

# Analysis of Employment Situation of Contemporary College Students

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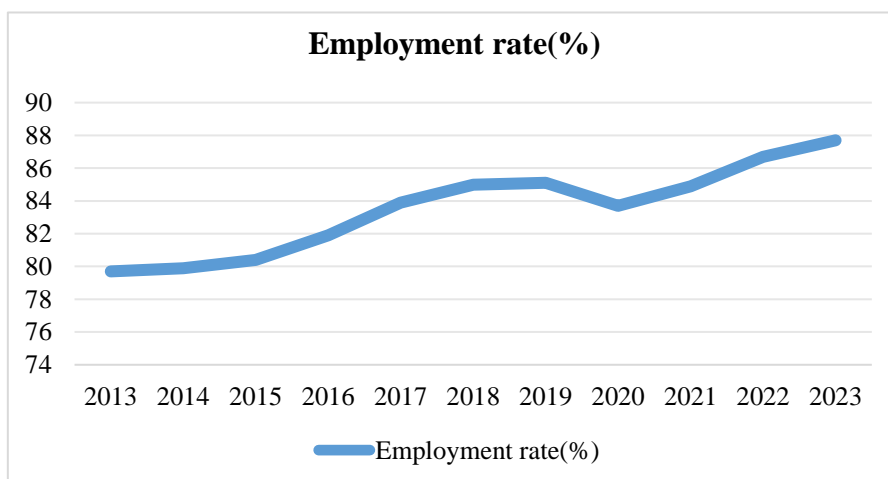
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**Abstract.** Affected by the continuous impact of COVID-19 and the rapid development of artificial intelligence technology, college students are facing unprecedented opportunities and challenges in employment. On the one hand, a large number of graduates pour into the talent market, which intensifies the competition for labor. On the other hand, the number of corporate jobs is shrinking. Coupled with the relative lack of educational resources and industry, the employment situation of college students is particularly fierce. The purpose of this paper is to explain the current employment situation of college students such as education, psychology, and policy, and analyze the shortcomings of government supervision, students' thinking, psychology, part-time college students and so on. Thirdly, it puts forward a series of practical solutions to strengthen government supervision, protect college students' rights and interests, improve psychological quality, give full play to family roles, improve college students' ability, and encourage college students to participate in part-time activities. and stressed the importance of practice. This paper believes that the government, schools, families, and all sectors of society should work together to provide employment guidance and support for college students, improve the employment rate, and create a positive employment atmosphere.

**Keywords:** College students' employment, artificial intelligence, practice, part-time.

## 1. Introduction

The employment of college students has always been a hot issue that people pay close attention to. On December 1, 2023, China's Ministry of Education issued "the notice of the Ministry of Education on doing a good job in the Employment and Entrepreneurship of College graduates of the Class of 2024". The report puts the employment of college students in a more important position and expands employment channels conducive to fresh graduates, conscription, rural revitalization strategy, as well as policy posts play a role in attracting outstanding graduates. According to data extracted by the European Commission in May 2024, the employment rate of fresh graduates in Europe is 83.5%, while that in Italy is only 67.5%. Figure 1 shows the employment rate of European graduates with higher education in the past decade.



**Figure 1.** The employment rate of fresh graduates of EU universities (2013-2023)

As can be seen in figure 1, showed a gradual upward trend before 2019, while it fell by about 2% between 2019 and 2020, followed by an increase. In China, due to fierce competition, the advent of the intelligent era and other reasons, the obstacles for college students to find a job have greatly increased. According to data released by the New York Times on August 9, 2023, the unemployment rate in China between 16 and 24 years old reached 21.3% in June 2023, and the influx of 11.6 million graduates into the market in 2024 will have a huge impact [1].

The employment of college students is facing great pressure, and many scholars have carried out scientific and detailed analysis and research on this issue [2]. Wang also summarize countermeasures for employment difficulties from micro and macro perspectives. In terms of psychology and ideology, Xu Dandong and Ma Rongfan believe that the main reasons for college students to face employment difficulties are as follows [3]. First of all, Chinese college students are faced with the dilemma of finding a job. Second, recent graduates who experience "intrinsic quantity" emotions will experience burnout in a helpless "meritorious society" environment.

Malaysian academic Dr. Azilah Husin and others also explain that the global graduate employment problem is based on three aspects: employer preferences, candidate characteristics, and economic instability. They point out that after the outbreak of the epidemic, a large number of interruptions in normal economic activities have also affected a large number of enterprises, further hindering the development of enterprises to hire college students [4]. In Europe and the United States, many scholars argued that low-intensity part-time jobs at universities improve students' adaptability and resilience. For example, German apprenticeships also greatly increased the employment rate and wages of German higher education graduates. Katerina Krubois and other foreign scholars use the BMA benchmark model to study the impact of part-time work on college students. The results show that low-intensity part-time work has a positive impact on students' learning

## **2. Employment Situation of College Students**

### **2.1. Lack of Resources and Fierce Competition among College Students**

From the end of the 19th century to the beginning of the 20th century, the neoclassical economic school represented by Marshall proposed that the key to solve the employment problem is to solve the problem of insufficient competition in the labor market. Because insufficient competition means that the market mechanism does not play a full role, can not effectively allocate the labor force, can not protect the rights and interests of workers. From the perspective of political economy, Marx propose that resources are the product of the combination of labor and land, but the limitation of land and labor under a specific time and space condition shows that limitation is the original attribute of resources [5]. Therefore, the limitation of higher education resources and employment resources strengthens the competition of graduates for high-quality posts and scarce resources. The specific manifestation of this competition is that for some specific employment goals and graduates will significantly increase the input of the labor force compared with the degree of conventional efforts, forming a phenomenon of irrational excessive competition. Some scholars believe that the purpose of this competition is to screen the best.

### **2.2. The Transformation of Talent Structure and the Lack of Practical Ability of College Students**

With the development of artificial intelligence and automation technology, the production structure becomes more profound and meticulous. Production automation is widely used in a large number of sophisticated technical fields, the production results are more modern and more sophisticated, significantly improving production efficiency and reducing production costs. In this context, the job market of college students presents more complex and refined characteristics in the situation of job selection and competition. At the same time, the talent training structure is hit by a new impact, the traditional talent training methods cannot meet the employment needs of college students, and the speed of curriculum design and the replacement of teaching materials is slow. This

kind of situation is not conducive for college students to focus on the national strategic needs of their careers and the education system does not change over time under the condition of the rapid development of artificial intelligence [6]. Some scholars researched the abilities of contemporary college students and found that most of the students in higher education are aware of the risks and challenges brought by the new era in their employment but many college students are unable to combine book knowledge with practical operation. Their knowledge is wide but not refined, and the lack of practical ability is the main problem faced by college students [7].

### **2.3. Lack of Government Responsibility and Lack of Employment Supervision of College Students**

Grass-roots service projects such as the "three support and one support" plan, the rural special post teachers plan and the university students' voluntary service plan for the western region have provided many grass-roots posts, but in terms of treatment, there is a huge gap between remote areas and cities. The backward infrastructure and poor salary cannot meet the yearning of college students for a better life, and it will also create the scene of "the government pays, the students pay the bill". Vulnerable groups such as female graduates cannot be guaranteed in terms of safety, and negative news about villagers harassing female college students will be reported on the Internet. In addition, the government also lacks supervision over employers and unable to protect the legitimate rights and interests of graduates in employment. In the face of extended internship periods, some companies delay payment of wages or extend the internship and so on. If college students choose labor arbitration or litigation, there is a high probability that they will be fired by enterprises or "wear small shoes" in terms of promotion. Illegal agents can also carry out fraudulent activities during recruitment, enterprises exaggerate in fact, fake propaganda.

### **2.4. Lack of Ideological and Political Education and Weak Employment Awareness of College Students**

College students have a stereotype of regional or some professional employment methods, resulting in serious job vacancies in backward areas and a large employment gap between developed cities and remote areas. Some universities, especially college students with high academic qualifications, are not enthusiastic about employment in rural or remote areas. It is mainly due to low wages, brain drain among young people, and poor infrastructure in most rural areas, which leads to poor happiness of college students in employment [8]. However, the countryside is an important national resource and an inseparable part. For college students of different majors and backgrounds in society, the cultivation of employment consciousness should be strengthened. Zhang Jinsong's research on the employment of college students in the major of business administration in colleges and universities points out that the employment consciousness of existing college students has changed [9]. People should strengthen the education of students' employment consciousness from the perspective of ideology and politics, and help students establish employment views in line with the national development strategy.

### **2.5. Negative Psychology and Accelerating the Internal Friction of College Students**

Marx believes that work is cosmopolitan, and work makes the world created by human beings completely different from the original natural world. However, in the "meritorious society", as a labor force, human beings continue to consume themselves, so human uniqueness is gradually destroyed, and human beings gradually materialize into working animals. Human beings pay more attention to higher education, "good job" and "within the system". The gradual solidification of a single evaluation standard makes college students number, burn out, and lose diversified development opportunities. At the same time, some college students pursue good jobs with promising prospects but their own experience and knowledge are not enough to support the acquisition of high-paying jobs. They cannot let go of prejudice and panic and do not want to do the so-called basic salary "bottom jobs". In addition, the social pressure is gradually increasing, and the competition is becoming more and more fierce.

some college students find that they can only "drift with the tide" and give up the struggle, "lie flat" and "lie down", and are unwilling to work hard again [3].

### **3. The Solution to the Unfavorable Situation of College Students' Employment**

#### **3.1. Strengthen Government Supervision and Management**

"Notice of the General Office of the State Council on further improving the Employment and Entrepreneurship work of College graduates and other Youth" has further improved the relevant policies on college students' employment and entrepreneurship, expanded employment channels, strengthened continuous online employment services, and organized online and offline recruitment activities. Widely collect the employment needs of college graduates from government organs and institutions, all kinds of enterprises, and major projects, and update relevant information in real-time. A series of policies, such as simplifying and optimizing employment procedures and implementing employment assistance for young people, have included the employment needs of most college students. However, the fierce competition for high-paid white-collar jobs, low supply, and poor mobility is easy to be "internally digested". The government should support the development of enterprises. Therefore, the government should vigorously develop the economy, intervene in enterprise promotion and assessment, create more high-paying jobs, and meet the needs of middle- and upper-class graduates. In addition, graduates of unpopular majors, art majors, and literature majors are faced with the problem of unemployment upon graduation. The government should implement employment training and strengthen entrepreneurial support. People should also strengthen employment supervision, promote the openness and transparency of recruitment and employment, severely crack down on crimes, thoroughly investigate fraud activities, and provide a fair and open employment environment for graduates.

#### **3.2. Cultivating Individuals with Correct Employment Ideas**

College students should get out of the traditional ideological cage of "within the system", expand the scope of employment, define goals, and explore interests and strengths. According to Meituan's "Rider Employment Report" released in 2020, "post-90s" accounted for the majority of nearly 3 million riders, including 60,000 graduate students and 170,000 undergraduates. In addition, families also need to help college students alleviate the pressure on employment, especially parents' values and attitudes towards occupation, which often bring psychological burdens to students. Parents should update their traditional concept of employment and communicate more with their children. Do not let "filial piety" adulterate the ideas of college students, respect their children, and reduce the employment forecast [3]. For colleges and universities, people should guide college students to make career plans, cultivate their patriotism, encourage them to combine their employment ideas with national strategic arrangements and go to places needed by the party and the country [9]. After entering the job, college students also need to continue to learn and update information promptly. The more knowledge and skills a person has, the stronger the ability to adapt to society and the more ways to overcome difficulties [10]. Therefore, college students cannot slack off after getting a certain job or achievement but also need to take a long-term view and learn new achievements to keep up with the pace of the times.

#### **3.3. Combine Artificial Intelligence with Employment**

The development of artificial intelligence has had a great impact on the traditional education system. Pan Jiachao and Li Chong believe that to adapt to the development of college students in the mathematical intelligence era, it is particularly important to introduce data science and artificial intelligence courses. It can cultivate students' ability to think systematically and process data on a large scale [11]. At the same time, science and engineering students, should study and think across disciplines and combine computers with biology, civil engineering, financial science and technology, agriculture and so on. Schools also need to design and organize teaching practice activities, encourage

college students to cooperate in groups, cultivate practice and leadership, and deepen the development of artificial intelligence technology and practical applications. For higher vocational colleges, it can be based on the logic of "industry chain-talent chain-education chain", combining their own, school and local advantages, integrating resources, concentrating efforts, and developing characteristic professional groups. Go deep into enterprises, understand the needs in the era of artificial intelligence, deeply integrate industry-university-research in schools and enterprises, and attach importance to innovation and entrepreneurship education [6].

### **3.4. Part-time Jobs Help College Students Find Employment**

Xu Pinglei, Zeng Qingguang have directly shown through research that part-time jobs have a positive effect on college students' participation in interviews. Secondly, he also proposed that college students should actively participate in part-time jobs and encourage them to participate in challenging jobs, which is conducive to consolidating their professional knowledge and skills. Such part-time experience can provide a powerful experience for future job interviews [12]. A part-time job can cultivate the ability of social practice and make up for the deficiency that college students are unable to combine book knowledge with practice. At the same time, part-time work can promote college students' economic independence, improve their consumption ability, and be more conducive to economic development and self-growth of college students. Some college students think that part-time work will affect their studies. Xiong Yanqing and Niu Xinchun found that part-time work within 10 hours a week can improve their academic performance, otherwise, it will affect their academic performance [13]. Foreign scholars, such as Katerina Kroupova, have studied the impact of part-time jobs on college students. The results show that low-intensity part-time jobs can have a positive effect on students' education, which shows that reasonable part-time jobs do not affect their studies [5]. For colleges and universities, part-time work can be carried out, which can strengthen the relationship between college students and colleges, enhance the sense of belonging, encourage students to participate in educational practice, and promote teaching innovation and upgrading.

## **4. Conclusion**

College students face great challenges in employment, and they have their fear and anxiety, which leads to the loss of their diversity and flexibility in the fiercely competitive environment. At the same time, college students are generally lack of practical ability to combine book knowledge with work. Due to the lack of government supervision, college students encounter illegal behaviors such as salary arrears and fraud during the internship period. Some colleges and universities lack ideological and political education for college students, and college students still have stereotypes. Therefore, the government should strengthen supervision and management, colleges and families should jointly cultivate college students' employment ideas in line with the national strategy, constantly acquire new knowledge, get out of traditional ideas, and schools should guide college students to make career plans, do multi-group practical activities and closely follow the development of artificial intelligence, as well as the introduction of relevant courses. Schools and society should encourage college students to take effective part-time jobs to save time and effectively make up for the lack of practical ability of college students. The government should help to create an atmosphere conducive to diversified and correct employment of college students to effectively protect the rights and interests of college students and stimulate their enthusiasm and creativity. Individuals, families, universities and the government should build a united front and work together to solve the problem of employment difficulties for college students, to better serve the country, create value and create a better employment environment in the future.

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