

A Study on Career Development and Employment Guidance for College Students

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Abstract: College students' career development and employment guidance courses are more systematic, involving a lot of content, can help students to better understand their own major, understand the work they will be engaged in, and effectively improve students' employability and professional literacy, which is very conducive to the future development and growth of students. However, from the current actual situation, there are still many problems in the teaching of career development and employment guidance of college students, which requires teachers to adjust and optimize in time and formulate practical teaching strategies.

1. Problems in College Students' Career Development and Employment Guidance

Facing the current problems of college students' career development and employment guidance, it is necessary for teachers to update their teaching ideas in time and use modern teaching methods to attract students' distractions; colleges and universities need to pay attention to the construction of teachers and the improvement of teachers' teaching ability; teachers need to make full use of the second classroom and carry out diversified practical activities to continuously improve students' professional accomplishment, employment ability and entrepreneurial ability.

1.1. Lack of Sufficient Attention

At present, many colleges and universities attach more importance to the employment work of college students, but their focus is still on the employment rate, which fails to correctly view the career development of college students and to provide effective employment guidance[1]. The failure of some colleges and universities to recognize the importance of employment development and employment guidance, the lack of adequate teaching facilities, the failure to build specialized employment guidance classrooms and consultants, and the failure of the corresponding teachers to join the scope of evaluation will greatly limit the development of students, and will not fully play the role of employment guidance courses. In the form of instruction, classes are usually taught in groups; classes are usually scheduled for weekends or evenings during class time. However, in this period, the students' activities are relatively more, often absent and so on, which greatly reduces the class rate and can not achieve better teaching results.



Figure 1 Career development and employment guidance for university students

1.2. Lack of a Clear Curriculum

Employment guidance belongs to a new subject, the relevant field of understanding and research depth of the course is not deep enough, failed to form a systematic and perfect employment knowledge system, and failed to combine the current situation of our country[2]. The existence of these problems has led to the employment guidance concept of our university is always in the early stage of development, failed to pay attention to the improvement of students' comprehensive literacy. In the freshman year, colleges and universities have career planning classes; in the third or fourth semester, there will be employment guidance classes. The arrangement of these courses has a large span, and in this process, it fails to pay attention to the cultivation of students' career selection, career planning consciousness, entrepreneurial consciousness, entrepreneurial ability and professional accomplishment. In the actual teaching process, only pay attention to four aspects of the content, that is, the preparation of job materials, career planning book writing, interview skills, employment situation and policy, failed to attach importance to the correct guidance of students' values, professional outlook and outlook on life. If students do not pay enough attention to employment guidance, then they will not be able to accurately position themselves, career, but also very unfavorable to the future job search of college students, but also not conducive to the development of students' career.

1.3. The Teaching Form is Relatively Single

Although many colleges and universities now offer employment development and employment guidance courses, they still adopt the teaching mode of infusion, the classroom atmosphere is too dull, the lack of effective interaction and communication between teachers and students, the enthusiasm of students to learn is low, and they can not achieve better teaching results. Whether it is career development or employment guidance need to carry out corresponding practical activities, but some schools teaching is still in the theoretical teaching stage, failed to pay attention to the simulation interview, career planning display and other links of the setting, teaching content is relatively single and boring, these contents are not more practical. At present, career development and employment guidance have failed to compile unified teaching materials, and there are relatively few class hours, teaching content has certain limitations, only to teach students some interview skills, or the current employment policy or form, failed to pay attention to the improvement of students' entrepreneurial awareness, entrepreneurial ability and comprehensive literacy.

1.4. Lack of a Professional Teaching Staff

If the university can have a strong professional quality, and have rich teaching experience of teachers, it will be very conducive to the development of career development and employment guidance courses for college students[3]. This course is designed to guide a wide range of fields and disciplines, such as sociology, pedagogy, economics, and psychology, and therefore requires that teachers have a rich and well-developed knowledge system, sufficient teaching experience, and excellent personality charm. At present, many colleges and universities in our country lack professional teachers, usually are the relevant personnel of the employment guidance department, or counselors or secretaries as teachers, with their own accumulated teaching experience and learning knowledge to carry out teaching. Under the influence of main, these teachers can not innovate and optimize the methods and models of education in time, can not use relevant theories flexibly to carry out teaching, can not give students correct and effective guidance, and can not achieve better teaching and education results.

2. Analysis of Career Development and Employment Guidance in University

2.1. Renewing the Concept of Education and Improving Moral Cultivation

Teachers need to understand the modern educational concept in a timely manner, not only pay attention to the teaching of theoretical knowledge, but also pay attention to the development of practical activities, accurately grasp the relationship, and at the same time, combine the teaching

content, pay attention to the improvement of students' personal ability and comprehensive accomplishment, so that they can form good professional accomplishment, establish a correct concept of employment, professional outlook and career selection, have a strong sense of entrepreneurship, and dare to assume their own social responsibility. Teachers need to use a variety of teaching and education methods to increase students' learning enthusiasm and initiative. Only students can have higher moral cultivation and professional accomplishment, can they correctly understand themselves, look at their own profession, clear career positioning, so that they can develop and grow in the future work.

2.2. Pay Attention to Curriculum Teaching and Build Professional Team

First, colleges and universities need to understand the current situation of teachers, recognize the problems of teachers, need to provide teachers with the opportunity to go out to study, carry out academic exchanges, and encourage teachers to participate in the examination of professional instructors. Teachers need to integrate into the students to understand the current situation of each profession, but also go deep into other colleges and universities to investigate and investigate, constantly improve their teaching ability, cultivate their own professional literacy; second, from the teaching management, colleges and universities need to carry out regular exchanges and sharing meetings of teachers in school, so that teachers can exchange their own teaching experience and share their own ideas and views. Colleges and universities need to carry out collective lesson preparation activities to concentrate the wisdom of all teachers; but also to carry out class evaluation activities, so that teachers can find the advantages of others in teaching, but also to find their own shortcomings, so as to better improve and improve. Colleges and universities need to set up special WeChat group, QQ group and so on, whether it is reference material or predictive courseware can upload, realize the sharing of resources and improve the effect and level of classroom teaching effectively; thirdly, colleges and universities need to select some excellent teachers from psychology, pedagogy and other subjects, and gradually build a team of teachers with strong educational level and work ability, so that they can really participate in the work of college students' career development and employment guidance, fundamentally improve the effectiveness of classroom teaching, and ensure the steady implementation of education reform; Fourth, efficiency also needs to hire a number of professionals as the main teacher of the course, can be excellent employees of the enterprise, excellent graduates, or employment department or successful entrepreneurs. These teachers need to communicate and communicate with students more, give students targeted guidance, and maximize students' employability and competitiveness.

2.3. Optimizing Teaching Mode and Improving Teaching Effectiveness

No matter what kind of subject teaching, teachers need to update teaching ideas in time, optimize and perfect teaching methods. There are many kinds of teaching methods that teachers can adopt in the course of practical teaching, such as providing students with real cases, guiding students to analyze and study; adopting the method of role-playing to guide students to play different roles and better understand the various professions; carrying out psychological evaluation to understand the current situation of hairpin of students; using heuristic guidance to guide students correctly; adopting the way of group cooperation and communication to enhance the interaction and communication between students; using the way of situation simulation to enable students to deal with many problems encountered in their work correctly; Teachers can also issue employment action manuals to students to give them correct guidance and help.



Figure 2 College student employment action manual

In addition, teachers need to carry out some practical activities regularly in practical teaching, use the second class flexibly, organize some activities such as "career planning contest "," resume making contest "," simulation interview" and so on, so that students can constantly improve their professional accomplishment and employment ability in these competition activities. The content of classroom teaching is limited, teachers can make full use of the second classroom in teaching, flexible use of flipped classroom, micro-class and other teaching methods, so that students can make full use of fragmented time to learn. This can not only give full play to the leading role of teachers, but also clarify the main position of students. Colleges and universities need to cooperate with teachers' teaching, carry out special practice bases outside school, and regularly lead students to visit each enterprise, so that students can better understand their profession and do a good job orientation. In addition, teachers should encourage students to go deep into the talent market, understand the current enterprise, society needs talent, clear its requirements, so as to better improve and improve themselves, and finally achieve the steady improvement of students' employability.



Figure 3 Guide students to know themselves correctly

3. Conclusion

All in all, the career development and employment guidance of college students are very important, which will affect the students' development and growth in the future. Teachers need to update their teaching ideas in time, learn about the latest and effective teaching methods through various channels, and use these methods flexibly to carry out interesting practical activities regularly, so that students can better understand their profession in the process of participating in these activities, make clear the direction of development, and grow into high-quality talents to meet the needs of the society.

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