

# Strategies to Improve the Employability of Secondary Vocational Undergraduates

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**Abstract:** With the continuous improvement of my country's vocational education system and the increase in the popularity of higher education, secondary vocational undergraduate education has become an important way to cultivate high-quality skilled talents. The secondary vocational undergraduate education model that combines secondary vocational education with undergraduate education is an important way to cultivate high-skilled talents. The employability of its graduates is related to the quality and speed of national economic development. However, in the face of an increasingly fierce employment market, how to effectively improve the employability of secondary vocational undergraduates has become the focus of attention of relevant universities. This paper aims to explore the current status of the employability of secondary vocational undergraduates, analyze the key factors affecting employability, and propose a series of effective improvement strategies to provide reference and reference for students with secondary vocational backgrounds in relevant undergraduate colleges and all sectors of society.

**Keywords:** Secondary Vocational Undergraduates; Employment; Job Search; Comprehensive Quality.

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## 1. Introduction

As an organic fusion of vocational education and higher education, secondary vocational undergraduate education aims to cultivate high-quality talents with both a solid theoretical foundation and proficient practical skills. However, in the actual employment process, some secondary vocational undergraduates face problems such as difficulty in finding employment and lack of competitiveness. This is due to factors such as changes in the external environment, such as changes in job requirements caused by industrial structure adjustment and technological progress, as well as insufficient internal capacity improvement, such as weak professional knowledge, lack of practical ability, and low professional quality. Therefore, studying how to effectively improve the employment ability of secondary vocational undergraduates is of great significance for promoting the optimal allocation of educational resources and meeting the needs of social and economic development.

## 2. Analysis of the Current Situation of Employment Ability of Secondary Vocational Undergraduates

### 2.1. Mastery of Professional Skills

Compared with general higher education, secondary vocational education pays more attention to the cultivation of practical skills. Secondary vocational undergraduates usually have a certain foundation in professional skills. They usually have been exposed to and learned the basic knowledge and basic skills of related majors in the secondary vocational stage, which lays a solid foundation for their entry into undergraduate studies. In the undergraduate stage, they can combine theoretical knowledge with practical skills, and further improve their professional skills through experiments, practical training, internships and other links. However, secondary vocational undergraduates also face some challenges in mastering professional skills. Due to the limitations of curriculum settings, practical teaching resources and other factors, the professional skills of some

students cannot meet the actual needs of enterprises. In addition, with the rapid update and iteration of technology, the technical knowledge learned by some students during school may be outdated after graduation, resulting in a decline in employment competitiveness [1].

### 2.2. Comprehensive Quality Performance

Comprehensive quality includes soft skills such as communication skills, teamwork skills, and innovation ability, which are important considerations for employers in addition to professional skills when recruiting [2]. However, while the current secondary vocational undergraduate education focuses on cultivating students' professional skills, it often neglects the comprehensive improvement of students' comprehensive quality. Some students have deficiencies in teamwork and innovative thinking, which affects their overall employability. For example, in team projects, some students may lack effective communication and coordination skills and find it difficult to establish good cooperative relationships with others. When faced with innovative problems, they may also be unable to come up with novel solutions due to lack of innovative thinking and problem-solving skills. These deficiencies limit the competitiveness of secondary vocational undergraduates in the job market to a certain extent.

### 2.3. Career Planning Awareness

Career planning is a systematic plan for a person's future career development, which is of great significance for improving employability and achieving career goals. However, some secondary vocational undergraduates lack a clear sense of career planning and have insufficient understanding of their own interests, strengths and career development directions, which leads to blindly following the trend or frequent job hopping during the job search process, which is not conducive to the stability and sustainability of personal career development.

### **3. Key Factors Affecting the Employment Ability of Secondary Vocational Undergraduates**

#### **3.1. The Education System is Out of Touch with Market Demand**

There is a certain gap between the curriculum setting and teaching content of secondary vocational undergraduate education and market demand, which leads to the inability to apply what they have learned during school, resulting in the inability to directly apply the knowledge and skills learned by secondary vocational undergraduates to actual work, which increases the difficulty of finding employment.

#### **3.2. Limited Practical Teaching Resources**

Practical teaching is an important part of cultivating students' professional skills and comprehensive qualities. However, some secondary vocational undergraduate colleges currently have insufficient practical teaching resources. On the one hand, the practical requirements during school are not strict and the tolerance rate is high. On the other hand, the experimental equipment is outdated and the internship base is lacking, which limits the improvement of students' practical ability and innovation ability, and fundamentally does not improve students' practical ability [3].

#### **3.3. Student Factors**

Students' own learning attitude, career planning awareness and self-management ability are also important factors affecting their employment ability. Some students lack initiative and creativity in the learning process and lack clear plans for their future career development, which puts them in a passive position in the job search process.

### **4. Strategies to Improve the Employment Ability of Secondary Vocational Undergraduates**

#### **4.1. Optimize the Curriculum System and Teaching Content**

Secondary vocational undergraduate colleges should adjust and optimize the curriculum system and teaching content in a timely manner according to market demand and industry development trends to ensure that the knowledge and skills learned by students can closely match the actual needs of enterprises. At the same time, strengthen cooperation and exchanges with enterprises, jointly develop teaching resources and practical projects that meet market demand, and improve students' practical ability and innovation ability.

#### **4.2. Strengthen Practical Teaching Links**

Increase investment in practical teaching links, build and improve experimental training bases, and provide students with more practical opportunities. Strengthen cooperation with enterprises, establish stable off-campus internship bases, let students learn and practice in a real working environment, and improve their professional quality and employment competitiveness. At the same time, we can strengthen the training of students' skills and help students obtain relevant skill certificates to promote the improvement of students' skills.

#### **4.3. Strengthen Comprehensive Quality Training**

While paying attention to the cultivation of students' professional skills, we should strengthen the comprehensive improvement of students' comprehensive quality [4]. Through the establishment of a variety of extracurricular activities and community organizations, students' soft skills such as communication, teamwork and innovation are cultivated. At the same time, the guidance and education of students' career planning awareness are strengthened to help students establish correct career concepts and development goals.

#### **4.4. Improve Self-management Ability and Career Planning Awareness**

Guide students to establish the concept of independent learning and lifelong learning, and cultivate their good self-management and time management abilities. Through the establishment of career planning courses and the organization of career planning lectures, students are helped to clarify their career development direction and goals, formulate scientific and reasonable career planning plans, and improve their employment competitiveness and career development capabilities.

#### **4.5. Expand Employment Channels and Services**

Strengthen contact and communication with the employment market, collect and analyze employment information in a timely manner, and provide students with comprehensive and accurate employment guidance and services. Actively expand employment channels and cooperation resources, organize students to participate in various recruitment fairs, double-election fairs and other activities, and increase students' contact and communication opportunities with employers. At the same time, establish and improve the employment tracking service mechanism, pay attention to the career development of graduates after employment, and provide them with continuous support and help.

### **5. Conclusion**

The improvement of the employment ability of secondary vocational undergraduates is a systematic project, which requires the joint efforts of the government, schools, enterprises and students themselves. By optimizing the curriculum system and teaching content, strengthening practical teaching links, strengthening comprehensive quality training, improving self-management ability and career planning awareness, and expanding employment channels and services, the employment ability of secondary vocational undergraduates can be effectively improved, laying a solid foundation for them to achieve high-quality employment and career development. In the future, with the continuous deepening of education reform and the continuous changes in the employment market, we also need to continue to explore and innovate more effective employment ability improvement strategies and methods to adapt to new situations and challenges.

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