

# Analysis of the phenomenon of college students' "delayed employment" under the background of accelerating the construction of an education powerhouse and research on countermeasures

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**Abstract.** In the new era, the Party and the state are required to accelerate the construction of a powerful country in education, improve the quality of personnel training, and promote the high-quality development of the economic industries. However, contemporary college students generally exist the phenomena of "delayed employment", "non-employment" and "difficult employment", which is not conducive to the service of university personnel training for regional economic and industrial development, and is not conducive to the industry innovation and sustainable development to provide intellectual support and human resources guarantee. In this regard, based on the social background of accelerating the construction of education power, this study comprehensively and deeply analyzes the phenomenon of "delayed employment" among college students, and puts forward practical strategies for education departments, local colleges and universities, social enterprises and other entities to jointly solve the problem of college students' employment and entrepreneurship, so as to effectively help college graduates achieve high-quality full employment.

## 1 Introduction

As the saying goes, "A nation will thrive when its education thrives;a nation will be strong when its education is strong." Throughout the history of modern and contemporary development histories of various countries, it is not difficult to discover that the quality of educational undertakings is directly related to the strength of a nation,as well as to whether a country is prosperous and its people is affluent. The acceleration of building a strong educational country not only demands the improvement of the quality of school curriculum teaching and talent cultivation but also requires the elevation of the employment quality

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and entrepreneurial level of graduates, and contributes to the innovative development of the country's industrial economy through the high-quality and full employment of graduates.

## **2 Analysis of the phenomenon of "delayed employment" of college students under the background of accelerating the construction of a powerful educational country**

To speed up the construction of a strong educational country, it is necessary for schools to improve the quality of personnel training and the efficiency of transformation of academic and scientific research achievements. As the cradle of cultivating innovative and compound talents, colleges and universities naturally need to undertake the important mission of educating people for the Party and the country, and also need to solve the employment and entrepreneurship problems of college students. In today's society, especially in the three years since the epidemic, more and more college students have appeared the phenomenon of "delayed employment", and even some graduates from relatively poor families and relatively poor conditions are not eager to find jobs or start businesses. This has also triggered a series of social problems, such as affecting the improvement of people's livelihood, the innovation level of industrial economy, the effectiveness of structural reform on the supply side of society, and the effectiveness of building a strong educational country.

## **3 Analysis of the causes of college students' "delayed employment" under the background of accelerating the construction of a powerful educational country**

On the one hand, college students choose "delayed employment" subjectively and actively. Some graduates choose to insist on the postgraduate entrance examination and the public examination until they finally go ashore; some graduates choose to precipitate and accumulate knowledge and skills, improve their market competitiveness and professional comprehensive ability, and then go to employment; some graduates can not go to enterprises for internship and employment when they graduate because they are doing some preparatory work before starting a business; Part of the graduates do not prepare for the employment of psychological preparation, knowledge preparation, ability preparation, hope to achieve employment step by step; Part of the graduates themselves-fear of employment, fear of entrepreneurship mentality, may not be good enough to learn professional knowledge in school, interpersonal communication barriers, leading to unwillingness to enter. Some graduates do not have much pressure from family, teachers, classmates and so on. They hope to walk around and see more after graduation, broaden their horizons, and then decide whether to get a job or start a business.

On the other hand, college students choose "delayed employment" objectively and passively. In the overall social environment, the reduction of demand for talents in market industries and enterprises has led to the objective situation of difficult employment, resulting in some graduates can only slowly and gradually find employment opportunities. Some parents of students want their children to find a relatively stable job with a certain social status, do not support students to go to the grass-roots level, small and medium-sized enterprises for employment, and do not support students to find jobs through self-employment. Teachers and tutors in some colleges and universities are short of graduates. The guidance of employment and entrepreneurship for graduates does not educate the skills and methods of job hunting and employment for graduates. Some graduates want to recruit too few or no people in the areas or enterprises where they want to

find jobs, so they can only wait for opportunities "delayed employment" passively for graduates who want to continue to insist on local employment.

## **4 Strategies for "delayed employment" of college students under the background of accelerating the construction of a powerful educational country**

### **4.1 Raising the employment awareness of college graduates**

Through the analysis of the phenomenon of "delayed employment" of college students, it is not difficult to find that in order to promote the full employment of graduates with high quality, we must advance the employment work and carry out long-term employment guidance after college students enter college, imperceptibly improve the employment awareness of college students and help them timely change their employment concept and employment thinking. Actively improve their employ ability and entrepreneurial literacy, effectively enhance the ability of employment and entrepreneurship upon graduation, and strive to lay a solid foundation for employment and entrepreneurship. Professional course teachers, tutors, counselors, etc. Should integrate and infiltrate the employment and entrepreneurship concept in the daily course learning, practical training, education and teaching management of college students, and encourage college students to achieve high-quality employment through entrepreneurship.

### **4.2 Strengthen the employment guidance for college graduates**

First of all, colleges and universities should strengthen the theoretical guidance for the employment of graduates. In the teaching process of career planning, employment guidance and other courses, the latest employment concepts and entrepreneurial thinking should be integrated and permeated, especially the ability training of graduates' resume design, written interview and other aspects should be strengthened to help graduates clarify their career development goals as soon as possible and establish their career employment direction as soon as possible. Secondly, colleges and universities should strengthen the employment guidance of graduates' practical ability. For example, colleges and universities should strengthen cooperation and exchanges with social enterprises. To provide convenient conditions for school-enterprise cooperation enterprises to visit, study, practice and training.

### **4.3 Strengthen the preparation for graduates' employment and entrepreneurship**

As the saying goes, "Everything is done in advance", if college graduates want to fundamentally change the situation of "delayed employment", they need to make preparations in advance. First, college graduates should be mentally prepared. Graduates should be psychologically prepared for employment and entrepreneurship, including defining their own employment goals, determining their own job-hunting direction, establishing their own advantages and specialties, identifying their own development orientation, actively seeking help from tutors, counselors and other aspects, resolutely overcoming the mentality of fear of employment and fear of employment, and actively meeting job-hunting. All kinds of setbacks, difficulties and challenges in the process of trial. Secondly, college graduates should prepare materials. In the process of looking for jobs, graduates should design personalized resumes for different jobs, choose different types and

styles of dress in different job interview occasions, including some units may need employment recommendation forms, transcripts and other materials, which can be prepared in advance. Thirdly, college graduates should be prepared for their abilities. Whether it is professional ability, practical ability, written examination ability or interview ability. Efforts should be made to grasp the opportunities to practice, visit and try out in enterprises, so as to improve the quality of employment and entrepreneurship in practice.

#### **4.4 Grasp the situation of graduates' employment and entrepreneurship**

Especially after three years of the epidemic, the impact and influence on various industries still exist, which requires graduates to actively grasp the situation of market employment and entrepreneurship, and strive to make decisions or decisions that are beneficial to their own employment and entrepreneurship. For example, in the face of increasingly fierce talent competition in first tier cities, it is advisable to choose some second-tier and third-tier cities for employment and entrepreneurship; In the face of relatively saturated talent in the industry, one can choose to first seek employment in relevant industries, achieving the goal of first finding employment and then choosing a career; In the face of insufficient competitive advantages, one can choose to go to grassroots or remote areas for employment and entrepreneurship, in order to better contribute to their hometown and impoverished areas; In the face of the impact of information technology such as the Internet on industries in various industries, we can improve our information literacy through online and offline active learning, improve our ability to work with technological innovations such as artificial intelligence and virtual reality, and even find a breakthrough in technological innovation, which also lays a solid foundation for our possible entrepreneurship.

### **5 Conclusion**

In summary, it is not difficult to find that solving the problem of "slow employment" among college students requires the education department to strengthen policy guidance, financial support, and actively create a social environment that supports college students' employment and entrepreneurship; Local universities need to strengthen visits to enterprises and expand employment opportunities, cultivate innovative talents, and effectively help graduates improve their employ ability and entrepreneurial level; Social enterprises need to deepen cooperation between schools and enterprises, integrate industry and education, and effectively help graduates achieve targeted employment and high-quality employment.

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