

Active College Students "Village Official" Attachment Training for Grass-roots Employment Guide

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Abstract: Employment of university students and lack of personnel in the new rural development, are currently the two major social problems as well as a pair of contradictions body. The key of resolving this contradiction is to guide and encourage college students for grass-roots employment, which is what the bounden duty of colleges and universities should be. This paper aims to explore the "village official" attachment training in social practice activities for college students, and the significance of the guiding and encouraging college students for employment on the grass-roots level.

Keywords: Village Official; The Employment of Graduate; Grass-roots Employment

1. Introduction

On June 29, 2005, The General Office of the CPC Central Committee and the State Council issued the "opinions on the guide and encourage college students to grass-roots employment", put forward specific demands and policy advice to guide and encourage college students to grass-roots-oriented employment. Employment policy on encouraging college students to rural has been raised in provinces, municipalities and autonomous region, the "One Village One Student Project" has initially formed a good atmosphere for college students for employment on the grass-roots level.

2. The Significance of the Guiding and Encouraging College Students for Employment on the Grass-roots Level

2.1. Guide and Encourage Graduates to Obtain Employment on Grass-roots Level is the Need of Building a Harmonious Society

With the process of the popularization of higher education, the social expectations of higher education hot spot is changed from whether the studies to whether employments. The increasing training costs and employment difficulties make the active characteristics of the social groups lurk some unstable factors. College students as a particular social group, the employment problem involves not only the immediate interests of the broad masses of the people, but also directly affect the development of the national economy and the stability of the whole society. Guide and encourage graduates to grass-

roots-oriented employment and solve the increasingly prominent contradiction of employment has become a necessity for building a socialist harmonious society and maintaining social stability in China.

2.2. Guide and Encourage College Students to Grass-roots Employment is Personnel Security for new Socialist Countryside Construction

The goal of the construction of a new socialist countryside is "the development of production, affluent life, rural wind civilized, clean and tidy village and democratic management". The key is talent to achieve this goal. With the new rural construction continues to heat up, more and more attention has been paid to the new rural construction personnel protection works. However, a significant proportion of the local agricultural population, the scarcity of human resources in rural areas, the lack of total number, the irrational distribution of structure, farmers' overall quality is not high, it is still relatively low for workers to use modern science and technology and the ability to adapt to the modern market, especially the urgent need of education in rural areas, health, agriculture, technology, which has become a bottleneck in some places.

College students are in a good time of starting a business, because they have the knowledge, culture, and sharp thinking, vigorous and strength. Seize these characteristics of college students to train a large number of university students who love the "three rural" to render meritorious service in grassroots, spreading knowledge and lead the farmers get rich well-off, it is the strong talent guarantee and intellectual support for socialism new rural

reconstruction to inject powerful momentum for the new rural construction.

2.3. Guide and Encourage College Students to Grass-roots Employment is an Effective way to Ease Employment Pressure

With the continuous progress of the reform education system, higher education in China has made great progress, but graduates substantial growth lead to the employment of university students facing some difficulties and problems. At the same time, the majority of the grassroots, especially western areas with tough, strenuous industry and the vast rural areas still exist talent shorted, require a large number of personnel especially college students to make contributions to these places. How to effectively solve the structural contradictions of college graduates jobless and not enter the work force, guide and encourage college graduates to grass-roots employment has become the new topics of positive thinking and explore for university. With the development of China's socialist market economy, the grassroots has conditionally to provide a stage which can display their talent, the grass-roots level is becoming an important channel to attract college students employment.

3. Organize College Students Participated in the Social Practice of "Village Official" Attachment Training, which is an Effective Way to Guide and Encourage College Students to Grass-roots Employment

College students are either unwilling to or unable to retain, turnover rate is high. How to guide and encourage college students to grassroots-oriented employment, rooted in the grassroots, gloriously in grassroots have become the focus and difficulty to guide and encourage college students to grass-roots employment.

The so-called students "village official" attachment training social practice is that college students take advantage of the spare time to undertake positions (usually as an assistant) in the village (community) and grass-roots organizations to exercise, which is a form of social practice.

3.1. Through "Village Official" Attachment Training can Inspire Enthusiasm of young People Wishing to Dedicate Grassroots

Some students from rural areas still exist the concept of "out of farm gate out not want to go back"; some college students don't have the awareness to the grass-roots employment. Through can help college students learn the grassroots, especially the western areas, hard outlying areas and strenuous industry are talent shortages, where need a large number of personnel, especially college graduates to these places to make contributions, which stimulate the enthusiasm of young people wishing to dedicate the grassroots level.

3.2. "Village Official" attachment training can help students understand the grassroots "big stage"

Many college students aim to work in a big city, and often appears the conditions and treatment do not meet the needs of survival and development, thus they will trap in long-term employment struggling. Which can make college students aware of the opportunities created by the new rural construction, the grassroots is also the big stage of the life and career to enhance their confidence in underdeveloped at the grassroots level

3.3. "Village official" Attachment Training can Improve the Success Rate of College Students Grassroots Level

August 12, 2007, the Sichuan Provincial Party Committee Organization Department Vice Minister Liuzhong accepted "Huaxi metropolis newspaper" report, and talk that in the past 10 years, Sichuan has sent over 8600 university graduates to work in the village (community), but now less than 3,000 people still work in the village (community), less than 500 people act as village (community) cadres, the loss rate more than 70%.

Why college students to the grassroots employment wastage rate so high? Important reason is low funded treatment and poor living conditions. But why these students had chosen the grassroots employment and later quit it? Its main reason include the concept of first employment after careers, hot-headed, or go with the flow, forced livelihoods, so that college students choose to go to the grass-roots employment with a strong blindness. Before choose grassroots they do not understand the grass-roots, then they discover poor wages and living conditions and job content boring. Because there is no psychological preparation and corresponding capacity reserve lead to not suit to work or incompetent, so feel disappointed or frustrated, and eventually leave, thus resulted in the loss. "Village official" attachment training allows students to understand the grass-roots, have a reasonable expectation of the grass-roots level and make all aspects of the preparation to reduce wastage before choosing a grass-roots.

4. Recommendations for College Students "Village Official" Attachment Training Social Practice

4.1. Highlight the Important, Point and Area Balance

Universities can focus on the organization transferring to prepare students, student leaders, party members, agricultural and forestry students, while encouraging other aspiring and service grassroots students to participate. The effect is difficult to guarantee because large number college students, student diversity, wide range of organizations, energy and financial conditions fail.

Transferring students is short for all levels of government transfer the forthcoming outstanding college graduates to

the grass-roots training, aims to transport qualified cadres for grassroots organizations and party and government organs, is an important part of the selection and construction of high-quality cadres. Work at the grassroots level especially undergraduate degree transferring students. Colleges and universities general carry out transferring prepare raw system in the high-grade non-graduates to ensure that the success rate of students transferring and conveying the outstanding transferring students. Student cadres and party members are the important candidates of transferring prepare students. Therefore focused on organizing transferring prepare students, student leaders, party members to participate in the "village official" attachment training, which an important way to train outstanding transferring students as well as guide and encourage college students to grass-roots employment.

At the same time, for the agriculture and forestry specialized students and who are interested with the service at the grassroots level will work at the grassroots level employment. Before college students entering the society, let them understand the "three rural" and grassroots, which has significant influence on clearing career direction and career planning to grass-roots level and service "three rural" by "village official" attachment training.

4.2. Geographical Combining Centralization and Decentralization

Colleges and universities should actively seek cooperative relations with all levels of government and establish a "village official" attachment training base. Each year send a certain number of students to the base of the village, township, town, or community to focus its efforts on the attachment training. At the same time encourage participating students to contact attachment location, dispersed to carry out attachment activities, qualified schools may be appropriate to grant basis. The advantage of centralization attachment is ease of management and ensure effect, the drawback is limited jobs, the high cost of organize the students, the base hardware construction and contact base feelings. The decentralization attachment to the contrary, the other is that not every decentralization attachment students can be found in the attachment positions.

4.3. The Time Combine Weekends and Winter and Summer Holiday

Colleges and universities not only organize more than two weeks "village official" training for large quantities of students in the winter and summer holiday, but also can organize or encourage students to take advantage of a weekend to "village official" attachment training in the vicinity of schools or township. Winter and summer tissue attachment activities with the advantage of instructors and students time and preparation sufficient, long time attachment, the effect is good, but the drawback is that the attachment content is not coherence, the student

experience is not deep and easy formality. Weekend to carry out attachment with the advantages of attachment contents is coherence, students have a more profound experience, but the disadvantage is that students' time is no guaranteed, and it is also very difficult to carry out if the school is far away from the attachment site.

4.4. Well Summarize, Exchange Commended and Sublimation Practical Achievements

Colleges and universities should encourage students in-depth thinking summarize, sublimation practical achievements and rising to the level of theory with the sense of the want and problems found after the student attachment activities end or for a period of time, and to encourage students to write scholarly articles and strive published. According to the condition held communication meeting in a certain range to further improve study. Mobilize teachers and students involved in the "village official" attachment training through the recognition of the advanced group, excellent team, excellent instructor, outstanding students, by propagandizing typical of people and things to form a good atmosphere of "village official" attachment training social practical activities in the school.

4.5. Grasping Unremittingly, Strive for the Brand

In the current trend of college students for grass-roots employment, colleges and universities should make great efforts to carry out related work and take positive and effective measures to guide students to establish the concept of grass-roots-oriented employment. Students "village official" as one of the effective forms for college seriously organize, grasping unremittingly, and strive to build a brand of grass-roots-oriented employment activities for college students to carry out ideological and political education and guidance college students, and become school popular boutique.

Organize college students to carry out the "village official" attachment training social practice, on the one hand, to stimulate the enthusiasm of college students for grass-roots employment, on the other hand the students "village official" have probably expected to the work they will be engaged. Not only make up for the lack of rural work experience of students "village official" but also enhance students "village official" macro understanding of the rural work, and help them become high-quality grassroots cadres with going grassroots, retain and useful, provides strong talents security the new rural construction.

Therefore, the organization of college students "village official" attachment training social practice is a shortcut for college guiding and encouraging college students to the grass-roots employment.

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