

**Topics : Supporting and Development**

## **Exploration of Avenues to High Quality Employment of College Graduates**

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### **Abstract:**

To ensure high quality employment is the ultimate goal during the course of assisting college graduates with job research and placement, which first-rank universities should consider as a priority in student career service. Huazhong University of Science and Technology (HUST) is one of the top 10 universities in China, and is also among the few high-level universities that Chinese government focuses on building. The School of Computer Science and Technology at HUST has taken some steps to explore possible avenues to achieve this goal, including:

1. Establish innovation club and innovation team in cooperate with enterprises, and create opportunities for students to participate in various kinds of technology innovation challenges and competitions to motivate students to become more innovate and skillful;
2. Imbed innovation to the curriculum, provide students with courses that allow them to intern with companies, to further develop their skills in a real working environment;
3. Open classes that bring companies and professionals to the class, so that the students will have a clear and updated idea of the industry and know the needs and future trends.

As of now, The School of Computer Science and Technology has established partnership with companies including Baidu, Tencent, Alibaba, etc. and has opened innovation clubs like Tencent Innovative Club, Baidu Elitist Club. The school has also opened classes with different focuses on currently in-trend area including research engine, Cloud Computing and IBM courses and so on. In the recent two years, the students graduated from the School of Computer Science and Technology had been performing better and better when hunting for jobs. The average salary of our students was three times higher than that of students from other universities in China, and 57.85% of our graduated students were hired by the best companies both at home and abroad.

**Keywords:**

High Quality Employment, Innovation club, Innovation team, Internship with companies, Open classes.

To ensure high quality employment is the ultimate goal during the course of job-hunting of college graduates. With the continuous expansion of higher education in recent years, increasingly high level workers vastly entering the labor, talent market, the employment of college students will face a new challenge. It can be said that the biggest problem education faced now, is the employment difficulty. The employment situation of the university graduates seems more severe. The first-class university should regard promoting students' high quality employment as an important task of helping college students. Huazhong University of Science and Technology (HUST) is one of the top 10 universities in China, and is also among the few high-level universities that Chinese government focuses on building. The School of Computer Science and Technology at HUST, as a key school in the school, has taken some steps to explore possible avenues around the goal of promoting students high quality employment.

**1. The concept and meaning of high quality employment**

In recent years, the number of colleges graduates is on an upward trend. And the number of graduates was 1.14million in 2001, and 6.8 million in 2012. Besides the national college graduates scale has reached 7million in 2013. From the gross statistic of the surveyed graduates, the employment-to-population ratio has reached 71.9% when graduating. From the comparison of education level, the rate of employment peaked at both sides and it was low in middle education level. The Doctoral and Master's employment rate is highest, at 86.2%, and the second is junior college students, at 79.7%, but the undergraduates is the lowest, at 67.4%.

Although the employment situation is severe, the School of Computer Science and Technology at HUST, as a key department in the school, is not difficult to solve the employment problem. However, part of the college students' employment situation is not ideal for various reasons. Part of the students is not enough to understand themselves and the job market, and they are also keen on face-saving. On the other hand, the employers set up high employee admittance threshold. So, our college graduates cannot realize their own value. In this case, promoting students to achieve high quality employment is particularly important.

What kind of job is a good job? Generally speaking, high quality employment includes three parts: salary, enterprise status and what engaged in the job. First, to be

paid high salary in society, and this would be people's principle concern. Second, assuming units belong to high quality enterprises by society and the industry generally recognized. Last but not the least, job seekers in the enterprise's position is not a simple or low-end position, but in the high-end position. Only in accordance with these three conditions at the same time can be called to achieve high quality employment. So it is not easy to achieve this goal.

Facing the severe employment situation, it is more and more difficult for the students of the School of Computer Science and Technology to hunt for satisfactory jobs. Therefore, we have taken some steps to help the students in job-hunting.

## **2. The taken measures promoting the high quality employment**

In order to help students to find good jobs, the Computer School of HUST has taken a series of measures according to ourselves feature.

### **(1) Establish innovation club and innovation team cooperating with enterprises.**

In order to cultivate outstanding high-quality talents, the Computer School cooperated with Baidu, Tencent and other enterprises to establish innovation bases and innovation team, and organize students to participate in all kinds of students' science and technology competition and independent research. Enterprise projects often require different department and levels students to complete. At the same time, the content of the innovation activities is decided in line with the interest of students and the needs of the enterprises. So this activity has the characteristics of interdisciplinary and interdisciplinary. The School of Computer Science and Technology at HUST launched five science and technology innovation, autonomous learning activities. This community based on outside enterprise, such as Tencent Club, Baidu Club, and ACM Team. Besides, the School of Computer always open computer advanced technology lecture, such as "search engine", and hold academic science and technology competition for many times. Baidu Club, Tencent Club members covering multi-disciplinary and multi-specialty-computer, software, electronics, telecommunications, control, for example, and they involved in the projects' development and research together. It is provides students with hands-on opportunities and practical platform. So our computer college students can apply textbook theory knowledge to practice

### **(2) Innovate the way of practice**

We provide students with courses that allow them to intern with companies to develop their skills in a real working environment. Such as, we encourage students to practice in Huawei and other company in some courses. While universities in the era of be affects at the society, but it still an ivory tower in the world, most students do not understand the community and the labor market. Although some students have

strong ability in their professional area or organizational management, but they don't know the community on a variety of professional and personal qualities of professional requirements. Conducted career planning among students, and provide opportunities to the students of contact social, companies, such as providing internship opportunities, social and business practices as well as joint training mode, allows students to get a chance to understand society in advance, as well as the workplace .Every summer, the Computer Science Institute, Huazhong University of Science and Technology will organize students to participate in a wide range of summer social practice. Last year, the institute has organized 21 teams, nearly 300 students. Which went to the team for in Guizhou voluntary social practice in Tongzi Zunyi City in two years, aimed to support education and service activities. During the event our students together with local students ate together, experience the hardships of life in a difficult environment, strengthen their social responsibility.

### (3) Offer courses together with companies

We offer courses with companies to the students, so that they will have a clear and updated idea of the industry and understand the needs and future trends. Recently, Computer Science Institute, come to an agreement with Huawei company, Huawei led the Masters and PhD to visit and organize with the outstanding alumni and students to share experiences and introduced the relevant technical staff, try to make the students really get in the exchange experience. Only truly understand the needs of businesses and employee's experience a high level, did help students exploration of avenues to high quality employment .

Through a series of measures, such as cooperation with enterprises courses, internships and innovative team, it is possible to improve the ability of students, making them have a better understand of the needs of enterprises, and helping them with better job-hunting.

### **3. Our achievement**

Now, the School of Computer Science and Technology has established partnership with companies including Baidu, Tencent, Alibaba, etc. and has opened innovation clubs like Tencent Innovative Club, Baidu Elitist Club. The school has also opened classes with different focuses on currently in-trend area including research engine, Cloud Computing and IBM courses and so on. In the recent two years, the students graduated from the School of Computer Science and Technology had been performing better and better when hunting for jobs. The average salary of our students was three times higher than that of students from other universities in China, and 57.85% of our graduated students were hired by the best companies both at home and abroad.

Seen in this light, the relevant measures taken by the Computer School have made a useful exploration of a high level of employment of graduates. We also hope these

measures can provide a good reference to other relevant national and professional schools.