

An investigation of the causes of employment problems of graduates from non-key universities in central and western provinces

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Abstract: In 2022, the national college graduates reached 10.76 million, an increase of 1.67 million over the previous year, unprecedented in scale and number. The national economic growth has slowed down due to the three-year epidemic, and the labor market cannot match the growth rate of demand for graduates, leading to an increasingly severe employment situation. Many graduating undergraduates choose to pursue postgraduate studies to improve their qualifications to meet the increasing job search threshold, and the "graduate school fever" continues to rise. In this situation, many students who have not succeeded in "landing" choose to "second war" or even "third war", and according to relevant statistics, the increase in the number of former students taking graduate school even exceeds that of fresh students. In this paper, we study the choice of undergraduates for "Second World War" and employment, and select 15 representative "Second World War" students based on interviews with 200 "Second World War" students. "The paper aims to change from the micro perspective of the interviewees to the macro position of universities, families and society, and then to make a reasonable analysis of the employment issues behind this phenomenon, hoping to provide reasonable advice and help to this group through the joint attention of society, schools and career guidance departments.

Keywords: graduates, examinations for the second world war, career guidance

In recent years, graduate school, as a way of self-improvement, has been popular among a large number of undergraduate graduates, and to a certain extent has relieved the employment pressure of some recent graduates. Studying in graduate school can improve one's education and strength, and is a good choice for students who want to continue their education and development. Most of the students who choose to go to graduate school are more motivated, but there are also blindly following the trend to go to graduate school. At the same time, there is also a group of people who use graduate school as an excuse for invisible "gnawing", they failed in graduate school before graduation, and do not want to enter society to face the reality and cruel competition in the workplace, but also want to continue to graduate school as an excuse for their parents to cover their living expenses. This type of student behavior is known as the current "new gnawing old man", their number is currently showing a growing trend.

In the report of the 20th Party Congress, General Secretary Xi Jinping pointed out that "education, science and technology, and talents are the basic and strategic support for building a modern socialist country", giving education a new strategic position and historical mission, while how to ensure the smooth employment of high-quality talents has become a social problem that needs to be solved by the Prime Minister. Unlike the fresh graduates, the "World War II" candidates are facing the task of continuing their studies and planning for their future while studying and living on the university campus. The "World War II" candidates are a group of people who are independent from the school management and are in the self-regulated part of their life, and are individuals who plan their future life under the self-management constraints. Therefore, we should start from the

needs of students' personal comprehensive and free development and students' actual conditions, fully combine the needs of society and the country for talents, stimulate students' employment enthusiasm and active creativity, and carry out employment guidance at the right time to correct the unscientific employment view of some "World War II" candidates.

Research on the employment of high school graduates who are slowing down in their second year of study

In order to understand the actual employment situation of graduates from non-key colleges and universities in central and western provinces, find out the real causes of employment difficulties and their problems in employability, employment values and employment guidance, and adopt policies in a targeted manner, relevant researches were conducted. Fresh graduates and prospective graduates (juniors and seniors) from non-provincial capitals and non-core cities in central and western non-key universities in Hubei, Henan, Sichuan, Hunan, Tibet and Gansu provinces were selected as samples, and 2,800 questionnaires were distributed and 2,679 questionnaires were collected, while their actual information on employment, graduate studies and second courses, scientific research and grades were collected for correlation analysis. The research found that the contradiction between the high proportion of college students preparing for graduate school and the low proportion of acceptance in graduate school in the central and western provinces has formed the trend of slow employment of "second war".

The proportion of exam preparation in the survey is as high as 65.54%, and the proportion of students in non-key colleges and universities in the central and western provinces is high, and college students expect to obtain a better platform through examinations. Against the background of the overlapping of the double unfavorable employment factors of the epidemic and weakening economic growth, the employment pressure of college students has become increasingly prominent, and college students in non-key colleges and universities in central and western provinces are particularly willing to take examinations for graduate school due to few employment opportunities, poor employment social support and weak employment competitiveness.

In contrast, the number of applicants for the last decade has been climbing, and the number of applicants has more than tripled from 1.406 million in 2010 to 4.57 million in 2022, especially since 2015 by the new normal of slowing economic growth, as well as the impact of the competitiveness and upside of higher education employment, the number of applicants ushered in the inflection point growth, from 1.649 million applicants in 2015. continued to rise to an estimated 5.2 million in 2023. At the same time, the difficulty of the examination increases every year, the admission ratio from 2.8:1 in 2010 to 4.2:1 in 2022 nearly doubled. For non-key university students in the Midwest due to the lower proportion of guaranteed research, weak foundation, fewer contacts and resources, the proportion of admission to graduate school is even lower, from the research found that the students of non-key universities in the Midwest provinces are less than 20% of the total number of students admitted to graduate school, and even some majors and schools within 10% of the proportion of students admitted to graduate school. At present, the number of students applying for graduate school continues to rise year by year, the application of former students is becoming more and more common, the admission ratio decreases year by year, the score of retest is getting higher and higher, the number of guaranteed research is getting more and more, the weight of retest is obviously increased, and the rules of transfer are becoming more and more flexible and independent, the environment for college students of non-key colleges and universities in central and western provinces is becoming more and more involute, and it is more and more difficult to succeed in graduate school, especially to succeed in graduate school of key colleges and universities. Among the students who did not succeed in their exams, nearly 30% of them are ready for the second battle, and every year,

nearly 15% of the students from non-key universities in central and western provinces choose the second battle to continue their exams without employment. In Yunnan University, for example, the percentage of former students applying for the exam in 2020 is 56.1%, rising to 62.5% in 2021. A univariate analysis from the study revealed that students who took the exam were better (F value of 40.287**, with a mean value of 3 ± 0.63 at several points for students who took the exam and 2.54 ± 0.55 at several points for students who did not take the exam) and had better self-assessed results for employability (F value of 7.51**, with a mean value of 3.35 ± 0.47 for students who took the exam and 3.2 ± 0.43), but the actual employment rate is relatively lower (F value is 10.23**, the average employment rate of students who study for the examination is 57%, and the average employment rate of students who do not study for the examination is 75%), reflecting that a large number of students' second war is the main reason for the current low one-time employment rate of students from non-focused universities in central and western provinces. For these students from non-key universities in central and western provinces, the success rate of the second battle is low due to insufficient energy investment, weak foundation, insufficient resources and weak atmosphere of examinations. Under the combined effect of overestimation of their own strength and self-control, over-optimistic estimation of the situation of graduate school, slow employment, long live the graduate school and the psychology of relieving employment pressure through graduate school, the subjective and objective new type of gnawing on the excuse of graduate school has spread among the students of non-key universities in central and western provinces. However, there are many families with average or even low-middle income among the students of the second war in non-key universities in central and western provinces, and their second war has brought great economic pressure to their families.

The causes of the problem that graduates from non-focused colleges and universities in central and western provinces are slowing down their employment in the second round of examinations

During the research, it is found that the contradiction between the high proportion of college students preparing for graduate school and the low proportion of accepting graduate school has formed the trend of slow employment of "second war". In order to understand the situation of the second battle of college students in non-key colleges and universities in central and western provinces, 200 college students in non-key colleges and universities in central and western provinces were interviewed, and 15 of them were selected to conduct in-depth interviews, and it was found that the causes of the problem of slow employment of college graduates in the second battle are mainly in three aspects: Firstly, college students' internal employment mentality is too idealistic, and the ideal of job hunting is different from the ideal of employment. The deviation between job-seeking ideal and job-seeking reality, the contradiction between job-seeking expectation and employability caused the imbalance of employment psychology, the escape from reality, and the active employment will to be strengthened. Secondly, traditional thinking and herd mentality overlap for face, for parents, the trend of inward-rolling passive type of examination intensified. Thirdly, the external environment, employment and economic downturn overlapping pressure, undergraduate students from non-key universities in central and western provinces are under increasing employment pressure and significant employment problems.

(i). Employment mentality is too idealistic initiative needs to be strengthened

1. Not a strong will to find a job

The undergraduates after 2020 are generally around 20 years old and belong to the group born at the turn of the century. Their families are more affluent and most of them are only children, who are loved by their elders in their families and have relatively less financial pressure, or even if their families are in average financial

conditions, their parents will not expose their financial dilemma and let them receive higher education without worry.

Therefore, some students have been in the double protection of school and family for a long time, with little contact and understanding of the society, and the long time of all-round protection makes them afraid of facing the society. The students are afraid that they will not be able to adapt to the work of enterprises, and they are unwilling to go out of campus, still want to be a flower in the greenhouse and continue to enjoy the shelter of their parents, so they choose to stay at home after graduation or to study for the second time. "The pressure of undergraduate employment is too great, and my family can support my life without much pressure, so I choose to take the exam again after comprehensive consideration." (M1, male)

2. Excessive career expectations

With the development of the society, some graduates, under the influence of the social environment, especially attracted by the high paying careers in TV dramas and movies, have high expectations and requirements in terms of salary and treatment, but these expectations are actually beyond the normal range. They generally think that in third or fourth-tier cities, as long as they graduate from college, they should get a salary of more than 10,000 yuan, and they will get higher pay in big cities such as North, Shanghai and Guangzhou, which is the salary level of a normal college student. In other words, the ideal is plump, but the reality is not.

For undergraduate students, they have a great vision of the work environment, the intensity of the work and the future development, however, the reality is far from what they imagine. Therefore, the jobs they expect are almost impossible to achieve. Due to this reason, it is difficult for them to find the job they want.

3. Fear of hardship, resting on their laurels

Many graduates are afraid of facing the hardships and challenges in the work process due to various factors such as family doting, school protection and their own lack of ability. Take engineering students as an example, when choosing a career, they pay more attention to the working environment, such as the requirements of "going to the workshop", the intensity of physical labor, the frequency of overtime work, and the frequency of training. They are not interested in quality employment opportunities and preferential employment policies, such as military conscription programs, "Western Program" and the "Selected Students Program", but prefer to seek the ideal 9 to 5 job of "drinking tea and reading newspapers". In the role of instinct and reality, students are reluctant to go out of school, expecting to achieve a temporary slow employment, slow employment through graduate school, to provide a buffer and knowledge reserve period for themselves. "Our family conditions are quite good, or we want to find a career with 'more money and less work close to home', so 'World War II' does not have much impact." (M9, female)

(ii). Traditional thinking and herd mentality overlap inward-rolling, passive examination trend intensified

1. The traditional idea of "learning is superior"

From ancient times to the present, Chinese families have attached great importance to the education of their children, and parents naturally have certain expectations of their children as they raise them.

With the development of the economy, society and the times, parents' expectations for their children have changed from "go to college, find a job, and live in peace" to "go to graduate school, find a job, and live in

peace. -to a secure life. At the same time, recent studies have shown that the "internalization" of education is causing family anxiety, and more and more families are trying to outperform other families' children, resulting in many families being forced to "roll" into the competition because they can no longer sit back and wait. ^[1] College students are not spared in this climbing race, and most of them are burdened with their parents' expectations and family missions, which has led many unsuccessful students to choose "second war" in this situation. "The first time I saw the film, my parents insisted that I should choose the 'second battle' to study for the exam, and they kept talking to me about which of my relatives' children had gotten into graduate school, and we couldn't be worse." (M7, female)

2. The herd mentality caused by the social examination fever

The fact that more and more people around college students are choosing to study, for some of the students who are not thinking and planning for the future, hesitating whether they should choose to study, just because in the context of today's increasingly high education society, see more and more students around them are choosing to study, so they are also going with the flow of the current to be held hostage to what others are doing what I also do. "The actual fact is that I don't know what industry I'm going to be in the future and how significant it is for me to go to graduate school, but seeing that everyone is starting to go to graduate school, I also chose to go to graduate school. I didn't do well in the first year I think it already took a year, so I might as well review for another year to get on." (M11, Male)

At the same time, more and more social research institutions and online media are overwhelmingly promoting the importance of research, giving undergraduates the impression that research has become the first choice for employment. Secondly, when choosing colleges and majors, without clear personal goals and interests, college students are also prone to apply for some popular majors from the crowd, leading to fierce competition in some colleges and universities year by year, the score line only rises but not falls, and the difficulty of studying for the exam is getting higher and higher.

(iii). The employment problem of undergraduates from non-key universities in central and western provinces is remarkable

1. Fierce competition for industry positions

"Ability" is alienated to "education", and the phenomenon that some labor market employers equate education with ability still exists. Under the so-called "academic despise chain", the competitive advantage of undergraduates in the job market has significantly weakened, and conditions such as "high-level talents" and "priority employment for master's and doctoral students" have become the norm in the job market. The market has become the norm, career competition "inside the volume" has forced the examination "inside the volume". ^[2] "I found in the process of participating in recruitment at the undergraduate level, the recruitment conditions of many good jobs are mostly '985', '211', master's degree priority, because my undergraduate college is a provincial university, competition Since my undergraduate college is a provincial university, the competition is high, so I choose to study in the hope of improving my education to make up for the disadvantage." (M3, male)

2. Disparity in pay and benefits

The sensitivity of the job market to education is most directly reflected in the salary, and different education levels also show obvious salary gradations. The salary gap between doctoral, master's, undergraduate and college students shows a ladder-like distribution. "The undergraduate degree studied was in teacher training, and after a survey of the job market, it was found that teachers who joined as undergraduates had lower salaries

and fewer and slower opportunities for title promotion compared to graduate students." (M4, female) Influenced by the diploma threshold, high education becomes not only a basic requirement to enter a certain profession, but also an important basis to obtain higher income.

3. The employment situation is severe

Due to the impact of the new crown epidemic, the economic situation is not optimistic, the demand for employment by enterprises has decreased, and the income treatment has been reduced, especially some large enterprises such as Internet majors have laid off their staff and reduced their recruitment demand. With the increase of employment pressure and the expectation of employment stability, many college students expect more stable positions of employment. In such a form of employment, college students choose to escape the reality of employment by furthering their education with a view to improving themselves through a few years of study and waiting for the economic upturn. "Nowadays, the competition in the job market is fierce, especially in the first-tier cities, where talents from all over the country are pouring in to participate in the job market, so only with a master's degree can you have enough bottom to get a better career in the city of your choice." (M10, Male)

The guidance path of the employment problem behind the "second battle" of graduates from non-key universities in central and western provinces

In order to break the negative influence of graduates from non-key colleges and universities in central and western provinces on employment, and to do a good job of employment of graduates from colleges and universities, it is necessary to explore the establishment of a reasonable talent training system with employment as the guide. Through systematic vocational training, students can understand themselves more deeply, clarify their study goals and career orientation, and closely integrate their studies with career development, so as to cultivate high-quality talents with application ability.

(i). University level

1. Promote the construction of a sound career education guidance system

To guide the solution of the employment problem behind the "second war" of college graduates, it is necessary to build a sound employment education guidance system to help college graduates understand and evaluate themselves correctly, and also to help them master more job-seeking skills and methods to improve the employment success rate. As the maker and executor of employment guidance service, colleges and universities must make efforts to reform the content and mode that do not fit with the needs of the times, and strive to build a new system of contemporary college students' employment guidance service.

2. Change the employment concept of graduates and establish a correct view of career selection

Schools should make full use of all kinds of resources to carry out education on employment concept and career choice of graduates, strengthen students' understanding of "work", make them know the value of "work", consciously convey the ideological signal of active employment to students, and provide students with more high-quality In order to enhance the students' awareness of active employment and make them understand the meaning of employment and the value of life.

3. Help students to correctly understand their own abilities and take the initiative to find employment

College students' perceptions of their abilities are too high or too low, which directly affects their employment situation. Some may be proud of their abilities and believe they can get good pay and excellent jobs in average companies. However, there are also those who may feel inferior because of their ability level, and are already intimidated by the reputation of many companies that must not hire them even before they have submitted their resumes for interviews. Most graduates have the problem of not knowing themselves properly and not measuring their abilities objectively. Therefore, everyone should make full use of their strengths and actively expand their employment prospects; at the same time, they should also try to correct their weaknesses and turn them into strengths so as to get better employment opportunities. Each recruiting company has its unique recruitment criteria, and only by participating and experiencing it personally can you truly understand the strengths of the company, rather than making a decision that is too high or too low based on your own subjective judgment. Therefore, students should be brave enough to try, be proactive enough to participate, and not be afraid to fail so that they can gain more favor with companies.

(ii) Family level

Family initiative intervention to correct graduates' misconceptions. The existence of these deviations is closely related to the family environment and education. They seem to have a heavy obsession with graduate school, but they do not think deeply about whether they meet the conditions of the "Second World War". They have not thought deeply about whether they meet the conditions of the "Second World War". There are a large number of graduates who are not suitable for the "Second World War" themselves.

At the same time, the secondary school is very different from the school student's examination, because there is no resource support from the school, so a considerable amount of expenses will be incurred for renting a room outside, renting a study room and daily living supplies. As a student without the ability to work, he still needs family expenses to support his graduate studies, which is also a burden for many families. ^[3]] Therefore , we should seriously think about whether this burden will seriously affect the family's life.

In order to eliminate this prejudice, we should make full use of family support, actively provide effective assistance, and give appropriate guidance so that college graduates can establish a good concept of the workplace, thus effectively reducing their problem of non-employment.

(iii) Social dimension

1. Establish a good employment environment

Establishing a healthy job market requires the joint contribution of people from all walks of life. We must strengthen the work of regulating employment services for college graduates from the perspective of government, enterprises, academia and individuals, improve its functions, promote healthy and orderly competition for college graduates' employment, and establish confidence and hope for college graduates' employment. This will promote college graduates' career development, enhance their pride, and allow them to embrace a bright employment future.

2. Strengthen the match between undergraduate students and social employment in universities

Undergraduate education in colleges and universities cultivates the general learning ability of students and builds the foundation of corresponding knowledge for future employment. However, some Chinese colleges and universities are pursuing comprehensive and all-rounded, which makes the professional settings of colleges and universities homogenized and homogeneous, and disconnected from the social choices of future students'

employment, resulting in serious inversion of some professional settings and labor market demand. ^[4] The fundamental solution lies in the personalization of college majors, matching students' ability cultivation with social employment, and forecasting the employment information of society with foresight.

When choosing a major, undergraduates need to constantly fine-tune themselves according to the changing needs of society and continuously improve their abilities to meet the needs of the future society. And under the appropriate conditions, they need to be more involved in learning contents other than their own majors to become talents with compound knowledge.

3. Establish a scientific talent evaluation system and formulate relevant laws and regulations to curb employment discrimination

Discrimination in academic qualifications is a prominent problem in the employment of Chinese college students. The macroscopic reasons reflect the current situation that supply exceeds demand in China's labor market, as well as the mismatch between employment policies and relevant labor laws and regulations, and the imperfect social security system. For this reason, it is crucial to advocate the establishment of a fair competition and a talent evaluation system that comprehensively assesses the ability and quality of job seekers. ^[5] Party and government organs, institutions, and state-owned enterprises should take the lead in reversing the employment orientation of "only education" and "only prestigious schools", changing the situation of "high consumption" of talents, and forming a situation where no one is restricted to drop The situation of talent.

In recent years, with the rapid economic growth, the employment problem of college graduates in the central and western regions has become the focus of the whole society. In order to solve this problem, the state has made efforts to introduce a series of policies and measures to change the general employment environment of the society and create a better employment atmosphere. As the main body of employment, graduates from non-key colleges and universities in central and western provinces should actively respond to the call of the state, make good career planning, correct scientific and reasonable career values, combine with reality, face the reality, give full play to their subjective initiative, actively participate in the great social practice, and realize greater value of life and society.

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