

Analysis and Countermeasure Research on the Current Situation of the Establishment of Career Committee Members in Colleges and Universities under the ' College System ' Education Mode

-- Taking Boya Academy of Ningxia University as an Example

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Abstract

In recent years, the college system, as a student management system combining quality education and professional education, has gradually become popular in domestic universities. In the face of employment challenges, it is very important to carry out career planning and employment guidance education for college students under the ' academy system ' mode guided by high-quality talents. This paper focuses on the role of introducing student backbones in career planning and employment guidance under the ' college system ' mode. Taking Boya College of Ningxia University as an example, this paper studies the effectiveness, problems and countermeasures of establishing career committee members, and provides new ideas for college students ' career planning and employment guidance.

Keywords

College System of Education; Career Committee Member; Career Planning; Employment Guidance.

1. Foreword

Employment is the cornerstone of social stability. After the popularization of higher education in China, the employment challenge of graduates has intensified. The quality of graduates' employment is crucial to the development of individuals, their families, universities and the country, and improving the quality will help to promote economic and social modernization. However, colleges and universities lack practicality, effectiveness, continuity and coherence in career planning and employment guidance education, and fail to provide enough personalized, professional and sustainable services, which leads to the lack of support and help for students in the long-term career development, and it is difficult to achieve the goals of career planning.

In recent years, the reform of higher education in China has been deepened, and the " college system " education has become an important measure. The Ministry of Education has clearly proposed that colleges and universities should promote the construction of " one-stop " student community comprehensive management mode with the " college system " student education management mode as the starting point. In order to enhance the effectiveness of talent training, the Boya Academy of Ningxia University implements grid management, promotes students ' exchange and mutual learning through non-formal education, cultural exchange and practical activities, and creates an educational environment with active thoughts, learning and life to cultivate students ' moral, cultural, psychological and personality qualities. For colleges and universities, career planning and employment guidance are the proper meaning of education, and also the most critical entry point, combination point and focus point for colleges and universities in the new era to promote the work of establishing morality and cultivating people. Colleges and universities should give full play to the leading, organizational and service

capabilities of employment and education, guide students to plan their careers, form a correct concept of employment, complete the systematic cultivation of college students' career planning and employment ability, help college students take the first step in career development, and help college students plan life and high-quality employment under the conditions of the times. This paper empirically studies and analyzes the current situation and problems of class career committee members in Boya College of Ningxia University, and puts forward countermeasures to optimize the working mode.

2. Duties and Selection Criteria of Career Committee Members

During the college period, each student will face multiple critical periods of career planning and employment, and need to understand relevant knowledge and obtain help. Career committee members are responsible for assisting students in the class to scientifically recognize their own advantages and disadvantages and the environment, and to better plan their own career development path and provide employment guidance services. An important role, they are not only career leaders of students, but also a bridge between teachers and students.

2.1. The Specific Responsibilities of Career Committee Members

The responsibilities of the career committee include assisting in the investigation of students' career and employment status, organizing career planning and employment guidance activities, guiding students to formulate development goals and plans, playing a leading role in carrying out theme class meetings, and guiding students to establish correct career, employment and career outlook.

2.2. Screening Criteria for Career Committee Members

In the selection of personnel to abandon the traditional model, to publicly release vacant positions, clear responsibilities and requirements. Students apply through resumes, through screening, written examinations, interviews, audits, and probationary assessments[2], and select career members with high ideological quality and strong working ability from outstanding students. Each class has one person, without a fixed term of office, giving full play to its advantages of age, major, time and space, and helping students with career planning and employment.

3. The Significance of Career Committee Members for College Students' Career Planning and Employment Guidance

At present, students generally lack clear career planning and forward-looking thinking during college. Freshmen are confused about how to spend their college life, sophomores are confused about professional application and career direction, juniors lack understanding of workplace needs, and seniors are hesitant about graduation choices. After graduation, some graduates are difficult to transform knowledge into practical ability, and their employment competitiveness is weak and their dependence is strong. This reflects the lack of career planning and employment guidance for college students. Many graduates have insufficient employment competitiveness and adaptability when they first enter the society, miss ideal jobs, and regret that they do not pay attention to the improvement of relevant capabilities during their schooling. Some graduates even have slow, lazy and fearful employment, and lack correct employment concept guidance. In a way that is close to students, let career members serve as effective peer support for students, meet students' planning and job search needs, help to improve students' professional quality and clear professional goals, and enhance subjective initiative. Systematic planning and professional guidance also help to reduce students' professional twists and turns and achieve personal goals efficiently.

3.1. The Establishment of Career Committee Members is Helpful to Deepen the Education Mechanism of Colleges and Universities

The ' college system ' model implements mixed accommodation, builds a learning and living community, imparts professional knowledge, promotes interdisciplinary and cultural integration[3],and broadens students' interpersonal communication and thinking perspectives. Middle school students in colleges and universities are practitioners of career planning and employment. Integrating career planning and employment education into the " four self-education " of " college system " can enhance students' subjective initiative, innovate education mode, integrate education function, close to students' reality, and meet students' individualized growth and development needs.

3.2. The Establishment of Career Committee Members is Helpful to Enrich the Career Planning System of Students and Improve the Employment System of Colleges and Universities

Compared with high-level education countries, China's career planning and employment guidance education is still in its infancy [4]. There are regional differences, insufficient staff, imperfect systems, lack of innovation, and work effects. It is difficult to provide professional, full-process, and personalized services[5]. As a characteristic management organization of colleges and universities, the college is mainly responsible for college counselors or ideological and political workers in terms of student career planning and employment. However, few of them have an educational background, lack the necessary knowledge and skill base, have limited professional guidance ability, and are generally young, inexperienced, and have heavy daily work, resulting in poor guidance[6]. Career committee members can be used as an important force to promote students' career planning and employment work, to help students solve basic career planning and employment problems, to assist in the dissemination of knowledge and policies, to strengthen the connection between schools and students, to form a four-level work network system of schools, colleges, classes and schools, to gather multiple forces, to optimize career planning and employment guidance services, to make up for the shortage of personnel and the imperfect system, to achieve a unified command, layers of responsibility, full participation, full service, into the daily work situation, enrich and improve the relevant system of colleges and universities.

3.3. The Establishment of Career Committee Members Lays a Solid Foundation for Students' Personal Development and Future Career

By participating in training and employment guidance, career committee members master career planning and skills, which not only help students improve their employability, but also exercise their own ability. Their precise guidance and assistance help students apply what they have learned, improve their ability, and have a ripple effect. With the change of personal development needs and external environment, students can flexibly adjust and make decisions to meet the development needs. Therefore, the establishment of career committee members under the ' academy system ' model is no less important than that of permanent members, and this initiative should be valued and promoted.

4. Analysis of the Current Situation and Existing Problems of Class Career Committee Members in Colleges and Universities under the ' College System ' Education Mode

Through questionnaire survey and data analysis, this study deeply explores the career planning ability of full-time students in Boya College and their views on career committee members, and examines the cognition and demand of career committee members for career planning and

employment guidance services. The survey covered 15 undergraduate majors in five disciplines, and more than 1,000 questionnaires were distributed. The recovery rate was as high as 98.3 %, which provided strong support for practical research.

4.1. College Students Have a Positive Attitude Towards Career Planning and Employment Needs, but Their Cognition Needs to Be Deepened. It is Necessary to Strengthen Planning Education and Employment Guidance

College students generally agree with the importance of career planning, but less than 30 % of the respondents put it into practice. While enjoying the freedom of college life, college students are confused and uncertain about career planning, and are eager to get more guidance and education. At the same time, most students have insufficient understanding of employment-related information and need to strengthen their learning. The specific data are shown in Table 1.

Table 1. College students ' career planning and employment guidance services

question	option	proportion
Do you think it is important to make university career planning during school ?	A.Very important	66.12%
	B.More important	27.1%
	C.Same as	4.92%
	D.Not too important	0.66%
	E.Did not think	1.2%
Have you ever made any career plans for your future?	A.There are three to five years of planning and has been working hard to implement	28.2%
	B.Has been considered, but has not been formed or implemented, do not know how to plan	49.18%
	C. Career planning is not clear, the positioning is vague, very confused	16.83%
	D. Occasionally considered, may listen to others	4.59%
	E. No goals, never considered	1.2%
How well do you know about employment-related information, such as employment methods, employment situation, and various positions in the employment market?	A. Very familiar with	11.58%
	B. More understanding	18.47%
	C. General understanding	44.15%
	D. Less understanding	21.31%
	E.I don't know	4.48%

Source : collation of this study.

4.2. College Students are Optimistic about the Establishment of Career Members and Expect Them to Provide Diversified Practical Services.

The results of the survey show that more than 90 % of the respondents support the establishment of career committees in college classes under the " academy system " education model, and believe that it has a positive role in promoting job search planning. Most people are optimistic about the future development of career committees. More than 60 % of respondents hope that career committee members can provide skills to help them understand career direction, plan career, analyze advantages and disadvantages, etc. The specific data are shown in table 2. Respondents generally believe that they should pay attention to employment-oriented ideological and political education, fine management career committee members, and

educate career committee members in providing personalized consulting services, combining professional cognition and professional practice, aiming at the meeting point of professional and social needs, and helping students continuously strengthen career goals.

Table 2. College students ' attitudes and suggestions on the establishment of class career committee

question	option	proportion
Do you think that the establishment of career committee members in college classes under the ' college system ' education mode can really help you ?	A.Can bring a lot of help, can play a positive role in promoting their own job search	48.63%
	B.Can bring greater help, can play a certain role in helping their job search	41.97%
	C.Being able to help, but not as much as spending time on other things	6.99%
	D.It doesn 't help	2.4%
What do you think about the future development prospects of the establishment of career committees in college classes ?	A.Very good	42.08%
	B.Good	39.67%
	C.Same as	16.07%
	D.Poor	1.31%
	E.Very poor	0.87%
In what aspects do you want the class career committee to provide you with technical assistance ?	A.Help students better understand their career development direction, better plan their career, and better achieve their career goals	85.57%
	B.Help students better understand their own strengths and weaknesses, better analyze their own strengths and weaknesses, better use of their own strengths, overcome their own weaknesses	87.65%
	C.To provide students with career planning, employment guidance, employment services and other work advice and suggestions	68.74%
	D.To provide students with data-based reports, job search articles, job recruitment, employment skills and other information	55.96%
	E.Other	0.22%

Source : collation of this study.

4.3. Career Committee Members Have a Good Understanding of Career Planning and Employment Guidance Services, but They Lack Service Ability and Experience, and Their Responsibilities are Vague

The ability assessment results of career committee members in career planning and employment guidance are not good, and the average score is lower than the qualified line. They generally face problems such as insufficient knowledge reserve, lack of skills training, lack of practical experience and insufficient adaptability. The specific data are shown in table 3. At the same time, some career members are not clear about their responsibilities, and their ability to perform their duties needs to be improved.

Table 3. Career committee members ' cognition of career planning and employment guidance services and their own responsibilities

question	option	proportion
How much do you evaluate your career planning ability and employment guidance ability ?	A.Career planning ability	58.55
	B.Ability of vocational guidance	51.83
What do you think you are lacking in personal ability at present ?	A.Insufficient knowledge reserve	81.69%
	B.Lack of skills training	83.1%
	C.Lack of practical experience in practice	87.32%
	D.Lack of strain capacity	74.65%
	E.Communication adaptability	56.34%
	F.Ability of psychological quality	54.93%
	G.Other	0%

Source : collation of this study.

4.4. Career Members Seek Diversified Career Planning and Employment Guidance to Help Improve Work Efficiency and Optimize Student Services

Most career committee members hope to get help from resume making, interview skills, employment information and career planning in career planning and employment guidance. In the face of difficulties and challenges, they hope to obtain clear planning concepts, misunderstanding correction and ability analysis reports. The specific data are shown in Table 4.

Table 4. Career committee members ' needs for career planning and employment guidance help

question	option	proportion
What kind of help do you want from career planning and career guidance ?	A.Guidance on resume production	81.69%
	B.Interview skills guidance	87.32%
	C.Employment Information Collection	88.73%
	D.Clear self-positioning	81.69%
	E.Employment psychological counseling	74.65%
	F.Career Planning Counseling	74.65%
	G.State talent policy	76.06%
	H.Other	0%
When you are faced with career planning difficulties or employment challenges, what aspects of help do you think you need ?	A.Clear career planning and guidance of employment concept	87.32%
	B.Help to analyze and correct the misunderstanding and blindness in the process of career planning and employment preparation	92.96%
	C.Get an analysis and evaluation report on your career planning and employability	88.73%
	D.Evaluate their employment preparation and psychological state	73.24%
	E.Directly introduce the specific job search direction	60.56%
	F.Other	0%

Source : collation of this study.

4.5. Analysis of the Problems and Causes of Class Career Committee Members under the ' College System ' Education Mode

(1) Colleges pay insufficient attention to the ideological and political education of class career committee members, and the supply of resources is limited

There is a cognitive bias in the ideological and political education of career committee members. The content and methods are obsolete and formalized, which is difficult to arouse students ' interest and resonance. There is a lack of professional teachers, which leads to poor education effect. Career committee members may be lacking in personality and professional quality, which affects students ' career planning and employment guidance. At the same time, the distribution of school resources is uneven, and the career committee members have limited resources. It is difficult to provide sufficient materials, tools and information to help students, and the work is limited, which restricts students ' career planning and employment preparation.

(2) Career committee members have weak sense of responsibility, insufficient planning and guidance ability, and lack of professional and innovative service methods

Some career members have a negative attitude and lack of enthusiasm in their work. If there is no appropriate incentive and feedback, the quality of service will be affected, and because the career members themselves are students, their experience and professionalism are insufficient. If there is a lack of training support, it will be difficult to effectively continue to provide services, affecting their responsibilities and performance. At the same time, students ' career development is unique and continuous, diverse and complex. Career members need to flexibly adjust and optimize career planning, innovate and summarize service methods, or it may affect the scientificity and feasibility of career planning.

(3) Career committee members face multiple challenges in carrying out career planning and employment guidance activities

With the continuous change of society and industry, career committee members need to be flexible in planning and guidance to adapt to market demand, but the market changes rapidly and it is difficult to follow up in time, which may lead to the disconnection between guidance content and market demand. In addition, the practical requirements of career planning and employment guidance are high. If the school resources are limited and the students ' practical opportunities are insufficient, it will affect the students ' career planning and competitiveness. At the same time, career planning and employment guidance is a personalized and subjective process. How to ensure the interaction and participation of activities to benefit every student is also a challenge for career members.

5. Countermeasures for the Effective Working Mode of Class Career Committee Members in Colleges and Universities under the ' College System ' Education Mode

5.1. Strengthen the Supervision and Support of the Work of Career Committee Members, Promote the Professional Construction of the Team, and Cultivate Comprehensive Professional Talents

Colleges and universities should use resources inside and outside the school to improve their career planning and employment guidance level, strengthen the career committee team, and enhance the awareness of active service[7]. Colleges and universities should provide support and growth space for career committee members, and provide opportunities for priority participation in employment and entrepreneurship activities and training. In the construction of the team, colleges and universities should adhere to the full education, set up personalized training content, so that it can carry out the guidance work in a comprehensive and targeted manner[7]. In the career committee service guidance, the academy can invite expert lecturers

and industry leaders to carry out training and guidance in combination with the employment situation, and integrate all forces to improve the comprehensive level of the team. At the same time, career members should also actively arm themselves with knowledge, create value with skills, help students with sincerity, constantly improve themselves, help students improve their career planning, employment competitiveness and professional competence, and realize self-help and mutual assistance.

5.2. To Clarify the Responsibilities and Assessment System of Career Committee Members, and Strengthen the Operation Mechanism with the Responsibility System as the Core

Through the issuance of documents, the management rules and implementation plans of career committee members are formulated, the responsibilities and evaluation standards are clarified, the content of evaluation and assessment is expanded, and the transition from summary evaluation to multi-evaluation, process evaluation and value-added evaluation is made. The career committee members are included in the scope of routine awards and evaluation qualifications, and the career committee members with outstanding achievements and good style are rewarded, and the career committee members with negative non-cooperation are exhorted. Through the system, their work enthusiasm and ability are encouraged to ensure the efficient operation of the team. Implement the dynamic management of the team, adjust the incompetent in time, organize democratic evaluation every year, combine online and offline methods, use questionnaires, scoring, communication and other means to play the role of democratic evaluation and promote the construction of career committee members. We should give full play to the subjective initiative of career committee members, mobilize their enthusiasm, action and execution, maintain the continuity of development, promote comprehensive participation, reasonable expression and practice, realize the purpose of service, avoid the lack of goal orientation and floating on the surface, under the premise of clear responsibility, implement the coordination and linkage of employment guidance center, employment teachers, class teachers, class committees and career committee members at the two levels of colleges and universities, realize the docking of work and information, and comprehensively help students grow up, grow up and become talents[8].

5.3. Relying on the ' Second Classroom ' to Carry out Cultural Activities, Encourage Students to Explore Career Planning in Practice

The ' college system ' model is based on students as the core, through facilities, organization and cultural construction, to create an active educational environment. Career committee members can start from the needs of students, strengthen the career planning and employability of college students through various educational carriers in the academy, organize a series of activities, such as inviting excellent graduates to share experience, holding career experience weeks, and guiding students to participate in social practice, so as to help students plan their lives scientifically and grow healthily and sustainably.

5.4. Personalized Career Development, Fine Employment Services

Class career committee members should provide targeted career planning and employment guidance according to the grade and physical and mental development of college students. For freshmen, it is necessary to popularize the school running mode, college education mode and professional training, employment direction and other contents, adopt one-to-one communication, help them establish career planning awareness through professional career planning system and tools, and initially formulate career planning ; for sophomores and juniors, career committee members should guide the examination and job skills training, carry out secondary communication to adjust career planning, provide personalized guidance according to students ' wishes, and explore advantages and cultivate abilities. For senior graduates, they

collect job information, provide skills and psychological counseling, and help them find jobs smoothly[6].

5.5. Cultivate a Lifelong Learning Mentality, Keep Pace with the Times and Improve

The employment market and workplace environment are changing with each passing day. Career members need to keep up with the changes, cultivate lifelong learning awareness, master multiple information channels and learning methods, maintain keen market insight, improve their own knowledge, understand the needs of students, sum up experience, adjust service methods to adapt to the new working mode, cooperate with other career members, help students' career development, and become a booster to promote students' development.

6. Conclusion

Youth is the future of the country. Career planning and employment guidance education are very important for college students. Under the "college system" mode, the role of class career committee members is increasingly prominent. Colleges and universities should attach importance to and cultivate career committee members, promote the sustainable development of career education, and help students develop in an all-round way and improve their application ability.

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