

## An Analysis on the Employment Assistance of Poor College Students in Local Colleges

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### Abstract

**The poor college students in local colleges and universities are a group of special groups, the problem of their difficult employment is not only related to the severe environment of social employment, but also related to their weak employment strength, unable to correctly understand themselves, lack of understanding of the employment situation and so on. In order to achieve the smooth employment of poor college students in local colleges and universities, not only the efforts of poor college students themselves and colleges, but also the help of all walks of life and the support of the national level.**

### Keywords

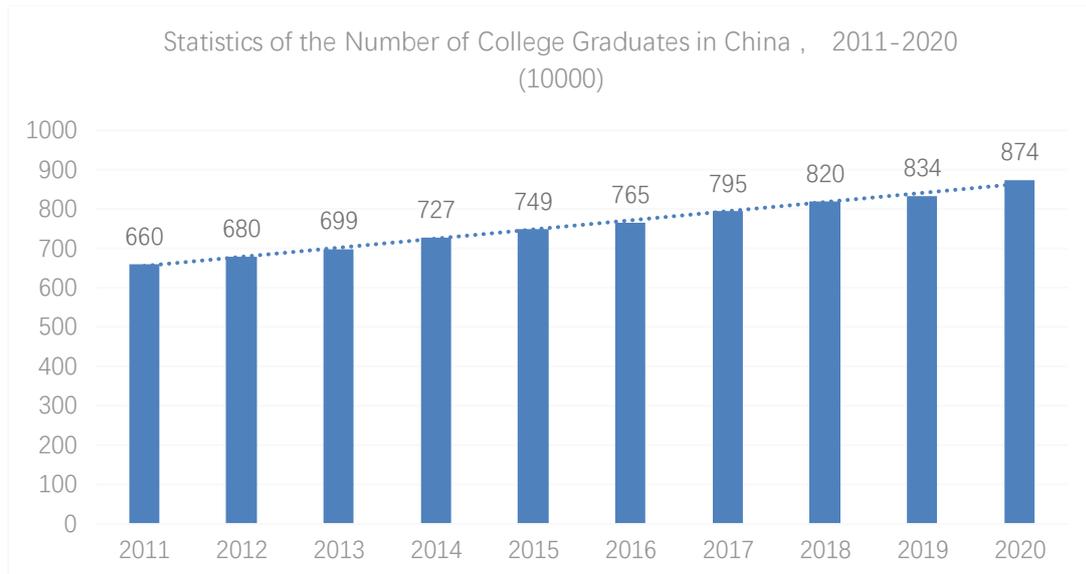
**Local universities, poor college students, employment support.**

## 1. INTRODUCTION

Employment is the foundation of people's livelihood, which is related to the vital interests of the masses, social stability and the long-term development of the country. Among the groups waiting for employment, the employment of college students is paid much attention by the state, local government and colleges and universities. According to statistics, since the end of the last century, since the expansion of Chinese colleges and universities, the number of fresh college graduates has been rising every year. In 2018, the number of college graduates in the country exceeded 8 million for the first time, and in 2019, the number of college graduates reached a new peak of 8.74 million [1] in 2020. In the severe employment situation, especially the employment of poor college students in local colleges and universities, more attention is paid to. How to help the employment of these vulnerable groups in colleges and universities is not only related to the vital interests of students themselves, but also to the problem of getting rid of poverty in these students' families. On the basis of previous research, this paper intends to discuss this problem again, in order to help guide the employment of poor college students in local universities.

## 2. ANALYSIS ON THE EMPLOYMENT STATUS OF POOR COLLEGE STUDENTS IN LOCAL UNIVERSITIES

Since the expansion of Chinese colleges and universities, China's higher education has changed from elite education to mass education, and the number of people attending universities has increased year by year, with the gradual expansion of the scale of graduates, see figure 1.



**Figure 1.** Statistics on the Number of College Graduates in China ,2011-2020

Information from: Analysis of the Employment Situation of National Graduates in 2020, <https://new.qq.com/omn/20200706/20200706A0A0AM00.html>.

Figure 1 shows that The number of college graduates in 2011-2020 has increased year by year, 6.6 million in 2011, 8.74 million by 2020, The number of graduates has increased by 2.14 million in just 10 years. Besides, With the rapid development of new industries, new forms and new models in China, China's overall labor supply exceeds demand, All organs, enterprises and institutions are under pressure to streamline their institutions and personnel, resulting in very limited employment available, make the overall employment situation of our country grim. In this social context, As a member of the employment community, It's inevitable to face employment difficulties.

In the face of the severe employment situation, the poor college students, as a special group in the employment group, generally come from poor families in rural or urban areas because of their poor family background, the social life circle is narrow, the network is relatively single, and the social resources provided by their families for poor students are extremely limited. Therefore, the struggle for employment posts depends entirely on individual efforts. And this kind of family background college students, because of their own family financial difficulties, for their children to go to college itself is a difficult thing, save food and clothing, support college students, its ultimate goal is to improve the economic conditions of the family, no longer like the previous generation of poor life. Therefore, the employment expectation of poor college students is relatively high, and the pursuit of high salary and stable and decent work is the psychological expectation of their employment. But the reality is, after all, the high salary, the stable employment position is very limited, this kind of psychological expectation and the post supply contradiction, then affected the impoverished university student employment road difficulty.

According to a survey, First employment rate for college poor graduates, As of July, Only 70.68% of the poor graduates who have found a job or have a job intention, A further 29.32% of poor university students remain unemployed. The data on the initial employment rate of poor college students are lower than the total initial employment rate of 86.55%. The survey also showed that Among poor college students, Only 46% are optimistic about the employment situation, Up to 42%, And 9% are afraid[2]. If you add the last two together, To show a negative or pessimistic attitude of 51%, than optimistic. This negative pessimism also affects the employment of poor

college students. For what, This is because the employment of college students is also affected by social relations, regional characteristics, whether famous schools and other factors, So that the employment situation of poor college students in local colleges and universities is not optimistic, The probability of unemployment is higher when you graduate.

### **3. ANALYSIS ON THE INTERNAL CAUSES OF THE DIFFICULT EMPLOYMENT OF POOR COLLEGE STUDENTS IN LOCAL UNIVERSITIES**

The above is the social background of the employment difficulties of the poor college students in the local colleges, that is, the objective situation.

#### **3.1. Employment Strength Is Weak**

Poor college students in local colleges and universities are a special group. Due to the influence of family economic conditions, the investment in basic education and personal comprehensive literacy education is very limited, so compared with college students with good economic conditions from their families, they are relatively weak in comprehensive quality. In today's employment situation is very severe, employment is limited, and many candidates. For employers, naturally want to choose a comprehensive quality of outstanding talent. In this case, for college students with weak comprehensive quality, employment will be in a weak position. And the poor college students in local colleges and universities, there is no "halo" of famous schools. Two comprehensive qualities are also relatively weak, such as language expression ability, social ability and so on. Because of the pressure of life, poor college students have to work hard for tuition and living expenses in addition to normal study, so many poor college students rarely participate in collective social activities, and lack the experience of university community activities and serving as student cadres in students' unions, which leads to less social training and puts them at a disadvantage in the competition for employment.

#### **3.2. Can't Understand Myself Correctly**

Poor college students from poverty, generally from poor areas and economically underdeveloped areas, when they go to college, in the face of open, prosperous and efficient urban life, will also have a sense of adaptation. Poor college students because of the difficult economic conditions, some poor college students plus academic performance is not outstanding, or average academic performance, material can not be compared with the students with good family economic conditions, which leads to a sense of inferiority, feel inferior everywhere, long-term if can not face or psychological can not let go, resulting in their more introverted personality, less talk, in interpersonal communication in a passive and closed state. Therefore, in this situation, because of inferiority complex, resulting in lack of self-confidence, thus lack of normal communication with others, slowly form a bad behavior pattern of retreat activities. The root cause is the lack of proper self-awareness. Although the objective conditions can not be changed for a while, but since in the family economic conditions are difficult conditions, but also admitted to college, this from itself, is a manifestation of personal ability. But some poor college students do not realize this point, and in the material conditions and general academic performance, the production of inferiority complex, lack of confidence, then exacerbated their disadvantage in the job market, resulting in employment difficulties.

#### **3.3. Lack of Awareness of the Employment Situation**

In order to solve the problem of employment, the state encourages college students to go to the grass-roots level or start their own businesses. And for poor college students, using knowledge to change their destiny, therefore, they are hard and tired again, the purpose of desperately learning is to hope to jump out of the farm door, go out from the grass roots, and hope to find a more decent job in the city, in order to change the economic status of the family.

In the face of the expectations of themselves and their relatives, they will also be reluctant to go down to the grass roots and to work in poor and remote areas, and the conditions, or well-paid employment units, are all talented and overcrowded, coupled with the limitations of the comprehensive quality of poor college students themselves. This expectation is not symmetrical with the actual situation, which leads poor college students to choose their employment, although the goal is clear, but will also hit a wall everywhere, which will also lead them to pessimism. In the face of the increasingly severe employment situation, poor students bear the long-cherished aspirations of individuals and the sustenance of their families, and thus bear great psychological pressure, which will also lead to difficulties in employment.

#### **4. STRATEGIES OF HELPING POOR COLLEGE STUDENTS IN LOCAL UNIVERSITIES TO OBTAIN EMPLOYMENT**

Employment of poor college students in local colleges and universities is not only related to the formation of the correct value concept and the improvement of the whole national quality, but also to the physical and mental health of poor college students and the stable and harmonious [3] of society. But the local university impoverished university student employment difficult reason is also many aspects. To solve the problem of employment difficulties of poor college students in local colleges and universities requires not only the help of colleges and universities, the efforts of students themselves, but also the help of all walks of life and the state.

##### **4.1. Colleges and Universities Help Poor College Students' Employment**

As mentioned above, local colleges and universities should give full play to the role of education and guidance to help poor college students establish correct world outlook, outlook on life and values, correctly understand themselves, correctly understand the employment situation, and help them build up their confidence in employment. In order to do this, it is necessary for ideological and political educators in local colleges and universities to thoroughly investigate and understand the ideological dynamics and psychological needs of poor college students, to give them more attention and humanistic care, to give them more ideological guidance, to give encouragement in confidence, to overcome the fear of fierce job competition, to help poor college students to solve their psychological difficulties, and to have a more accurate position on their jobs and their own abilities. Secondly, in the normal educational practice activities, encourage poor college students to actively participate in collective social activities,

More for them to participate in collective social activities to provide opportunities to exercise their social activities, improve the ability of personal language expression. Third, local colleges and universities should take the initiative to adapt to the needs of social posts, in the professional setting and curriculum arrangements, take the initiative to conform to the trend of the times, the employment guidance across the entire college life and job search career. Finally, local colleges and universities should improve the employment support system for poor students, create various favorable conditions for the employment of poor college students, increase the employment rate of poor students, and help poor college students to achieve full employment.

##### **4.2. Social Assistance for Poor College Students' Employment**

The employer in the society is the absorber and receiver of college students' employment, and whether college students can get employment smoothly depends to a great extent on the attitude of the employer. One of the reasons why it is difficult for poor college students to obtain employment is that these students have weak comprehensive quality and ability, which does not mean that they are not smart enough, not hard enough, but have relatively little relationship with their social practice. At present, in the critical stage of China's overall poverty alleviation,

university educators actively seek the help of organizations from all walks of life, so that more organizations and employers who are enthusiastic about public welfare undertakings can join the ranks of poor college students in helping them with their employment information and other advantages, so as to help poor college students to obtain employment, and encourage and strive for employers to provide more practical and practical opportunities for poor college students, if conditions permit, in order to develop and provide comprehensive qualities of poor college students in social practice and thus improve their employment success rate.

#### **4.3. The State Helps Poor College Students' Employment**

The employment of college students is an important livelihood project of the country, which not only needs the support of government policy, but also needs the support of the state in terms of funds. In terms of policy, the state should rely on the social and public resources owned by China, and have unparalleled advantages in policy system and implementation in colleges and universities and all sectors of society. For the employment problems of poor college students in local colleges and universities, the state and local governments should conduct in-depth investigation, adapt measures to local conditions, formulate scientific and reasonable employment guidance and policy assistance, introduce and improve policies and regulations to promote the employment of poor college students, and increase policy publicity to guide poor college students to obtain employment through multiple channels. Secondly, China pays great attention to innovation and entrepreneurship, and entrepreneurship is also one of the channels for college students to obtain employment. We know that in the field of entrepreneurship, it is difficult to carry out without capital investment, and that it seems impractical for poor college students to invest in entrepreneurship because of their own economic difficulties, which requires the financial support of the government and give more preferential policies, formulate corresponding entrepreneurship policies, create favorable conditions for poor college students to start a business, and solve the practical difficulties of poor college students in the early stage of entrepreneurship, so as to stimulate their entrepreneurial enthusiasm, in a good entrepreneurial social environment, develop their intelligence, stimulate their entrepreneurial potential, and set an example, typical form, Encourage and guide more college students to start their own businesses and realize the virtuous circle of social employment environment.

## **5. CONCLUSION**

The employment problem of poor college students in local colleges and universities, in recent years, with the joint efforts of the state, society and colleges and universities, has achieved certain results, but some problems still exist. In terms of social environment, the state should step up efforts to help the poor, provide more jobs, and achieve overall poverty eradication. All sectors of society should take up certain social responsibilities and make due contributions in helping poor college students in local colleges and universities to obtain employment. Local colleges and universities should assume the important responsibility of educating and guiding the poor college students to obtain employment, help the poor college students to obtain employment smoothly, and play an active role in the work of national poverty alleviation.

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