

Research on the Construction Path of High - quality Employment Practice Bases in Higher Vocational Colleges

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Abstract

Currently, the employment pressure in society is increasing day by day. With the rapid development of science and technology, new knowledge, new technologies and new business forms are emerging continuously, and the gap of innovative talents is gradually widening. In order to enhance students' practical ability and employment competitiveness, domestic higher vocational colleges have accelerated the promotion of the integration of industry and education, adjusted the talent training mode, and taken the construction of employment practice bases as an important measure to promote. This paper explores the current situation of the construction of employment practice bases in higher vocational colleges, reveals the problems encountered in the construction process, and through theoretical and practical analysis, gives corresponding countermeasures and suggestions, providing reference for higher vocational colleges to construct such high - quality employment practice bases.

Keywords

Higher vocational colleges; talent training; employment practice bases; high - quality development; countermeasures and suggestions.

1. Introduction

The employment issue of college students has always been one of the focuses of social attention. In order to promote high - quality and full employment, improve people's quality of life, and enhance people's well - being, the 20th National Congress of the Communist Party of China proposed to implement the employment - first strategy, strengthen employment - first policies, and improve the employment promotion mechanism. With the popularization of higher education and the increase in the number of college graduates, the Internet dividend period has passed, the impact of the global pandemic, and the state's crackdown on the chaos in the education and training industry. China has experienced several "layoff tides". Currently, the employment situation in China is tight, and the competition in the employment market has become increasingly fierce. Domestic higher vocational colleges promote the construction of employment practice bases and build student employment platforms through school - enterprise cooperation, thereby facilitating graduates to improve their employment practice ability and broaden job - hunting and employment channels. The employment practice base is an important platform for practical teaching in higher vocational colleges and an important place for cultivating students' innovation and entrepreneurship abilities. It promotes students to organically combine theory and practice and transform disciplinary and professional knowledge into their own ability and quality. At the same time, it enables college students to understand society, get in touch with society, and enter society in advance. [1] How to increase the creation and maintenance of employment practice bases for college students has become an important issue that cannot be ignored by colleges and universities, which has a huge driving

effect on promoting student employment, cultivating social construction talents, and deepening education reform. [2] However, the main purpose of the employment practice base is to achieve teaching objectives, and there are actually very few employment opportunities available; the internship positions brought about by school - enterprise cooperation also have problems such as insufficient industry competitiveness. [3] Therefore, how to solve the existing problems and construct a number of high - quality employment practice bases is an important issue facing higher vocational colleges.

2. The Necessity of Constructing Employment Practice Bases in Higher Vocational Colleges

2.1. Promoting the Employment of College Students

Surveys show that the state - owned enterprises are the top choice for the 2024 college graduates, accounting for 48.04%. Government departments and public institutions rank second, accounting for 20.55%. Non - profit organizations have the lowest proportion, only 0.46% (see Figure 1). Seeking stability is the main tone of graduates' job - hunting, but stable jobs require job - seekers to have excellent skills and abilities. High - quality employment practice bases can improve the quality of vocational education teaching and optimize the construction of specialty groups. Students can learn the knowledge and skills required for employment in practice, which often attracts students to choose vocational education as their career development path and apply for relevant majors, creating favorable conditions for higher vocational colleges to send talents to society. Through employment practice bases, college students can learn how to conduct self - exploration and study, as well as various abilities such as communicating and collaborating with others. They can master certain employment skills and innovative thinking, comprehensively and rapidly improve their comprehensive quality, and enhance their competitiveness and bargaining power in the talent market.

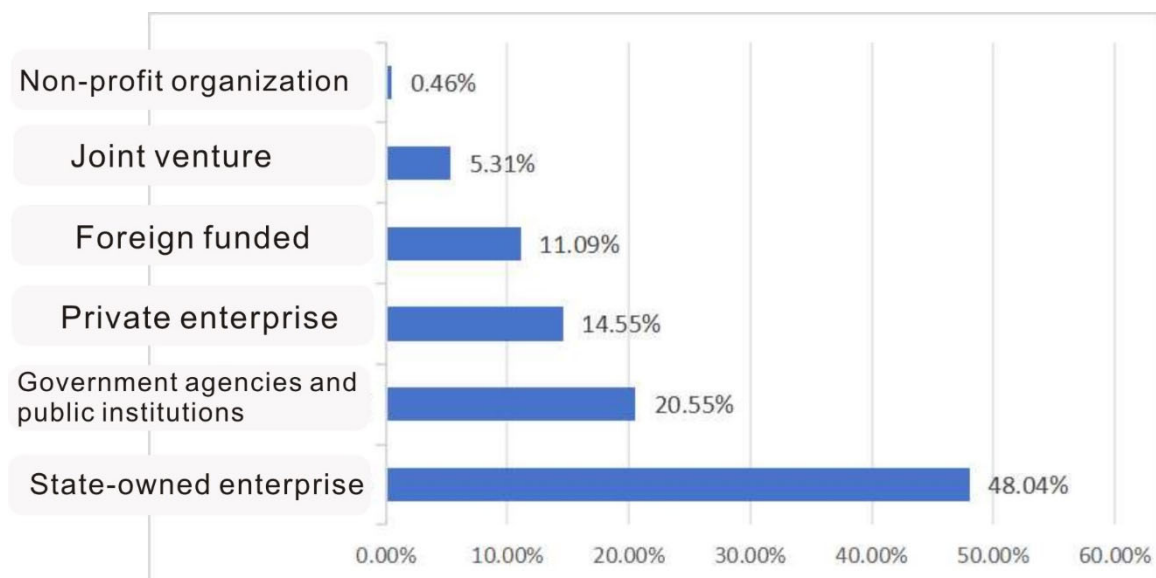


Figure 1. Distribution map of job search intention units for college graduates of 2024.

2.2. Deepening Education Reform

To some extent, high - quality practice bases have resolved the common problem of college students' lack of work experience. They are helpful to make up for the drawback of modern education that focuses too much on teaching theoretical knowledge in talent cultivation and attach importance to students' improvement of practical ability. It creates a real working environment for students, enabling them to closely combine the theoretical knowledge they

have learned with practical operations, experience the working process in person, and better master the requirements of relevant positions and practical applications. At the same time, enterprises introduce industrial technical standards, allowing students to get in touch with the latest business forms in the industry, which is helpful for cultivating students' professional quality and innovative spirit. Enterprises are deeply involved in the construction and management of the bases, highlighting the main function of practical teaching and helping teachers and students in higher vocational colleges to conduct practical innovation in teaching and learning. At the same time, combined with the demands of relevant enterprises for industrial technology and post - based talents, it feeds back to the continuous improvement of specialty construction and improves the quality of talent cultivation.

2.3. Accelerating Industrial Upgrading

High - quality employment practice bases are important carriers for higher vocational colleges to cultivate high - quality skilled talents urgently needed by industries. They are also platforms that closely connect regional industrial development and technological and skill innovation services of emerging industries, playing a radiating and driving role in local industrial development and driving the upgrading of local industrial development. They prompt schools to better understand industrial demands and adjust specialty development directions and curriculum settings in a timely manner, making education and cultivation more targeted. Students cultivated through employment practice bases often have stronger adaptability and innovation ability and can integrate into the enterprise working environment more quickly. At the same time, employment practice bases provide talent support and reserve for enterprises, and enterprises select outstanding talents from them, injecting new vitality into their development. The two - way interaction helps to promote enterprises' technological innovation and industrial upgrading and achieve sustainable development.

3. Exploration of Problems in the Process of Employment Practice Base Construction

Compared with undergraduate colleges, students in higher vocational colleges have no advantages in scientific research, further education, civil service examinations, and studying abroad. For most students in higher vocational colleges, employment is the main way out after graduation. The emergence of employment practice bases for the integration of production and education in China's vocational education has provided support for the high - quality employment of graduates. Higher vocational colleges have actively carried out school - enterprise cooperation and jointly built a number of practice bases, which have played an important role in talent cultivation, technical services, etc., providing students with practical opportunities and sending outstanding talents to enterprises. However, the existing problems cannot be ignored.

3.1. Imperfect Cooperation Mechanism

The development of vocational education needs to rely on mature platforms and mechanisms to organically combine education and practice. The aim of higher vocational colleges is to cultivate high - quality skilled talents, while the aim of enterprises is to absorb talent resources for development. From the perspective of their goals, win - win cooperation can be achieved. However, talent cultivation is a long - term project that requires a large amount of resources and time investment and cannot be completed in the short term. Moreover, the input and output may not be in direct proportion. The cooperation between some schools and enterprises lacks long - term mechanism guarantee, resulting in unstable cooperation relations. Some enterprises are highly motivated during the initial stage of practice base construction. After a period of time, if they do not see clear returns on benefits, they gradually reduce or even stop

their investment in the practice base. Schools are in a passive position in this process. Due to the lack of enterprise resources, talent cultivation falls short of the original plan, and such practice bases will inevitably be difficult to develop sustainably.

3.2. Talent Cultivation Deviates from the Demands of Employing Units

In recent years, one of the direct reasons for the widely recognized difficulty in college students' employment is the prominent contradiction between the supply and demand of college graduates. Talent cultivation is often regarded as the responsibility of schools alone. All sectors have not formed a joint force, and educational resources have not been effectively utilized. The teaching content of some practice bases is disconnected from the demands of enterprises, lacking in pertinence and practicality. Students are only absorbed in studying hard, keen on obtaining certificates or busy with various activities, and remain indifferent in the face of actual post requirements. In the setting of some post internships, the content is not based on professional development and market demands, but is set with reference to the theoretical logic of the curriculum. [4] The teaching content of some practice bases lags behind the latest standards of the industry and is not updated in a timely manner. It is difficult for students to learn truly useful knowledge and skills in them, and they naturally cannot meet the employment needs of enterprises after graduation, which also affects the quality of talent cultivation.

3.3. Insufficient Investment in Educational Resources

First, employment practice bases require a teaching staff with professional knowledge and rich practical experience. Some teachers in higher vocational colleges lack working experience in enterprises, while enterprise technicians cannot undertake teaching tasks for a long time due to their work, resulting in a weak teaching staff in the practice base. Second, there are limited enterprise positions, while there are a large number of students in schools. Small and micro - enterprises or even small - and medium - sized enterprises can only provide a few internship positions. Even large enterprises with production lines can only provide dozens of internship positions, making it impossible to concentrate students in the same practice base for post - based internships. Calculated in this way, dozens of practice bases need to be separately constructed for one specialty to meet the demand. Third, the construction of practice bases requires a large amount of capital investment for site opening, equipment purchase, personnel training, etc. However, currently, there are difficulties in fundraising, resulting in problems such as obsolete facilities and poor operation of practice bases, which affect the teaching effect.

4. Suggestions for Constructing High - quality Employment Practice Bases

With the release of the "Implementation Plan for the Action of Empowering and Upgrading the Integration of Production and Education in Vocational Education (2023 - 2025)", "constructing employment practice bases" as a key task in the action of empowering and upgrading the integration of production and education in vocational education will surely usher in a new round of innovation, transformation, and upgrading. Facing new requirements and new challenges, the construction of practice bases requires closer cooperation among the government, colleges, and enterprises, gathering superior resources, and building practice bases into platforms for cultivating compound talents, platforms for scientific research and innovation, and platforms for technical services. These bases will radiate and drive related majors, conduct training for students and enterprise employees, promote the in - depth integration of production and education, and enhance the adaptability of vocational education. Taking ZJDF Vocational and Technical College as an example, the school vigorously promotes school - enterprise cooperation, the operation of integrating production and education, and the reform of modern apprenticeship. Centering on the development orientation of specialty groups such as "highlighting medical, health care, and rehabilitation" and "strengthening digital

intelligent manufacturing", the school focuses on cultivating high - quality technical and skilled talents. In the creation of employment practice bases, first, a new campus has been built for the in - depth integration of production and education practice of the "medical, health care, and rehabilitation" specialty group. An education practice base for the integration of production and education integrating professional functions such as medical care, health conditioning, and elderly care has been constructed. Through cross - appointment in schools and enterprises, jointly formulating talent training programs, setting student post - internship tasks, and sharing scientific research resources, the integration of on - campus learning, in - hospital training, and in - park internship and employment has been achieved. Second, relying on the public training base for high - skilled talents in digital intelligent manufacturing in southern Zhejiang, new paths for cultivating "digital intelligent manufacturing" talents have been explored, and a national - level public - welfare, shared, and exemplary gold - collar and blue - collar training base has been built. A mixed - ownership state - owned enterprise company jointly established by the school with capital contribution and control and cooperation among the government, schools, and enterprises is responsible for the daily operation of the base, sending high - tech talents to advanced manufacturing industries.

4.1. Optimize the Cooperation Mechanism and Improve Guarantee Measures

For the construction of high - quality employment practice bases, it is crucial to establish a cooperation mechanism with the government taking the lead, schools as the main body, and enterprises participating. The government should play a guiding role in it, point out the direction for the development of practice bases, and help practice bases reduce construction and transformation costs and ensure the quality of talent cultivation by formulating relevant policies and systems. For example, by formulating relevant policies on financial subsidies and tax exemptions, the investment pressure on schools can be reduced, the participation cost of enterprises can be decreased, and close connection and active cooperation between schools and enterprises can be stimulated. Schools should regularly hold seminars, organize experts from government and enterprise departments to jointly study and discuss the direction and path of talent cultivation, formulate talent training programs and teaching plans, and conduct career planning and employment guidance for college students, striving to cultivate a number of innovative talents with sufficient professional knowledge and practical experience. At the same time, promote the integration of production and education, sign long - term cooperation agreements between schools and enterprises, set up order - based classes, and give enterprises the priority in talent selection. Enterprises should recognize their responsibilities and obligations in the construction of practice bases, strengthen communication with schools, share the latest technologies and development standards in the industry, provide internship positions, deeply explore the potential of positions, enable students to adapt to the real - world working scenarios as early as possible, and arrange professional and technical personnel to participate in teaching activities in practice bases by sharing their experiences. Eventually, a comprehensive collaborative education mechanism will be formed, and six mechanisms will be explored, including jointly formulating teaching quality standards, revising talent training programs, constructing curriculum systems, developing teaching materials, empowering talent cultivation, and evaluating the quality of talent cultivation by schools and enterprises.

4.2. Deeply Explore the Integration of Production and Education and Strengthen Practical Teaching

Schools and enterprises need to strengthen cooperation, jointly establish an education system research and development group, conduct in - depth research on the development trend of industrial technology, closely combine the demands of enterprise positions, continuously optimize and upgrade the content of practical teaching, and develop teaching materials and courses that are targeted and practical. This ensures that students can learn truly useful

knowledge and skills that match the positions and are beneficial to their career development, thereby improving their employment competitiveness. At the same time, to improve the quality of practical teaching in school - enterprise cooperation, both sides should jointly establish a teaching quality evaluation system. Based on the evaluations of teachers and students and the feedback from enterprises, comprehensively understand the problems existing in the process of talent cultivation, make targeted improvements to the teaching content, methods, and approaches, and simultaneously update the teaching content according to the latest industrial standards. Strengthen the application of simulation, project - based, and case - analysis methods in practical teaching, enabling students to exercise their abilities in applying knowledge and solving problems in practice, and truly improve the quality of practical teaching.

4.3. Explore the Resource System and Increase Investment

First, strengthen the construction of the teaching staff. The practice base should introduce professional management and technical personnel from enterprises as part - time teachers. Through scene simulation and on - site demonstration, they can teach students job skills, requirements, processes, and experiences, enabling students to exercise their abilities in integrating theory with practice, practical application, and innovation in actual operations, and also providing references for the teaching of in - school teachers. At the same, select professional teachers to take temporary positions in enterprises, deeply understand the latest development of the industry, enterprise management models, and production technical standards. Through exchanges and training, strengthen the comprehensive quality and professional level of professional teachers, thereby guiding students to better complete practical learning. Second, raise funds from multiple sources and deeply explore construction resources. The high - quality development of practice bases not only requires the joint efforts of schools and enterprises but also needs to widely contact social resources, broaden channels, form a cooperation system, conduct cooperation projects, achieve resource sharing, and mutual benefit. At the same time, strengthen the organization, leadership, and overall coordination of the construction of the vocational education talent supply - demand platform, make overall plans for important policy measures for the construction of the talent supply - demand platform, integrate resources, and coordinate work. Establish and improve the guarantee system for the construction of the talent supply - demand platform. [5] Third, increase capital investment. The government's financial department should set up special funds in the education budget, increase the intensity of financial subsidies, and seek capital support from all sectors of society for the site construction, equipment configuration, and technology update of practice bases. The funds should be used for specific purposes to ensure the basic expenses of practice bases, provide good practical conditions, and improve the teaching level and quality of talent cultivation.

5. Conclusion

To sum up, the construction of employment practice bases in higher vocational colleges is of great significance but also faces numerous problems. Its construction plays an indispensable role in promoting the employment of college students, deepening educational reforms, and accelerating industrial upgrading. However, there are currently issues such as imperfect cooperation mechanisms, a disconnection between talent cultivation and the demands of employers, and insufficient investment in educational resources. To build high-quality employment practice bases, concerted efforts from the government, colleges, and enterprises are required. They need to optimize cooperation mechanisms and improve safeguard measures; deeply explore the integration of industry and education and strengthen practical teaching; explore resource systems and increase investment. Only in this way can employment practice bases truly become cradles for cultivating high-quality skilled talents, provide better

employment opportunities for students, supply more talents adaptable to industrial development needs for society, and promote the coordinated development of vocational education and the economy and society.

6. Fund Project

The Third Phase of the Supply - Demand - Matching Employment and Education Project of the Ministry of Education (Letter of the Department of Employment of the Ministry of Education[2024]23): The results of the "Research on Cultivating High - quality Practice Bases for the Integration of Production and Education in Talent Cultivation".

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