

Research on the employability and competency of Higher Vocational Education Graduates

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Abstract: From the perspective of quality education reform, higher vocational education college leaders and teachers should be fully aware that the improvement of graduates' employability and competency plays a vital role in promoting students' employment and realizing personal value. At the same time, it can also improve the quality of talent cultivation and promote the long-term development of colleges. Based on this, higher vocational education colleges should incorporate the improvement of graduates' employability and competency into important strategic tasks, and conduct objective analysis and comprehensive discussion according to the problems existing in the current improvement work, so as to put forward feasible measures to improve graduates' employability and competency, and lay a solid foundation for their subsequent career selection and further study, and gradually become the talents needed for the development and construction of socialism in the new period. In view of this, this paper takes the author's comprehensive research as the starting point, briefly expounds the basic connotation of employability and competency, analyzes the problem of improving the employability and competency of higher vocational education graduates, and then can suit the remedy to the case, and puts forward the practical path to improve the employability and competency of graduates, in order to provide reference for teachers to carry out relevant research.

Key words: Higher vocational education colleges; Graduates; Employability; Competency

1. Employability and competency of Higher Vocational Education Graduates

Graduates' employability refers to the acquisition of skills, knowledge, and personal characteristics that make graduates more likely to obtain employment and succeed in their chosen occupations. Competency refers to the attitudes, skills, and knowledge that students develop and apply for successful learning, living, and working. It consists of vocational self-concept, career planning, knowledge and skills, characteristics and attitude, and knowledge of vocational planning. According to the author's investigation on the employment situation of graduates from higher vocational education colleges, various enterprises will use different indicators to measure the employability of graduates during personnel recruitment, including professionalism, problem-solving ability, communication and coordination ability, knowledge and skills ability, learning and understanding ability, etc., but most graduates generally lack professionalism problem solving ability and communication and cooperation ability, which shows the problem of insufficient employment competency. The survey results show that nowadays, in the process of talent cultivation in many domestic higher vocational education colleges, the teaching objectives, teaching methods and education concepts set by them are inconsistent with the social development trend and the talent demand of employers. When carrying out education and teaching, most domestic higher vocational education colleges pay more attention to telling students theoretical knowledge, and this old education system has been difficult to adapt to the needs of the development of modern society. Therefore, the leaders of higher vocational education colleges should actively explore effective measures to improve the employability and competency of graduates, aiming to cultivate students' awareness of the working environment and professional attributes, The employment education and career development planning for students can improve the current employment situation and promote the all-round development of students.

2. On the improvement of employability and competency of Higher Vocational Education Graduates

2.1 Students lack comprehensive ability

The main problem encountered by higher vocational colleges in the process of improving graduates' employability and competency is that most students' comprehensive ability is insufficient, which is manifested as lack of adaptability, team cooperation ability and interpersonal communication ability. Nowadays, it is inevitable that higher vocational education graduates will not be able to adapt to the new environment when they work in enterprises, resulting in frequent job changes or unable to position themselves, and ultimately unable to improve their employability and competency. When most graduates participate in team cooperation, they will be too concerned about gains and losses, lack of team consciousness and mutual buck passing, which will lead to poor team cooperation. Graduates' lack of interpersonal communication skills is mostly reflected in the process of establishing relationships with others, often in a passive or negative state, so they can not maintain interpersonal relationships, or even cause interpersonal relationships to break down.

2.2 The curriculum is relatively lagging behind

According to the author's practical investigation, the one-sided and lagging curriculum setting is also one of the important factors that can't improve the employability and competency of graduates. Based on the traditional teaching mode, higher vocational education colleges tend to teach students' theoretical knowledge and ignore practical teaching, which ultimately can't improve students' comprehensive practical

ability, leading to their employability lack of competency. The fundamental reason is that the curriculum setting in higher vocational education colleges is unreasonable and unscientific. There are more theoretical courses and less practical courses, which can not effectively exercise students' practical skills and affect their subsequent development. In addition, the teachers of higher vocational education colleges have not adjusted the curriculum according to the changes of social market and the needs of industry innovation, resulting in the graduates unable to meet the requirements of social enterprises.

2.3 Insufficient school enterprise cooperation

The leaders of higher vocational education colleges do not pay enough attention to the work of school enterprise cooperation, which is also one of the important reasons why it is difficult to improve the employability and competency of graduates. Most higher vocational education colleges ignore the cultivation of graduates' employability and have cognitive bias. They believe that cultivating students' professional knowledge and practical skills can improve their employability. Therefore, they do not cooperate with enterprises to build a collaborative education mode. Even if some higher vocational education colleges can adapt to the development needs and cooperate with enterprises, there are still problems such as insufficient cooperation and small scope of cooperation, so they can not grasp the actual talent demand of enterprises, and can not adjust the talent training objectives, ideas and programs in combination with the front-line demand, which ultimately leads to the lack of employability and competency of graduates.

3. Strategies for improving the employability and competency of Higher Vocational Education Graduates

3.1 Improve students' comprehensive ability

Higher vocational college leaders and teachers should pay attention to cultivating students' employability and competency. First, they should acquire solid theoretical knowledge to lay the foundation for the subsequent use of knowledge to solve problems; Second, we should actively participate in social practice, so as to continuously exercise our own operating skills and improve our professional quality. When recruiting talents, enterprises in various industries will prefer students with social practice experience, believing that they can have the ability to apply knowledge and practical work ability after social practice, and the above abilities and qualities are necessary for follow-up work. Third, we should cultivate our moral character and improve our personality, so that we can be a person who is honest, hardworking and dedicated. According to the above practical research, graduates' personality characteristics, quality literacy and other indicators have a great impact on their employment competency. Based on this, graduates of higher vocational education colleges should continue to improve their moral quality, improve their personality quality, and ultimately be able to empathize, understand, and collaborate. They should also have the spirit of craftsman, sense of responsibility, and a fair mind, so as to be able to seriously participate in the post work, in order to obtain the recognition and favor of the enterprise. Fourth, local enterprises should make full use of the resources of higher vocational education colleges, so as to be able to make a clear positioning, self-evaluation, find their own shortcomings and significant advantages, and then be able to do a good job in career planning and create a good workplace atmosphere. Fifth, the leaders of higher vocational education colleges should also consciously cultivate the innovative spirit of graduates and improve their entrepreneurial ability, so as to lay a solid foundation for their subsequent career selection and entrepreneurship. At the same time, they can also effectively improve the quality of talent cultivation in higher vocational education colleges.

3.2 Improve the education curriculum

In order to further improve the employability and competency of higher vocational education college graduates, we should build a perfect curriculum system, constantly enrich the curriculum content and extend the curriculum scope, and finally provide high-quality teaching services for students to complete the established teaching objectives. For example, in the process of constructing and improving the curriculum system, higher vocational education colleges should appropriately add employment guidance courses, innovation and entrepreneurship courses and enterprise training courses, so as to cultivate students' professional quality, improve their practical ability, and finally effectively enhance their employment strength. Specifically, higher vocational education colleges can set up compulsory courses, elective courses, practical courses or experience courses to integrate innovation and entrepreneurship, practical training and employment guidance education, which can ultimately promote their all-round development. Based on this perfect curriculum system, freshmen are required to recognize and understand the important role of employability and competency in their subsequent development, so that they can actively participate in the activities of improving employability and competency. In the second and third year of college, teachers need to adjust their goals and require them to constantly enrich their employability. In the senior stage, higher vocational education colleges should carry out professional training for employment problems, so as to improve the employment rate of graduates and lay the foundation for their follow-up work.

3.3 Strengthen employment education

In order to further improve the employment competency of graduates, higher vocational education colleges should also focus on carrying out relevant education and teaching. First, higher vocational education colleges should build a diversified talent cultivation system to guide students to do a good job of career planning, and carry out personalized education and teaching in combination with the results of vocational ability test, so as to ultimately improve students' comprehensive professional ability, help them deepen their cognition and mastery of employment knowledge and practical skills, and ultimately improve their employment table ability. Second, higher vocational education colleges should also build a

perfect school enterprise cooperation mechanism, so as to continuously deepen the depth of school enterprise cooperation in the integration, expand the scope of production and education integration, and set up production, teaching and research education courses, which can ultimately provide internship, training and employment opportunities for college graduates, and finally enable students to fully understand the requirements of job practice, So as to improve their practical ability and quality, and become the high-quality and high skilled compound talents required by the development of enterprises. At the same time, it can also build a dual teacher teaching mode. On the one hand, it encourages teachers to communicate and learn in enterprises and institutions to improve professional and practical industrial skills. On the other hand, it introduces professionals from industry companies to serve as teachers, increases school enterprise cooperation and communication, and helps students improve their employability and meet the needs of the market, So as to help enterprises recruit suitable employees and finally solve the paradox of supply and demand. Third, higher vocational education colleges should also actively carry out ideological and political education teaching, which can rely on the network platform and teaching software to obtain rich teaching materials, so as to correct graduates' employment ideas, improve their employment concepts, and help students form insight, frustration resistance and analysis ability on the basis of understanding the current employment situation and job requirements, They should also be trained to form cognitive concepts and value systems that are in line with the development of the times, so that they can dialectically analyze the future employment trend combined with their knowledge and practical experience, so as to improve their employability and competency.

3.4 Meet the job demand

From the perspective of higher vocational education colleges Graduates' employability and competency education and teaching, first, higher vocational education colleges should do a good job in ideological guidance and accurately connect with the national employment preferential policies, so as to encourage students to seize opportunities and obtain flexible employment. Second, higher vocational education colleges should also focus on cultivating their employability and competency, establish talent training mechanism under the guidance of social enterprise job demand, and formulate a scientific and reasonable curriculum system, so as to continuously improve students' comprehensive quality in teaching. In addition, colleges and universities should also closely combine innovative education with job demand, so as to lay the foundation for students' subsequent adaptation to jobs. Third, higher vocational education colleges should also build an employment service information platform, which can integrate multiple forces and resources to build an "Internet + employment" smart platform, so as to strengthen the connection between talent supply and demand in key regions, major projects, major projects and important fields, and ultimately effectively improve the employment rate of graduates. Fourth, higher vocational education colleges should also provide psychological health guidance for graduates, which needs to set up employment psychological guidance courses and establish a caring employment information platform, so as to relieve students' employment pressure and negative emotions, and continuously improve their thinking ability, learning ability, practical ability and application ability, and finally successfully improve their employability. The teaching goal of competency is to effectively improve the matching degree of employment and the employment rate of students in higher vocational education colleges.

Conclusion:

To sum up, from the perspective of modern education and teaching, higher vocational education college leaders and teachers should pay more attention to improving graduates' employability and competency, and then take novel and effective measures to improve their comprehensive ability. Among them, teachers can strengthen the education and teaching of graduates' employability and competency by improving students' comprehensive ability, improving the education curriculum, strengthening the employment education, and meeting the job employment demand, so as to effectively improve the employability and competency of graduates, so that they can smoothly connect with the job and play their personal value. At the same time, It can also improve the quality of talent cultivation in colleges and universities and promote the reform of college education.

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