

# Current Situation and Countermeasures of Vocational College Students' Occupational Abilities

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**Abstract:** The society is changing and developing in which the knowledge economy is proving its increasing prevalence to be applied to different life facets. In such a situation, the role of higher education is of paramount important because it contributes to the knowledge repertoire, facilitates applying research implications to realistic situations, and serves as a connector bridging educational institutions and the society. The exploration of the composition of vocational college students' professional abilities is an effective way to analyze problems of career development planning and employment. And it is of great significance to improve the adaptability of the employment environment of college students' careers. Then the paper will take the cultivation of college students' occupational abilities as the core, also make an in-depth analysis of abilities cultivation, status and solutions one by one, and provide some theoretical suggestions.

## 1. Elements of college students' professional abilities

### 1.1 Basic elements of core abilities of college students

#### (1) Comprehensive knowledge reservation

Due to a variety of factors, today's business environment is becoming more complex, uncertain and competitive. All types of organizations consider human resources as their key asset, which plays a critical role in organizational performance and success. Most employers are likely to hire, retain and promote persons who are dependable, resourceful, ethical, having effective communication, self-directed, willing to work and learn, and having positive attitude [1]. Employers usually prefer to see a fine blend of competencies in their staff and, in addition to discipline-based knowledge and skills, adequate levels of soft skills are considered desirable for moving forward in the career [2]. They feel professional and technical skills alone cannot help achieve organizational goals and objectives. It is because their staff will also be involved in different levels of leadership and decision-making activities. Employees also need to communicate effectively within the organization, with their customers and other stakeholders. With the progress of science and technology, on the one hand, contemporary college students should constantly update their knowledge according to the specific requirements of today's social development and career, and firmly master the comprehensive knowledge of laws and regulations, career planning, science, and humanities, so that they can use relevant knowledge to safeguard their rights and interests. On the other hand, it can also shorten the career adaptation period brought by the working environment and job transformation.

#### (2) Professional etiquette

It must be admitted that it is the first impression of college students in the process of job hunting and employment, which reflects the professional quality of practitioners to a certain extent. For college graduates who have just entered the workplace, mastering certain professional etiquette knowledge can standardize their own behavior, as well as establishing a good image and promote the development of professional activities in an orderly and harmonious direction.

#### (3) Good communication skills

It must be pointed out that employers attach great importance to the communication and expression abilities of job-seekers in the process of recruitment and employment. And some enterprises give priority to college students with strong communication and expression abilities under the condition of similar achievements. While some enterprises do not have high requirements for professional

knowledge, and have job-seekers to have good communication and expression abilities. For example, researchers at Harvard University conducted a survey of 500 dismissed employees and found that 82% of them were dismissed due to poor interpersonal communication. It can also be seen that good communication skills are a strong guarantee for practitioners to adapt to their posts.

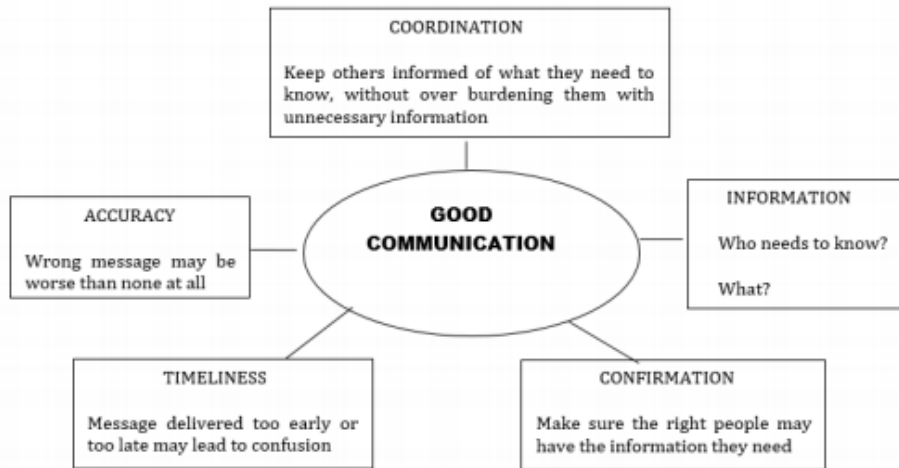


Figure 1 Good Communication

#### (4) Professionalism

Today, in the era of changeable careers, professionalism such as loyal performance of duties, due diligence, and dedication has become an important quality, which has been valued by more and more employers. In order to adapt to the future society and enhance their employment competitiveness, college students should not only have professional knowledge and abilities, but also rely on professionalism. Otherwise, even if individuals master professional knowledge and skills, they cannot make their career develop for a long time.

### 1.2 High-level elements of core abilities of college students

#### (1) Learning abilities

Due to the shortening of cycles of knowledge renewal, society requires employees to keep learning, and lifelong learning has become an inevitable trend. Whether it is the study of enterprise rules and regulations and corporate culture, or the continuous exploration of post-knowledge and skills, it can help practitioners shorten the career adaptation period as soon as possible and maintain the development of their career.

#### (2) Practical abilities

At present, many enterprises pay much attention to the practical abilities of college students in recruitment, mainly because the competition between enterprises is becoming more and more fierce under the market economy. Many enterprises must employ skilled and capable employees in order to reduce employment costs and maintain high market competitiveness. With practical abilities, college students can become their strong competitiveness in job hunting, and make them high-end talents with high flexibility and strong applicability in their jobs.

#### (3) Adaptability

It is particularly notorious that college graduates must have strong adaptability, be able to quickly integrate into the new environment, be happy with new colleagues, improve their knowledge structure as soon as possible according to the needs of their posts, and correctly position themselves. The adaptability of graduates is an important factor affecting the smoothness of graduates' careers.

#### (4) Teamwork

In a contemporary society of technological progress and industrial upgrading, more and more professional posts urgently require high-level talents with team spirit and abilities of communication and cooperation. More than one-third of the world's top 500 enterprises take "teamwork" as their core

values, which shows that excellent enterprises recognize teamwork. Therefore, improving college students' team cooperation abilities is an essential way to improve college students' employment success rate and employment quality.

(5) Compression and frustration resistance

Many enterprises reluctantly said that the psychological endurance of college students needs to be improved. For practitioners themselves, without certain abilities to resist pressure and frustration, they can't bear high-intensity work pressure and adapt to large and small workplace setbacks. The resulting pressure and emotions can't be dredged, and their career will naturally be influenced.

(6) Innovation

A survey conducted by some scholars on 30 of the world's most famous multinational companies, such as HP and Siemens, around the question of "what abilities enterprises attach most importance to candidates", shows that the surveyed enterprises attach great importance to the abilities of innovation of candidates, accounting for 100%. Employers generally believe that innovative talents are a powerful driving force for enterprises, and innovative talents can be favored.

(7) Steadfast and enterprising

Everyone's posts would be different. If you want to do your work perfectly and keep improving in an ordinary post, you must be inseparable from a strong enterprising spirit and a steady attitude of working. For college students who have just set sail in their career, enthusiasm and a down-to-earth and an enterprising attitude would be a strong driving force for their personal career and life development.

## 2. Current situation of college students' professional abilities

### 2.1 Professional abilities

They refer to whether college students have good psychology after entering professional employment, and whether they can apply their knowledge to work practice in post work. In the post-employment of modern enterprises, if college students have professional abilities, they have a higher level of mastery of the content of secondary on-the-job training. On the contrary, there are some defects or deficiencies in their professional abilities.

### 2.2 Post adaptability

There is a certain imbalance in the development of professional education in China. There is a surplus of employees in professional subjects of education. Within the reasonable turnover cycle of employment resources, a good talent supply cycle has not been formed, and the number of professional talents is much higher than the demand for professional jobs. Good job adaptability will provide more opportunities and conditions for college students' professional employment. Therefore, it is also an essential part of college students' professional abilities.

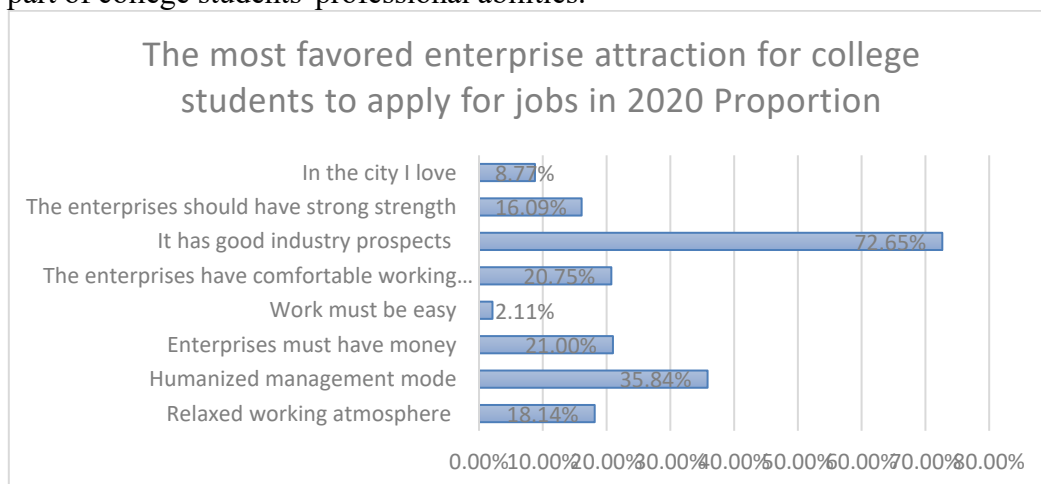


Figure 2 The most favored enterprise attraction for college students apply for jobs in 2020 Proportion

### **3. Countermeasures for college students' professional abilities**

#### **3.1 Continuing the traditional concept of quality education and paying attention to the reform of ideological education**

Modern education is the inevitable trend of future educational development, but the traditional concept still needs to be scientifically applied in the promotion of college students' career. For example, integrating the Confucian educational concept into the college students' job-training system can help college students carry out educational innovation from the aspect of ideology, so that they can look at the professional content of professional posts from a broader perspective and correct the development environment of modern society. In addition, it must pour attention into the reform of ideological education. While ensuring that college students can fully integrate into the current environment of social development, we should establish a correct concept of vocational employment for college students, improve the ideological level, and make the cultivation of college students' vocational abilities not restricted by external environmental conditions.

#### **3.2 Strengthening post education and training, and clarifying the central idea of professional education talent training**

To improve college students' professional abilities, we should make a long-term education plan in combination with the needs of college students' post-employment and career development. Therefore, we must adopt the integration strategy of education management to integrate professional education with on-the-job training, so that college students can fully adapt to on-the-job working environment. Provide more diversified career opportunities for college students, consolidate the educational foundation, improve college students' professional post-employment awareness, clarify phased college students' education development objectives, and create favorable training and education conditions for college students' career planning and development.

#### **3.3 Improving the social and vocational employment security system and strengthening the execution of social and vocational employment management**

The purpose of perfecting the social vocational employment security system is an important basis to solve the social contradictions and conflicts of college students' vocational employment. In this regard, we must strengthen the supervision of social vocational employment security, then strengthen the management and execution of grass-roots enterprises and units, as well as continuously improving the professional level of college students under the premise of ensuring the employment development of college students. What's more, we should build a harmonious professional development environment for college students, and give full play to the advantages of college students' professional abilities in professional employment.

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