

Analysis of the Role of Counselors in Medical Colleges and Universities in Employment

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Abstract: The recruitment threshold for employers has increased, and the employment pressure of medical graduates has surged. While setting up an employment platform for graduates, it is increasingly important to provide accurate employment guidance in colleges and universities. As a whole-time ideological educator in the learning career, the counselor can better understand the needs of each student, so they can provide individualized guidance for students and make the employment service more refined.

Keywords: Employment pressure; counselor; employment work

1. Introduction

With the increasingly serious employment situation, the employment pressure of medical graduates is increasing day by day, and individualized employment guidance work is carried out, so that counselors can fully participate in the employment work of students, and begin to systematically train students' employment from the beginning of enrollment. Awareness, detailed career planning, and the creation of a sound employment guidance program have become increasingly important^[1].

2. The Status Quo of Graduate Employment and Existing Problems

2.1. Graduate employment expectations are too high

During the period of job hunting, graduates have high expectations for the geographical and nature of the employer. For example, they only choose to work in developed cities such as the North and Guangzhou, and the remote areas such as the West or second- and third-tier cities. In the nature of employers, Only the top three hospitals in the system are considered, followed by the first-level community hospitals or the contract-based top three hospitals within the system, which are not considered for grassroots units or private hospitals and companies. However, the reform of the employment system has made the production of health systems less and less, and some provinces and municipalities have even canceled the preparation, and employers have increased the qualifications of candidates, and the employment of medical graduates is becoming more and more difficult.

2.2. Employment enthusiasm is not high

The job preparation for most college graduates begins in the second or second semester of the sophomore year. The preparation materials include only cover letters and resumes, lack of systematic career planning and deep self-analysis. In the search of job search information, the number of passively accepted graduates is large, the number of job seekers is less active, the employment enthusiasm is lower, and the job preparation is not sufficient^[2].

2.3. Lack of effective employment guidance

Some schools do not offer courses for employment guidance, but instead provide guidance to students in the form of lectures. Even in colleges and universities that offer this course, vocational guidance is only used as a test, and boring teaching is conducted in a large class. The classroom effect is poor, and it is difficult for graduates to get effective guidance.

3. The Counselor's Advantage in Doing Employment Guidance Work

3.1. Individualized guidance

The counselor is a student staff who struggles in the front line. The contact with the students is the longest, and the understanding of the students is deeper. The counselor sets the position according to the ratio of 1:200 of the number of teachers and students, compared with the guidance of the employment department. There are relatively few students facing each other, so individualized employment guidance can be given to graduates^[3].

3.2. Systematic employment guidance

Employment guidance should not be limited to the pre-graduation employment policy, but should start from the

beginning of students' enrollment, and should conduct systematic and comprehensive guidance work to help students explore the profession, analyze their strengths and weaknesses, make career plans, and improve their employability. Learn the etiquette, create and gradually improve the resume and other information. Counselors can use the various forms of class meetings, dormitory visits and seminars to provide students with systematic employment guidance.

3.3. Cultivate the correct concept of employment

In the process of career guidance, counselors can guide students to confirm the employment situation, identify self-positioning, reduce employment expectations to a reasonable range, and correct the ideological bias in the student job search process^[4].

3.4. Employment tracking service after graduation

After the students graduate, the counselor should continue the job tracking service, understand the graduates' evaluation of the employment guidance service during

the three years of school, collect the employment feedback of the employer and listen to the opinions, summarize the work experience in time, and correct the working methods^[5].

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