

# *Effect of Apprenticeship to Vocational College Graduates Employability*

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**Abstract:** A study was conducted on 300 fresh graduates from two vocational colleges in the region to understand the impact of modern apprenticeship on the employability of vocational college graduates, compare the employability of vocational college graduates under different years of modern apprenticeship, and analyze the impact of modern apprenticeship on the employability of vocational college graduates. Based on this survey result, strategies for improving the employment ability of vocational college graduates under the modern apprenticeship system were discussed, hoping to provide effective reference for the development of modern apprenticeship system in vocational colleges.

## **1. Introduction**

The integration of industry education and school enterprise cooperation is an important strategy for the development of domestic vocational education in the new era. Modern apprenticeship system is an important institutional channel for promoting the integration of industry education and school enterprise cooperation, which can closely integrate the education and teaching work of vocational colleges with the requirements of enterprises, and help vocational college students gradually adapt to the needs of future career development in the conversion of apprenticeship and student identity. In this context, many vocational colleges actively promote modern apprenticeship systems, align talent training goals with job objectives, promote deep cooperation between schools and enterprises, and achieve the goal of mutual benefit and win-win results. Conducting an in-depth investigation into the problems existing in the implementation of modern apprenticeship system and objectively evaluating the impact of modern apprenticeship system on the employment ability of vocational college graduates is beneficial for helping vocational colleges continuously optimize the implementation plan of modern apprenticeship system, and providing effective reference for exploring the development of modern apprenticeship system with local characteristics[1].

## **2. Analysis of the impact of modern apprenticeship system on the employability of vocational college graduates**

### **2.1. Research Object and Tools**

The study selected 300 fresh graduates from two vocational colleges in the local area as the

research subjects, and randomly distributed questionnaires to 300 students through a new questionnaire platform. There were 300 valid questionnaires, and the questionnaire recovery rate was 100.00%. The sample distribution is shown in Table 1. The survey questionnaire mainly includes a survey of students' basic information, participation in apprenticeship, and the employability scale. The employability scale is evaluated using the college student employability scale developed by domestic scholar Yu Haibo, which has been proven to have good reliability and validity. The scale is mainly evaluated from 8 aspects such as professional identity and interpersonal relationships. The Likert 5-level scoring method is used, with a total of 36 items, Scoring is positively correlated with employability [2].

Table 1: Basic information of research subjects

Category		Number of people	Proportion
Gender	Male	168	56.00%
	Female	132	44.00%
Professional category	Science and engineering	143	47.67%
	Liberal arts	157	52.33%
Of student	City	192	64.00%
	Rural area	108	36.00%

## 2.2. Survey Data Analysis

### 2.2.1. Participation of Vocational College Graduates in Modern Apprenticeship System

Among the 300 fresh graduates from vocational colleges surveyed in this survey, the vast majority of students participated in modern apprenticeship training and internship activities organized by the school. 232 students participated in modern apprenticeship for less than half a year, while the remaining students participated in modern apprenticeship training and internship teaching activities organized by the school for more than half a year. The modern apprenticeship system is a necessary condition for strengthening the combination of theoretical and practical teaching, improving the quality of talent cultivation in vocational colleges, and also an important channel for improving the employment ability of vocational college students, especially graduates.

### 2.2.2. Evaluation of Graduates' Employment Ability

Table 2: Average and Standard Deviation of Employment Ability and Individual Dimensions of the Study Subjects

Dimension	Average	Standard deviation
Employability	3.79	0.68
Learning ability	4.11	1.01
Teamwork	4.05	0.76
Problem Solving	3.85	0.72
Optimistic and cheerful	4.06	0.68
Interpersonal relationship	3.95	0.65
Social support	3.71	0.59
Professional Identity	3.79	0.62

Regarding whether participating in modern apprenticeship has improved employability, 273 students agree with the role of modern apprenticeship in improving their employability, while the

remaining students believe that modern apprenticeship has no promoting effect on their employability. According to the Employment Ability Scale for College Students compiled by Yu Haibo, the theoretical purpose of employment ability is 3 points. The average score of the survey subjects above 3 points indicates that their employment ability is at a high level, while a score below 3 points indicates that their employment ability is at a low level. The data of this survey is shown in Table 2. From the data in the table, it can be seen that the 300 vocational college graduates surveyed in this survey have a good self-evaluation of their employability, especially their teamwork, learning ability, and problem-solving ability, which are at a high level. This may be because the living environment of the vocational college students participating in this survey is relatively simple, and their learning and life pressure is relatively low[3].

From the above survey results, it can be seen that modern apprenticeship can improve the employability of most recent graduates from vocational colleges, especially those who have participated in modern apprenticeship internship activities for a longer time. Their employability is at a higher level, and their satisfaction with modern apprenticeship and other educational and teaching work is also higher. This has a positive effect on helping vocational college graduates adapt to the transformation of their role identity and the new workplace environment.

### **3. Strategies for Improving the Employment Ability of Vocational College Graduates under the Modern Apprenticeship System**

Although modern apprenticeship can improve the employability of some vocational college graduates, it cannot be denied that some students believe that modern apprenticeship has not improved their employability, which is related to factors such as the operation and lack of protection of modern apprenticeship in schools, as well as individual students. Therefore, vocational colleges need to fully leverage the educational advantages of modern apprenticeship system and actively explore methods to further enhance the employment ability of vocational college graduates under this system[4].

#### **3.1. Optimize course offerings**

Vocational colleges should take advantage of the modern apprenticeship system and the opportunity of school enterprise cooperation, refer to the development situation of cooperative enterprises, and analyze the changes in talent demand of enterprises, especially cooperative enterprises, based on the annual reports of local industries and listed companies in the industry. In the context of modern apprenticeship, in combination with the actual needs of cooperation and positions, the curriculum and teaching content can be adjusted. For courses and some teaching content that are not recognized by enterprises and vocational college graduates, the class hours can be reduced or deleted. For areas where there are shortcomings in the employability of school students, the class hours of some courses can be appropriately increased or compulsory or elective courses can be added to improve their employability [5].

For example, for graduates majoring in marketing and other fields, in addition to basic professional knowledge and skill requirements, some companies also value the textual expression ability, image and short video shooting, and post-processing ability of fresh graduates. Based on the changing needs of the industry and enterprises, vocational colleges should add teaching content such as applied writing, image and short video shooting and processing, or add elective courses such as applied writing, visual design and processing, in modern apprenticeship training teaching activities according to the actual situation, in order to facilitate students' learning and continuously improve their employability, in order to meet industry and enterprise employment standards[6].

At the same time, more and more industries and enterprises are paying more attention to the assessment of employees' professional literacy. Therefore, vocational colleges should also urge

teachers of general and professional courses to integrate professional literacy into curriculum teaching, such as sense of responsibility, innovative thinking, and teamwork spirit, so that vocational students can gradually develop the professional literacy required for their positions in daily course learning and practical training, so that fresh graduates can achieve ideal employment abilities.

### **3.2. Strengthen the construction of employment guidance teacher team**

The employment guidance course has important significance in improving the employment ability of vocational college graduates. The teaching level of teachers will directly affect the teaching effect of the employment guidance course. Therefore, vocational colleges should strengthen the construction of the employment guidance teacher team, continuously improve the teaching level of teachers, and play the role of the employment guidance course in improving the employment ability of graduates. The level of teachers' information literacy has a crucial impact on the cultivation of vocational undergraduate students' employability. Therefore, in the context of "Internet plus", vocational colleges should pay attention to the improvement of teachers' information literacy. Firstly, vocational colleges should establish corresponding teacher training mechanisms to promote teachers' learning of modern educational technology and the latest employment guidance theories. Schools should also develop corresponding training programs based on teachers' own situations to help them better understand the application and significance of information technology in employment guidance courses [7].

Secondly, vocational colleges should increase social responsibility awareness and ideological education in the process of training employment guidance teachers, help them correct their misconceptions, and deeply recognize the importance of employment guidance courses under the modern apprenticeship system for improving students' job abilities. This enables employment guidance course teachers to apply advanced educational theories, technologies, or practical activities, Promote the improvement of students' learning enthusiasm and employability.

Finally, vocational colleges should also strengthen the introduction of outstanding talents, introducing talents with rich employment guidance experience, so that the employment guidance teacher team can achieve full process and precision of employment guidance. Especially for outstanding talents with rich experience in employment guidance, vocational colleges should not only provide employment guidance for current apprentices, but also conduct graduate employment tracking and investigation work, timely grasp the employment situation, problems, and deficiencies in employment ability of vocational college graduates. Based on this, advanced information technologies such as new media platforms should be utilized to provide targeted employment guidance for graduates, Strengthen communication and exchange with student employers, and jointly implement the employment tracking and investigation work for vocational college graduates[8].

### **3.3. Constructing a modern apprenticeship quality evaluation mechanism guided by employability**

The talent cultivation of modern apprenticeship system is a systematic project, and cultivating the employability of graduates is also a long-term educational work. A good education quality evaluation system is an important measure to ensure the effectiveness of education and teaching. Therefore, vocational colleges should build a modern apprenticeship quality evaluation system based on employability as soon as possible. In response to the current situation where some teachers attach great importance to general skills and lack sufficient efforts in cultivating professional literacy, schools should consider incorporating interpersonal communication, teamwork, and innovation abilities into the evaluation standards of teacher teaching. At the same time, they should also include them in the evaluation system of student training and internship assessment, urging teachers to

continuously optimize teaching methods and improve the employment ability of vocational college graduates [9-10].

#### 4. Conclusion

In this survey, the modern apprenticeship system has a positive impact on the improvement of the employment ability of most vocational college graduates. In the future, vocational colleges need to further leverage the advantages of modern apprenticeship talent cultivation, continuously optimize the setting of general and professional courses, as well as the quality evaluation mechanism of modern apprenticeship, strengthen the construction of employment guidance teachers, enhance the employment ability of vocational college graduates, use modern apprenticeship to provide high-quality human resources for enterprises, help graduates increase their employment skills, and clarify the direction of career development, Promote high-quality employment for vocational college graduates.

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