollment also appeared certain problems, such as the large class enrollment setup is unreasonable, the talent training aspect appears the malpractice, lacks the employment competition ability, but has not brought into play the big class enrollment superiority.

For a university, the employment rate of graduates is not an isolated index, but a comprehensive reflection of the quality of students, the construction of teachers, the reform of teaching, the quality of talent training, the construction of school spirit and so on. Although the relationship between enrollment, training and employment has been widely concerned, so far, the research on the linkage relationship between enrollment, training and employment for large categories of enrollment has not been thorough, and has not yet formed a relatively mature mechanism to guide the implementation of the reform of the linkage mechanism in colleges and universities [3].

3. The Principles of Enrollment, Training and Employment Linkage Mechanism for Enrollment in Major Types

The linkage mechanism of enrollment, training and employment of large categories of enrollment is basically the same as that of other majors, that is, adhering to the principle of science, taking market demand as the guide, taking innovation and practical ability training as the goal, taking the improvement of employment rate and employment quality as the foothold and forming cooperative alliance. But on this basis, we need to pay more attention to the training of sections, unify the

enrollment data before and after the diversion, the employment data are consistent, summarize and communicate in time, and explore the new methods of employment guidance and training management before and after the diversion.

4. Ways to Realize the Linkage Mechanism of Enrollment, Training and Employment of Three Major Enrollment Groups

The linkage of enrollment, training and employment is guided by the scientific concept of development, guided by the social demand, systematic thinking and integration of the three core links of enrollment, training and employment in colleges and universities. By strengthening the association and cooperation among the various departments of enrollment, training and employment, colleges and universities and employers, research institutes, government and all sectors of society are strengthened.

4.1. Generalist Development to Create a Personalized Development Environment for Students

In the linkage mechanism, the cultivation ability is the foundation, also has demonstrated the university hardware strength, therefore completes the big class enrollment training very important. The mode of talent training according to large categories is to carry out general talent education, train innovative talents, provide a broader and free development space for individuals with rich personality, and promote the all-round development of students' personality. Therefore, in the stage of large-scale training, we should strengthen the knowledge foundation, mode of thinking, scientific spirit, and the cultivation and training of humanistic quality, establish a large-scale basic education with thick foundation, wide caliber, personality and ability, pay attention to the intersection and integration of knowledge structure, and lay the foundation for follow-up study and inquiry learning. Through the improvement and implementation of the training mode, it is beneficial to train the complex and high quality talents with wide knowledge and solid specialty, so as to improve the competitiveness of different jobs.

4.2. Strengthen the Linkage between Enrollment and Training, and Establish a Characteristic Brand of Enrollment View

The enrollment system, enrollment propaganda and admission mechanism of colleges and universities determine the quality of students in colleges and universities, and the quality of students is an important basis for the quality of personnel training in colleges and universities, which determines the starting point of teaching work in colleges and universities, and has a great influence on the cultivation of talents in colleges and universities. Enrollment according to large categories conforms to the requirements of economic development and educational reform, and is a fundamental change in the mode of personnel training and the form of teaching organization in order to achieve the goal of "broad caliber, thick foundation, strong ability and high quality" required by the society [4]. The start-up of large-scale enrollment and the integration of several majors will inevitably lead to an increase in the total number of individual large-scale enrollment plans, which will bring great adjustments to the training of talents in colleges and universities.

Because the popularization rate of large-scale enrollment model is still not high, the relevant enrollment system has not been formulated at the national level, and the different diversion principles of large-scale enrollment in colleges and universities, many parents and students do not fully understand the large-scale enrollment.

4.3. Pay Attention to the Role of Employment Guidance in the Development Model of Large-Scale Enrollment

4.3.1. Effects of Major Enrollment on the Employment Ability of College Students

On the one hand, large-scale enrollment is conducive to the construction of reasonable knowledge structure and active learning atmosphere, and the modularization of knowledge structure is also conducive to the diversion and cultivation of professional orientation talents. On the other hand, in the background of large categories of enrollment, students can learn to understand the setting of each major, and combine their own characteristics and interests to choose the most suitable for their own major. This helps students to participate in the process of learning professional knowledge according to their inner thoughts. And in all kinds of innovative entrepreneurial activities and academic activities, students can also participate in the exploration of professional and academic issues more according to their interests and hobbies, and express their own opinions, which is conducive to the improvement of students' innovative consciousness and their own ability [5].

4.3.2. Strengthening the Relation between Employment Guidance and Major Enrollment Training Models

Consistency of large categories of admissions and employment guidance. Before the major diversion according to the large category of enrollment, students can fully understand the social needs, understand the professional advantages of the school, understand the individual's professional interests and their own advantages, and on this basis, according to the academic achievements and the future planning to make a professional choice. This choice of major can greatly avoid due to the lack of understanding of professional and social needs resulting in the college entrance examination voluntary blindness, or because the college entrance examination results are not ideal and cannot choose their favorite major caused by regret. Colleges and universities give students the right to choose, give students the right to choose freely in their major, let students choose their favorite, interested major, respect the development of students' personality, will undoubtedly greatly improve the enthusiasm and initiative of students to learn. High-quality college students and their major meet the needs of society, will greatly increase the employment rate of graduates, and successfully achieve the goal of training college talents.

Employment guidance helps to guide the scientific diversion of large categories of enrollment. The school lets the student enter the university to choose the major again, the purpose is to hope that the student can choose the major that oneself is interested in, oneself has the advantage, conforms to the social demand, and suits oneself, hopes to appear an optimized result. This requires students to have a certain ability to choose and judge. Career planning courses in colleges and universities can help students to use career planning tools to treat their professional choices rationally. Imagine if the professional diversion is not successful, the significance of that large

category of enrollment will be greatly discounted, so the concept of employment guidance for large categories of enrollment professional diversion has a directional guiding role.

The general enrollment promotion employment guidance work carried out smoothly. Enrollment in large categories allows students to delay the choice of major time, in order to let students in this "foundation" at the same time, cognitive self, cognitive career. The cognition of social needs restricts students' professional choice to a great extent. The process of cognition means that "occupation" and "employment" have entered the scope of students' thinking in the process of professional diversion, which is helpful for students to form their own professional ideals and professional values earlier, to integrate employment into their own life and study earlier, rather than to graduate to want employment, to shorten the preparation time for employment and to increase the employment rate [6].

4.4. Personnel Training and Employment Jointly Guide the Optimization of Large-Scale Enrollment Structure

When setting up and adjusting enrollment majors, colleges and universities should adhere to the principle of adapting to the needs of regional economic structure adjustment and scientific and technological development, face the main battle ground of economic construction and social development, implement the strategy of combining "adjusting the number of specialties and developing professional connotations", and renew, adjust, transform or stop recruiting students for some majors that can not meet the requirements of the development of the times. When setting up the enrollment category, we should explore the appropriate setting way of enrollment category according to their own orientation of running a school and training characteristics, and avoid ignoring their own reality and blindly following the mainstream. To fully consider the actual situation of the school, the orientation of colleges and universities directly affects the setting of enrollment categories, different colleges and universities have great differences in educational resources, subject development, teacher strength and so on, so there should be differences in the setting of enrollment categories. Blindly according to disciplines, departments and other factors to set up a large category, not only will cause difficulties in talent training, but also will affect the quality of large categories of students decline, employment rate decline, slow development of disciplines and other serious problems.

4.5. Modest Adjustment of the Admissions Scheme for Graduates

In order to increase the employment rate of graduates, a system of moderately linking the annual enrollment plan with the employment rate of graduates can be established. Scientific comparison of the overall student quality and employment situation before and after large categories of enrollment, in-depth analysis of the rationality of some large categories of settings, so as to adjust for individual large categories. For example, on the basis of the initial employment rate in the last three years, early warning is given to the large categories where the initial employment rate is on the low side for the third consecutive year, strict control and reduction of the enrollment scale of the large categories, or resumption of enrollment according to the major, the implementation of the annual enrollment of individual majors or suspension of enrollment, etc. At the same time, for the new major categories, it is necessary to fully demonstrate from the aspects of talent demand prediction,

talent training objectives, backbone curriculum, teachers' strength and social available resources for professional construction.

4.6. Strengthen the Research on Enrollment and Make Enrollment Plans Scientifically

On the one hand, we should strengthen the analysis of enrollment and employment data of large categories of enrollment, find problems, find rules, and sum up experience. To ensure the consistency of student source data and employment data, to master the changes of admission scores, one volunteer rate and primary election rate before and after enrollment in various categories, to perfect the training program and to guide the preparation of enrollment plans according to the changes in enrollment and employment in the past few years. On the other hand, according to the situation of students in each province in recent years, the degree of hot and cold examination for each major, the economic development situation of each region and the characteristics of talent demand, the number of students in each province should be rationally distributed, and the adjustment of the professional structure and regional structure of large categories of enrollment should be done well.

5. Measures to Improve the Linkage Mechanism of Enrollment, Training and Employment for Large-Scale Enrollment

5.1. Organizational Safeguards

Integration of recruitment and employment management departments to promote the recruitment and employment of the whole process and personalized services, increase the degree of integration of enrollment, employment and participation in the training of school personnel. Taking the results of college entrance examination, school curriculum system, student management work and the relationship between internal subjects and departments of colleges and universities as the logical chain, it is proposed that colleges and universities should first jointly promote the reform of large-scale enrollment and university education system, and set up a professional college system that matches the large-scale enrollment model.

5.2. Institutional Safeguards

Establish professional construction evaluation and inspection system. To improve the system of persons in charge of large categories, to carry out the system of evaluating the running of schools for new and major categories and for those majors included in them, to establish a system of professional investigation and research, and to build a system of professional research for many years that has not yet achieved the desired results, it shall, in principle, be restored to recruit students according to the major or withdraw individual majors among them. To implement the system of linking employment rate with enrollment plan, discipline construction, large class setting, training mode, curriculum reform, investment of funds, performance evaluation of departments and departments, and establish a series of reward and punishment and hierarchical responsibility system.

6. Conclusion

"Thick foundation, wide caliber" corresponds to the organization of enrollment according to the major categories of disciplines, adopting the talent training model of "strengthening foundation, desalinating specialty, teaching according to aptitude, diverting training", is to adapt to the current market economic conditions, employers demand more and more college graduates, in addition to professional basic knowledge, but also require broad caliber, compound type, high quality, employers to the new requirements of talent training in colleges and universities. We should straighten out the internal relationship between enrollment, training and employment, establish the linkage mechanism of enrollment, training and employment of large categories of enrollment, adjust the direction of employment guidance, unify and coherent enrollment and employment training and other relevant data, guide the establishment of enrollment specialties, compile enrollment plans, give full play to the advantages of large categories of enrollment, further solve the employment problems of college graduates, improve the employment rate and employment quality of graduates, and enhance the strength of colleges and universities.

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