

Students' Employability Enhancement of Qingdao Hengxing University of Science and Technology in Shandong Province

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ABSTRACT

The objective of this research was to propose guidelines for students' employability enhancement based on competency at Qingdao HENGXING University of Science and Technology in Shandong Province under the People's Republic of China. The research methodology was a mixed-method. The key informants were 7 administrators obtained by purposive sampling technique. The instrument used for data collection and analysis was an in-depth interview questions and content analysis. The research findings revealed that guidelines for students' employability enhancement were soft skills development including 1) to design teaching and learning activities to increase critical thinking ability of students 2) to design learning activities to involve and engage participation of all students to smart teamwork 3) to enhance the mindset of students with a professional ethic and self-confident 4) to strengthen and practice communication skill of the students in class, and 5) to develop the students with leadership skill in class and with university activities.

KEYWORDS: Student's Employability, Employability Enhancement, Competency based

Introduction

According to statistics from the Ministry of Education, China, Wu Yan, director of the Higher Education Department of the Ministry of Education, said that the total number of students in higher education in China exceeds 44.3 million, (Wang Yuling, 2021), Wu Yan pointed out that the number of people receiving higher education in China has reached 240 million, and the average number of years of education for the newly added labor force has reached 13.8 years. Significant changes have taken place in the quality structure of the labor force, and the quality of the entire nation has been

steadily improved. The number of employees is increasing year by year, and the employment situation is getting more and more severe. Next, we are going to study and analyses the components of employability and how we can improve based on the components. Marissa, C. (2022) to provide the top five of soft skill employers include: Critical thinking and problem solving, Teamwork and collaboration, Professionalism and strong work ethic, Communications skills, and Leadership. Pointed out from Cambridge Marissa, C. the skills and abilities that allow you to be

employed: There will no longer be jobs for life, but employability for life.

Helen, K. (2022) according about employability displayed a set of achievements – skills, understandings and personal attributes – that makes graduates more likely to gain employment and be successful in their chosen occupations, which benefits themselves, the workforce, the community and the economy and Yorke, M. (2004) Employability in higher education said not just about getting a job, it is about a broader set of skills and attributes that will enable a graduate to be successful throughout their working life.

Editorial Team (2019) revealed that employability skills are transferrable skills that are useful in nearly every job. They involve the development of an expertise, knowledge base or mindset that makes attractive to employers. Employability skills are also often referred to as employment skills, soft skills, work-readiness skills, or foundational skills. This research to focus in the in-depth-interview from key informants in management level of university to guideline the key success to students' employability enhancement to be achieve in the high-performance of student development and promote collaboration with employer and all stakeholder, enabling you to perform your role more effectively in university management. The significance of strengthening the effective management of the employability of higher education students is mainly manifested as follows: First, to ensure social stability, if college students cannot find good jobs and find suitable jobs, it will inevitably bring unstable factors to the whole society. , affecting the stability of the entire society, and effective management of their employability is conducive to strengthening them to find suitable jobs, and it is the students' ability to

play their talents in their own jobs. Second, optimize the allocation of human resources. Colleges and universities have many outstanding professional talents that the country needs, and they are an important part of high-quality talents in the future.

According to the survey of students who have graduated from our university by annual report, graduation equals unemployment. They do not feel that they have acquired the corresponding knowledge and skills in update trend their field of expertise, most of the students in this university based on competency and employability skill to poor overall quality, do not have new trend both knowledge and skills to apply a job, employee to expectation for high performance, ability, and soft skill from graduate student to satisfactory jobs when they graduate. This research would like to provide the guidelines for administrators to enhance student's employability both to driven by policy, improving curriculum, provide learning environment, and student activities for development of student to fully competency before them graduate in this university needs to enhancement.

Purposes

To propose guidelines for students' employability enhancement relating to soft skills at Qingdao HENGXING University of Science and Technology in Shandong Province, the People's Republic of China.

Benefit of Research

1. Administrator and Educators or peer practitioners that how to policy reform and effective management to enhance students' employability include teaching, curriculum, and student activities.

2. Teacher to enhance the competencies of teaching include

knowledge, skill, attitude, characteristic and personal quality to achieve students' employability after graduation

Research Process

Step1: To study the effectiveness management components of students' employability by content analysis from literature reviews and related research.

Step2: Create a question by content analysis of component

Step3: In-depth interview by purposive sampling, with 7 key informants are administrators

Population and Sample

1. The population are the teachers who worked in academic year 2022 at Qingdao Hengxing university science and technology in Shandong province.

2. Sample are Key informants for in-depth interview total 7 administrators by purposive sampling,. The Selection administrators with more than 3 years of

management experience, and Junior as primary interviewers.

Instruments

1. Content analysis

2. In-depth interview to creating question for in-depth interview based on guidance from advisor.

3. To synthesis for the guidelines.

Data Analysis

Content analysis through the comparison of five between Chinese and international related studies, the soft skills for students 'employability to summary the table 1 to content analysis the soft skill for students' employability enhancement to focus with 5 highest frequencies include, Critical thinking and problem solving, Teamwork and collaboration, Professionalism and strong work ethic, Communications skills, and Leadership skill as follows:

Table 1: Content analysis the soft skill in 21st century for student employability both Chinese and International related research

Soft skill	National Research for					International					N (10)
	Yao, H. & Li, M (2007)	Wang, S (2003)	Han jia (2010)	Yin, T & Xu, H (2010)	Wang, Q & Zhu, Q (2014)	Marissa, C (2022)	Jemma, S (2022)	Editorial Team (2019)	Belinda, F (2022)	Bloom (1956)	
1. Professionalism and strong work ethic	√	√	√	√	√	√		√	√	√	9
2. Communication skills		√	√	√	√	√	√	√	√	√	9
3. Teamwork and collaboration	√	√	√	√	√	√	√	√	√		9
4. Critical thinking and problem		√	√		√	√	√	√	√	√	8

Soft skill	National Research for					International					N (10)
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solving											
5. Learning			√	√	√		√	√	√	√	7
6. Self-management	√	√	√	√	√		√	√			7
7. Leadership		√		√	√	√		√	√	√	7
8. Characteristics	√						√	√	√	√	5
9. Reliability		√		√	√			√			4
10. Initiative	√							√			2

Table 2: Content analysis Competency-based enhancement for student employment.

Interview questions	Content (7 administrator)	N=7
To enhance student employability after graduation		
1. The university's current situation as policies, strategies, and management	1. Direction and focus the competency and skill for enhance student, enhance high level professional skill such as entrepreneur skill, skill of enterprise needs and development of students' comprehensive physical and mental quality by course, teaching, and activities.	7
	2. The university to implementing the policy from national to enhance skill for student employability and provide both policy, strategy, and system to improve student employability	5
	3. Provide information centre to support student for development themselves, find a high job, employment, and technical training centre for student activities	5
2. The current situation of students' employability based on competency in	1. Excluding the impact of the epidemic, whether successful employment can be based on personal ability: good personal comprehensive quality	7
	2. independent personality and solution ability to question, self-ability positioning deviation and teamwork awareness, inability to combine theory with practice	7

Interview questions	Content (7 administrator)	N=7
university.	3.The communication skills and emotional communication ability, collective cooperation ability	7
3. The idea or opinion with competency-based (Knowledge, skill, attitude, Characteristic, and personal quality)	1. Personal qualities is the centre of employment work and a necessary basic quality in the process of individual professionalization.	7
	2. Skill is the core of employment work and the most valued skills in the job market and reflecting the basic ability of employment.	7
	3. Knowledge reserve is the foundation of employment, and professional knowledge constitutes the core and professional level of the individual knowledge structure, and the basis of practical ability.	7
4. The soft skill of five skills for 21 st century as below to important for student to enhance employability.	1. The soft skill of critical thinking and problem solving is indispensable competencies to make things happen. And one of the most underutilized human skills and will play an increasingly important role in graduate employment in the 21st century.	7
	2. The ratio of the need for teamwork ability is also on the rise. And only with teamwork can tasks be completed more efficiently.	7
	3. Professionalism and strong work in moral and ethical based for the profession and the industry is the premise.	6
5.Student's employability enhancement to guideline for administration	1.Adjust the professional skills that students learn. The curriculum system is the most important and critical part in formulating a talent training plan, and it needs to be based on the needs of occupational positions and occupational skills in the current market.	7
	2. Taking the course teaching as the starting point, the concept and method of career planning are pre-positioned.	6
	3. Establish and improve the practice system and form a complete practice system.	5
1. Key success factors for students' employability enhancement?	1. The most important thing is professional level and research ability, and universities should pay attention to the improvement and promotion of core courses.	7
	2. Strengthen the cultivation of personality quality, cultivate graduates to correct their career choices, cultivate their own good psychological quality, cultivate their ability to cope with setbacks, and cultivate the confidence to actively plan their lives.	6

Interview questions	Content (7 administrator)	N=7
	3. Carry out practical training for students. Internship is the most effective way to test students' professional knowledge.	5
2. Guideline Based on your experience, idea with the management.	1. The education process is clear, and the core professional courses, elective courses, practice courses, and extracurricular lectures are properly matched.	7
	2. Improve the social vocational guidance service system and improve the social intermediary platform for employment information.	6
	3. Academic ability: Precisely design the students' study plan, training direction and emphasis. And create a teaching environment.	6

From table 2 in the current new Academy system in colleges and universities is based on hard skill and soft skill mainly including the following ten skill to explain the detail from the table as below:

1. The University's current policies, strategies and management are that to improve the overall quality of individuals by encouraging graduates to go into grassroots employment. In addition to strengthening the necessary professional skills and knowledge structure, it is also necessary to improve the overall soft skills, such as moral character, independent personality and problem-solving skills, communication, and cooperation skills.

2. The current situation of student employability based on ability is that the overall quality of students is not strong, lack of team and independent thinking and problem-solving ability, and professional skills are not very strong, so both soft and hard skills need to be improved.

3. For employability, respondents believe that the most important thing is to improve students' personal comprehensive quality, followed by skills and knowledge attitude.

4. For the 21st century, respondents believe that critical thinking and problem-

solving skills are indispensable and increasingly important, followed by teamwork skills, communication skills, professional ethics, etc. Some respondents believe that leadership is also very important, can coordinate multiple resources.

5. Through the fourth question, the respondents believe that they can provide guidance and suggestions on students' employability from the following aspects: adjust students' professional skills learning, establish a sound incentive and practice system, improve students' hard skills and cultivate students' soft skills. Student's employability enhancement to guideline for administration.

6. Respondents believe that the most important key success factors for improving students' employability are to improve core courses to enhance professional level and research ability, to strengthen the cultivation of personality quality, and to strengthen the training of practical and soft skills.

7. Respondents believed that based on their own experience, the improvement of students' employability requires a clear teaching process, improving the social career guidance service system, and improving the employment information platform. In

addition, a small number of respondents also proposed that the evaluation criteria should be based on the actual results.

Conclusion and discussion

The current situation with component of students' employability based on competency that including (1) knowledge, (2) Skills (hard skill and soft skill), (3) Attitude, (4) Characteristic, (5) Personal quality. In the current situation of university to focus the reform policy, strategy, and administration for enhance students' employability that same pointed Wang, Y. (2021) pointed to reform in the policy and strategies for enhance student of skill for 21st century. To reform management in high performance both teaching, curriculum and learning environment such as student activity, learning centre to provide platform learning with stakeholders, For research finding from policy of university to focus with the factors of soft skill from research result as the same mention from Marissa, C (2022) consist 5 soft skills as (1) Professionalism and strong work ethic (2) Teamwork and collaboration (3) Communication skills (4) Critical thinking and problem solving, and (5) Leadership skill., and 2) The guidelines for students' employability enhancement that enhance students' employability in soft skills such as (1) to create the teaching and student activities for increasing the critical thinking to students related both Bloom (1956) and Helen, K (2022) to according to improve in the instructional design for teaching and classroom management (2) to design the way both involve and participation of students to smart teamwork all activities together related to York, M (2004) pointed to enhance the student activities to focus with the teamwork and learning community (3) to enhance the mindset of students to point out with a

professional ethic and self-confident in the same study of Han, J (2010) to pointed the soft skill of student to shaping in the moral and ethics (4) to training and practice the student in the class to upskill in communication in the same Yin, T and Xu, H (2010) to focus both oral communication and written communication, and (5) to develop the students to be leadership skill under classroom and university activities that the same pointed of Bloom (1956) and Belinda, F (2022)

Recommendation

Our policy should make mechanism based on knowledge, skill, attitude, characteristic, personal quality(individual) to enhance students 'employability of 21st to find good job

The soft skill contains critical thinking and problem solving, teamwork and collaboration, professionalism and strong work ethic, oral and written communications skill,

1. Regarding government policies, this research can provide more accurate policy directions and formulate policies and regulations on the direction of students' employability in a targeted manner.

2. For school management and leadership, measures for students' employability and a learning platform for improving employability can be formulated, and the implementation is supervised. For school teachers, they can provide the key directions of teachers' teaching, formulate courses to improve students' relevant employability, and improve teachers' teaching settings, course links and course evaluation on employability, so as to improve teachers' teaching level as a whole, and also strengthen school teaching and enterprises. Practice connections.

3. For students, through different forms of student activities to exercise students' employment skills, improve students' hard skills and continuously improve soft skills, and combine the hard skills and soft skills required for students' employment more closely, thereby improving students' employment. ability.

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