

# *The Employment-oriented Mechanism of Higher Vocational Colleges from the Perspective of Classified and Accurate Education*

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**Abstract:** The current employment situation is grim. Higher vocational colleges should carry out classified and accurate vocational education for students, build a recruitment public service platform and provide professional career planning guidance. Adjusting the discipline structure of higher vocational colleges, perfecting the employment service system, refining the planning of higher vocational education, optimizing the content of higher vocational education, clarifying the types of personnel training and perfecting the employment-oriented mechanism constitute the practical logic of the employment-oriented mechanism in higher vocational colleges. Higher vocational colleges should help students actively classify employment, promote students' initiative in innovation and starting an undertaking, guide students to rationally choose employment and strengthen the implementation of classified and accurate education. At the same time, higher vocational colleges should strengthen classified employment service measures, establish macro-dynamic control mechanism and improve the development of employment-oriented mechanism.

## **1. The present situation of employment-oriented mechanism in higher vocational colleges from the perspective of classified and accurate education**

### **1.1 Carrying out classified and accurate vocational education and enhancing employment ability**

In higher vocational colleges, students should be encouraged to participate in practical activities, so as to be familiar with the operation mechanism of various industries and posts and enrich practical experience. It is necessary to strengthen the cultivation of entrepreneurship, innovation and entrepreneurial ability, so that students have the ability to develop themselves. It is also necessary to offer employment counseling courses, such as resume making and interview skills, to help students master employment skills. Practice should be emphasized to improve students' working ability. The college-enterprise cooperation should be enhanced, so that students can gain a variety of experiences on the off-campus employment internship platform and expand employment space. Higher vocational colleges can work hand in hand with enterprises to adjust training programs,

arrange employment skills training, carry out industry practice and conduct case studies to improve the employment ability of graduates. Furthermore, they should analyze the trend of changing demand in various industries, objectively assess the disciplinary settings, and accurately grasp the direction of modifying the cultivation program. The structure of employment courses should be adjusted, and relevant vocational skills courses should be added, and the cultivation of students' employment skills and vocational literacy should be heightened[1]. Industry practice activities should be carried out, and the training in employment skills should be arranged, and employment subsidies should be granted. The implementation of classified and precise vocational education in higher vocational colleges and the enhancement of students' employment ability complement each other. While implementing categorized and precise vocational education, it is important to focus on enhancing the employment ability of students and combining learning and skills training to equip students with vocational skills and basic employment ability so that they can get a job.

### **1.2 Building a public service platform for recruitment to broaden employment channels**

Higher vocational colleges can realize the timely sharing of employment information after building recruitment public service platforms and providing online recruitment services. Higher vocational colleges should strengthen exchanges with enterprises to promote efficient connection between enterprises and graduates, carry out employment guidance courses to enhance students' skills in applying for jobs, establish on- and off-campus employment platforms to provide the most timely and comprehensive employment information, and organize employment activities to make students know more about employment information and recruitment policies. The establishment of recruitment public service platforms helps higher vocational colleges strengthen communication with enterprises, facilitates enterprises to timely provide the latest employment information to higher vocational colleges, helps to reduce the workload of enterprises in recruitment, improve the efficiency of recruitment, and save the cost of recruitment. It is also conducive to promote the accurate matching of recruitment and employment, provide enterprises with the right talents, promote the increase of employment rate of graduates of higher vocational colleges and improve the social influence of higher vocational colleges.

### **1.3 Providing professional career planning guidance and enhancing employment services**

Higher vocational colleges can offer career planning courses to provide students with theoretical guidance and practical methods of career development, in order to help them analyze their career direction from a holistic perspective and formulate corresponding career development plans. They can compile employment guidance manuals to provide graduates of different majors with appropriate career planning programs, analysis of employment prospects and workplace skills guidance to help students gain a comprehensive understanding of the development direction and future trends of their professional fields. In addition, they can set up employment counselling centers to provide students with counselling services on career choices, career development and interviewing skills, so as to improve their vocational literacy and competitiveness in employment [2]. College-enterprise cooperation can be actively promoted, and activities such as career planning lectures and graduate recruitment fairs can be organized in cooperation with enterprises to help students better understand the professional talent needs of enterprises and reserve employment resources in advance. On the condition that higher vocational colleges provide professional career planning guidance and strengthen employment services, students can better plan their career and improve their employment competitiveness. Moreover, it helps to promote the in-depth integration of colleges with the society and industries, and inject new vitality into the cultivation of talents in colleges and the development of industries.

## **2. The practical logic of the employment-oriented mechanism of higher vocational colleges from the perspective of classified and accurate education**

### **2.1 Adjusting discipline structure of higher vocational education and perfecting employment service system**

The adjustment of the discipline system of higher vocational education and the perfection of the employment service system promote each other and jointly promote the optimization of the employment environment, which can enhance the employment rate of higher vocational graduates and provide high-quality talents for the society. The sound employment service system of higher vocational education can help to propel the adjustment of the discipline structure of higher vocational education. The career planning counseling and vocational skills training services provided by the higher vocational employment service system can help students better understand the direction of professional development and improve their competitiveness in employment. The employment service system includes the analysis of employment market demand, which can offer suggestions to the adjustment of discipline structure of higher vocational education. When adjusting the discipline system of higher vocational education, higher vocational colleges combine the employment market and start from the perspective of providing students with employment service, which helps to build a scientific curriculum system of higher vocational education. Linking with the employment market and creating an employment service system suitable for higher vocational students will contribute to jointly promote the improvement of the employment level of higher vocational graduates. To achieve this goal, it is necessary to focus on the cultivation of professional knowledge and vocational literacy in the training of talents in higher vocational education, while providing more comprehensive service to support graduates to realize their own career development.

### **2.2 Refining the plan of higher vocational education and optimizing the content of higher vocational education**

Classified and accurate education is an effective and sustainable talent cultivation mode, and higher vocational colleges can establish corresponding mechanisms to implement customized cultivation plans based on students' individual characteristics, professional features, employment needs and other factors. In other words, higher vocational colleges must formulate targeted training plans according to students' individual development needs. Higher vocational education focuses on practicability and applicability, so practical courses and on-site post practical training should be added to the teaching plan to strengthen students' practical application ability and help them better adapt to the needs of future career development. Higher vocational education emphasizes professionalism and industry, so it is necessary to adjust the curriculum system according to the characteristics of different majors and market demand, increase the contents related to the development of national economy and industry, and improve the early-warning ability of the college and the students for the future career development. Under the perspective of classified and accurate education, higher vocational colleges should take students' needs as the starting point, and focus on improving the quality of education, enhancing the effect of teaching and learning, refining the educational planning, optimizing the educational content and cultivating high-quality and skilled talents to meet the needs of social development. Higher vocational colleges should also combine the actual needs of the society and the development of the industry, optimize the curriculum system, strengthen the practical teaching, build modern laboratories and training bases, so that students can combine what they have learned with practice. At the same time, it is necessary to expand the extracurricular activities of the students and improve the overall quality of the students through

social practice, skills competitions, academic competitions, etc.. Finally, higher vocational colleges should establish a perfect employment guidance and tracking service mechanism to train graduates in career planning and interviewing skills, and assist graduates in successful employment.

### **2.3 Clarifying the type of talent training and improving the employment-oriented mechanism**

In terms of talents cultivation, higher vocational colleges need to clarify the types of talents cultivation in response to social demand and establish a perfect employment-oriented mechanism in order to cultivate high-quality and practical talents who can meet the needs of the society. According to the development trend and talents demand of different industries, higher vocational colleges can reasonably adjust the professional settings and provide students with more specific employment directions and suggestions to further refine the type of talents training. The establishment of industry-teaching integration bases should be sped up to increase students' practice opportunities, so that they can have better contact with production reality and thus improve their vocational skills and professional quality. Experts, alumni and entrepreneurs should be regularly arranged to provide targeted employment guidance for students. At the same time, a perfect student management system should be set up to offer relevant advice and services according to students' individual needs. In addition, higher vocational colleges should establish more cooperation mechanisms with enterprises, expand students' employment channels through special recruitment, headhunting services, providing internships, etc., and offer excellent graduates to enterprises. Meanwhile, innovation and entrepreneurship education and the organization of campus entrepreneurship competitions contribute to stimulate the innovation and entrepreneurship spirit of students, cultivate innovation and entrepreneurship groups, and encourage them to apply the relevant knowledge in practice, so as to become an important force of innovation and entrepreneurship.

## **3. The development process of the employment-oriented mechanism of higher vocational colleges from the perspective of classified and accurate education**

### **3.1 Establishing a categorized career development model to help students actively classify employment**

The categorized career development model consists of career classification, career development path, career ability requirements and employment orientation. Career categorization is the classification of occupations into different categories according to the nature of work, skill requirements and working environment, and it helps students to understand the differences and connections among different occupations, thus helping them choose more accurately the direction of career development that suits them. Career development pathways provide clear development pathways and career advancement processes for different occupational classifications, assisting students in understanding the various stages of development and development directions of different occupations, so that they can make choices according to their own interests and abilities. Career ability requirement refers to the detailed description and analysis of the skills and ability requirements needed for different occupations, guiding students to consciously develop their own occupational ability according to their own situation. Employment orientation is to offer relevant employment support and services, such as providing employment information, internship opportunities and vocational literacy courses, to help students understand the employment situation and enhance their competitiveness in employment according to the employment needs of different occupational classifications (Du Hongmei, 55). Higher vocational colleges can establish their own model of classified career development according to the situation of the industry and the

characteristics of the school, formulate corresponding programs and systems, and take effective measures to guide students to actively classify their employment and achieve better career development.

### **3.2 Optimizing the employment and entrepreneurship policy system and encouraging students to take the initiative in innovation and entrepreneurship**

Optimizing the employment and entrepreneurship policy system in higher vocational colleges can promote students' innovation and entrepreneurship enthusiasm and enhance their professional quality and competitive advantages (Du Hongmei, 57). Higher vocational colleges can formulate personalized employment plans according to students' interests, professional orientation and vocational abilities, and provide students with employment and entrepreneurship guidance to help them better understand the employment situation and market demand. And financial investment should be increased and more specific policies on entrepreneurship support should be made, including entrepreneurship training, entrepreneurship subsidies, entrepreneurship support, and entrepreneurship mentor system. At the same time, diversified innovation and entrepreneurship practice platforms can be set up to provide a variety of resources and services, such as business incubators, maker spaces, entrepreneurship competitions, etc., to help students realize their innovation and entrepreneurship dreams. Moreover, laboratories for the integration of industry and education can be founded to carry out teaching activities centered on practice. Cooperating with various industries and striving to maintain a certain degree of industry advancement and practical applicability in curriculum and practice expansion contribute to promote the integration of industry and education. Higher vocational colleges should also organize innovation and entrepreneurship activities, create an atmosphere of innovation and entrepreneurship, strengthen the construction of public innovation and entrepreneurship venues, encourage students to explore and practice, so that students can make full use of these venues to carry out a variety of innovation and entrepreneurship activities, and enhance students' innovation ability and teamwork ability.

### **3.3 Focusing on quality education on career planning and guiding students to make rational employment choices**

Higher vocational colleges should emphasize the quality education of career planning and guide students to find a job rationally. A perfect career planning education system should be set up, and make students understand their own potential in the workplace and industry development trends through career information release, career ability assessment, career planning and internship and employment guidance. Higher vocational colleges and universities should strengthen internship and employment guidance, provide students with practical opportunities, aid students to improve their vocational skills, enhance their understanding of their careers, and fully prepare for future employment; at the same time, vocational skills training should be carried out to encourage students to obtain various practical skills certificates and help them improve their vocational qualities and abilities. A set of perfect employment linking service mechanism should be established to communicate and cooperate with employers, develop the employment market, and offer students more employment opportunities. Besides, the education of vocational ethics should be reinforced to cultivate students' correct vocational concepts and ethics and improve their vocational literacy. Higher vocational colleges can also introduce professional career planning instructors to provide students with personalized career planning guidance, so that students can make career plans suitable for themselves according to their own situation. Career planning quality education can assist students in improving their vocational literacy, establishing vocational concepts and acquiring professional skills. In addition, it can also broaden the horizons of higher vocational education and

provide strong support for colleges to cultivate qualified vocational talents.

### **3.4 Strengthening measures for categorized employment services and increasing support for categorized employment**

Strengthening the measures of categorized employment services and increasing the support for categorized employment can enable students to better find a job that suits them and achieve better career development. Higher vocational colleges can offer personalized employment guidance to students of different majors, provide them with more targeted employment information and career planning services, and help them clarify their employment goals and development directions. Employment and entrepreneurship courses, including employment psychology, job-seeking skills, interviewing skills and career planning should be designed carefully according to students' employment needs and career planning objectives, so as to improve students' employment competitiveness and career quality. Higher vocational colleges should hold regular employment and entrepreneurship counseling and career forums and invite experts from various industries and representatives of enterprises to provide students with guidance on employment and entrepreneurship and employment opportunities, in order to help students better understand the market demand and the employment situation. Higher vocational colleges should also establish close cooperative relationships with enterprises and set up internship bases, so that students can improve their vocational skills and professional qualities in practice, broaden their employment channels and realize smooth employment. Simultaneously, joint recruitment activities with enterprises should be increased and the link between enterprises and students should be strengthened, so as to promote the efficient allocation of human resources. Categorized employment supports can be increased to give students better and more professional employment guidance and services. Higher vocational colleges should also strengthen their understanding of the employment market, adjust and optimize employment services timely, and gradually improve the quality and level of employment services.

### **3.5 Establishing a macro-dynamic control mechanism to enhance the capacity of college's employment service**

In order to establish a macro-dynamic control mechanism and improve the employment service ability, of higher vocational colleges need to start from many angles, such as increasing the number of employment service personnel, broadening employment channels, introducing employers, etc., to provide students with the whole process of employment service. In addition, an employment service quality supervision mechanism should be set up to monitor and follow up the problems encountered in the process of employment service, and service strategies should be adjusted in time. Higher vocational colleges should also actively introduce employers' resources, keep abreast of recruitment needs and employers' employment standards and job requirements, increase the time of employment guidance, make full use of tutor resources, offer students individual career planning guidance and various practical skills training, and cultivate students' professional quality and ability needed for employment.

## **References**

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