

Research on the Training Mode of College Students' Employability Based on Competency Theory

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Abstract: In recent years, the employment situation of college students is not optimistic, in addition to college enrollment expansion, economic growth slowdown, artificial intelligence replacement and other factors, the employability of college students is also one of the reasons. The competency theory provides a new perspective for innovative college students' employability training mode. Guided by the competency theory and aimed at improving students' employability, the author proposes a full-cycle career planning cultivation system of "double and creative empowerment, multi-linkage", which is not only a summary of the practical experience of education in Liaoning University of Science and Technology, but also a new teaching reform strategy. It has certain reference significance for college talent training.

Key words: Competence; College Students; Employability; Training Mode

1. Introduction

In 2024, there will be more than 11.7 million^[1] college graduates. It can be predicted that the number of college graduates will be stable at more than 10 million in the future. Meanwhile, the replacement of traditional jobs by artificial intelligence technology and the newly implemented delayed retirement policy have reduced the job supply in recent years to some extent. The employment situation of college students is facing severe challenges. At the same time, the individualization of employment concept, known as "the post-00s who rectify the workplace", leads to the increase of "slow employment", "slow employment", and even "non-employment", which is bound to increase social contradictions and affect the stable

development of society. Colleges and universities as the main position of national senior personnel training, we must attach great importance to the employment of college students, curriculum construction as a starting point, multi-department linkage to build a full cycle of employability training system, and put it into practice, improve the quality of independent training of innovative talents, strong support for the development of new quality of productive forces strategic dimension of employment, Continue to promote the improvement of college graduates' employability.

The competency theory was first proposed by Harvard University psychology professor McMillan in 1973. According to the theory, an individual's competency, such as motivation, traits, self-image, attitude or values, knowledge of a certain field or behavioral skills, is the key factor^[2] that determines whether he or she can achieve excellence in work. Competency theory provides a new perspective for the study of college students' employability, because for college students, employability is essentially the comprehensive embodiment of a number of competencies, including positive personal traits, self-development abilities, interpersonal skills, professional knowledge and basic skills, adaptive ability, teamwork ability and problem solving ability.

Based on the competency theory, we can find out the main problems existing in the current training of college students' employability. First of all, the disconnect between college teaching and the actual needs of enterprises leads to the lack of college students' job competency. Although many college students have mastered a wealth of theoretical knowledge, but lack of practical operation ability and comprehensive quality required by enterprises, it is difficult to adapt to the actual

needs of enterprises. Secondly, college students themselves lack the correct employment concept and career planning, their positioning is not accurate, lack of self-cognition and self-development ability. In addition, colleges and universities also have shortcomings in the training of employability, lack of systematic and targeted training programs, it is difficult to effectively improve the employability of college students.

Based on the above background, combined with the opening of courses in our university, and through exchanges and discussions with the Academic Affairs Office, the Student Affairs Office, the Enrollment and Employment Office and other departments, a full-cycle cultivation system of "Multi-linkage of double and creative empowerment" has been formed based on course construction and aimed at improving core employment competitiveness.

2. Literature Research

In recent years, there have been more and more researches on the cultivation of college students' employability. Zhan (2022) points out that with the popularization of higher education and the progress of science and technology, the employment pressure of college students is increasing year by year, and traditional positions are facing the risk of being replaced by artificial intelligence. Career planning education is particularly important, which helps students to clarify their career goals, tap their potential and improve their competitiveness. And promote individual career success^[3]. Di et al. (2022) applied the PDCA cycle theory (plan-Implement-Check-processing) to the career planning education of college students, systematically and hierarchically improving students' career planning ability through four-stage cycle management, which requires the joint participation of schools, parents and students to form a joint force. To jointly promote the realization of career planning goals^[4]. Based on the uncertainty of career development emphasized by postmodern career theory, Wang and Liu (2023) proposed to develop modular teaching content based on the model of career adaptability, and improve students' career adaptability through modules such as career concern, career curiosity, career control and career confidence to help students adapt to

the changing career environment^[5]. Guo et al. (2024) proposed that college students' career planning courses should closely combine students' interests, improve teaching quality by optimizing curriculum system, clarifying teaching objectives, enriching teaching content, innovating teaching methods and improving teaching evaluation, etc. Meanwhile, teaching evaluation should pay attention to the combination of process evaluation and outcome evaluation. And pay attention to students' career maturity, career identity, career decision-making and other abilities^[6]. Li et al. (2022) built an employment quality evaluation system through analytic hierarchy process, and found in their empirical research that the earlier and longer career planning, the higher the employment quality of college students. They suggested that schools build a demand-driven career education system and clarify the full-time positioning of counselors in career education. And encourage parents to participate in the guidance^[7] of their children's career planning. Liu (2018) proposed a new model of innovation and entrepreneurship education from the perspective of the internal connection between career development and mass entrepreneurship education^[8]. Yuan (2022) combined with the law of students' growth, proposed a college career planning education curriculum system with characteristics, which includes establishing career awareness, career development planning, enhancing employability, job search process guidance, career adaptation and development, and entrepreneurship education guidance, in an effort to improve college students' career development ability, innovation and entrepreneurship ability, and employment practice skills^[9].

The above research results are all aimed at improving college students' career planning and employability, focusing on educational practice and students' development. Literature review shows that college students' career planning is crucial to improving employment quality and personal development. Through the application of PDCA cycle theory, competency theory and career construction theory, combined with curriculum teaching reform, the career planning ability of college students can be systematically improved, and thus their employability can be improved. Although these results are different in terms of research

object, research scope, research purpose, research focus, etc., some studies focus on teaching satisfaction, some focus on course design, and some focus on the construction of talent training mode. These differences reflect different researchers' different understandings and research emphases on career planning education. What is certain is that colleges and universities should continue to explore and practice more effective career planning education models to adapt to the changing job market and personal development needs.

3. The strategy of Enhancing College Students' Employability by "Multi-linkage of Mass Creation and Innovation Empowerment"

The combination of entrepreneurship and innovation education and career planning aims to help students better plan their career and enhance their employment competitiveness by cultivating students' innovative spirit and entrepreneurial ability, allowing students to know different career paths as professional and technical personnel, managers or entrepreneurs. Taking the teaching practice experience of Liaoning University of Science and Technology as a case, the author summarized and designed a full-cycle cultivation system for college students' career planning of "double innovation empowerment and multi-linkage". Double innovation empowerment refers to the career planning enabled by innovation and entrepreneurship education, so that students can clearly understand the development trend of employment, entrepreneurship and various professional industries under the guidance of innovative thinking. It is conducive to more scientific and rational career planning; Multi-linkage refers to the joint efforts of the whole school, such as the academic affairs Office, the student Affairs Office, the Youth League Committee and the recruitment and Employment Office and other departments to stimulate students' learning motivation, establish learning goals, guide academic development, and better realize their career ideals.

3.1 Build a Curriculum System that Runs through the Whole Teaching Cycle

The curriculum system aims to cultivate students' innovative thinking, entrepreneurial ability and ability to integrate these abilities

into personal career development through systematic learning and practice. University of Science and Technology Liaoning offers Career Planning with 16 credit hours and 0.5 credits in the first semester, Innovation and Entrepreneurship Management with 32 credit hours and 2 credits in the fourth semester, and Employment Guidance for College Students with 16 credit hours and 0.5 credits in the seventh year. All three courses are required courses for students of all majors. The courses are offered by the College of Innovation and Entrepreneurship and the Office of Enrollment and Employment. The course content covers adapting to college life and majors. Self-cognition, career exploration, determination and implementation of career goals, innovative thinking training, entrepreneurship and entrepreneur cultivation, business model construction, employment policies and regulations, employability improvement and other knowledge modules related to innovation and entrepreneurship ability, career planning ability and employability improvement. Meanwhile, through the combination of theory and practice, project-driven teaching method, to enable students to master the basic knowledge at the same time, gain practical experience, to lay a solid foundation for the future career path.

3.2 Build a Practical Teaching Platform for Mass Innovation and Career Planning Education

Following the construction ideas of "school-enterprise cooperation, school government cooperation and school-place cooperation", over the years, University of Science and Technology Liaoning has established innovation and entrepreneurship practice education bases with Liaoning Veterans Enterprise Management Group Co., LTD., Anshan Science and Technology Market Co., LTD., Tsinghua University Rural Revitalization Qianshan Workstation, Anshan Human Resources Service Industrial Park and other organizations. Through school-enterprise cooperation internship projects, Students can apply the knowledge and skills learned in the real working environment, and cooperate with enterprises to provide internship opportunities for students, involving technology research and development, marketing, administrative management and other positions, to enhance

their career adaptability and employability. At the same time, a talent pool of enterprise mentors has been established to provide students with personalized guidance and support through the links of tutor guidance, project presentation and feedback, so as to help them better plan their career and realize the double improvement of personal and social value.

3.3 The Academic Affairs Office Takes the Lead in Building a Dynamic Guidance System for College Students' Academic Development

The Academic Development Guidance Center for college students is set up under the Academic Affairs Office, which carries out academic adaptation, academic promotion and academic improvement counseling activities for students at different academic stages, and infiltrates the consciousness and ability cultivation of students' career planning into the three dynamic counseling systems.

3.3.1 Academic adaptation counseling

This guidance is mainly for freshmen, students are equipped with professional teachers as class tutors, in civil engineering, construction art, foreign language, accounting and other colleges pilot, plan to gradually promote; Customized "College Student Growth and Development Record Manual" for students to help students set up academic planning goals; To compile the Undergraduate Study Guide for students to answer their questions; Hold a series of lectures on "New Pilot, Dream New Chapter" after freshmen are enrolled, covering psychological adaptation, academic planning, learning methods and so on.

3.3.2 Academic promotion counseling

The guidance is mainly for sophomore and above students. In terms of academic assistance, a series of peer mutual assistance activities are carried out based on the "help group". Through daily one-to-one appointment tutoring, offline tutoring before examination and online study room activities during winter and summer vacations, the help activities cover the entire academic year; In terms of learning promotion, adhere to the "competition to promote learning", relying on the student Academic Development Committee to carry out various forms of competition activities, and continue to carry out students' class notes competition, "Word Master" English

vocabulary ability competition, college students' micro film competition.

3.3.3 Tutoring for academic improvement

The counseling is mainly for students who have the ability to study, carry out a series of counseling around the theme of innovation and entrepreneurship competition, certificate, postgraduate entrance examination, career selection and employment, continue to carry out postgraduate entrance examination experience introduction, psychological counseling and other activities, relying on the "Gang" to carry out innovation and entrepreneurship competition, certificate and other aspects of counseling, to meet students' different academic and career development needs.

3.4 Student Office Tracking Guidance, Do a Good Job with the Daily Education "Three Combination"

Enhance the integration of students' career development planning education and students' daily education, take themed class meetings as the carrier, closely grasp the time nodes of "enrollment season", "graduation season", "award season" and "commendation season", and carry out career planning education activities in a normal and long-term manner; Continue to improve the career planning and employment guidance ability of counselors, do a good job in the guidance of students' career planning and the supervision and management of implementation, enhance students' awareness of development planning, enhance students' independent learning momentum, and improve the matching degree of students' career development goals.

3.4.1 Combine student career planning with "Class meeting quality improvement project"

Focusing on the requirements of "nine class meetings", strengthen the overall design of "monthly theme", take students' career planning as the regular theme in the first month of each semester, guide students to reasonably adjust and optimize their career development goals, improve the "Career Planning Book", and grasp the focus of semester learning. To carry out training camp for the improvement of the quality and ability of counselors, improve the guidance level of counselors' career planning, carry out the selection of "class meeting demonstration meeting", carry out

"theme class meeting competition" and "class meeting observation" and other activities to give students strong guidance.

3.4.2 Combine the students' career planning with the activities of "Chongde and learning" to learn from the role models around them. The advanced examples of outstanding alumni from industry experts, academic models, entrepreneurial models and other fields should be extensively explored, and publicity efforts should be intensified for students to learn from. Continue to promote the "three-to-one promotion of inheritance" activity, vigorously carry out the "excellent season" and "commendation season" advanced individual and advanced collective selection and commendation activities, in order to create a good atmosphere of comparison and help in the whole school.

3.4.3 Combine career planning with the construction of "one-stop" student community comprehensive management model

Strengthen "one-stop" student community, and provide personalized career planning guidance for students. Invite outstanding alumni, business executives and other social forces into the community to share their growth paths and insights with students. Optimize the "enrollment season" freshmen enrollment education module, take students' career planning as an important content, and guide students to establish career planning awareness as soon as possible. The College of Innovation and Entrepreneurship jointly carries out guidance training for counselors in career planning, and the Department of Employment jointly recruits and strengthens employment guidance services in the "graduation season" to help students accurately grasp the development trend of the industry, rationally locate career goals, and successfully find employment.

3.4.4 Jointly carry out student association activities with the Youth League Committee, cultivate the spirit of entrepreneurship and innovation, and lead career development

Based on the different career paths of entrepreneurship and employment, in order to let students more deeply understand the nature of entrepreneurship and experience the entrepreneurial process, the College of Innovation and Entrepreneurship, the Student Affairs Office and the School Youth League Committee jointly held the school ERP Sandtable entrepreneurial business simulation

Competition, so that students can fully understand the difference between entrepreneurship and employment, and scientifically plan their career with individual characteristics; At the same time, cultivate the business management knowledge and skills of participating students, cultivate their entrepreneurial willingness and entrepreneurial spirit.

3.5 Seamless Connection with Employment Guidance to Achieve the Full Cycle of Employability Training

3.5.1 Set up "Gangyuan Bridge" employment guidance studio and set up employment guidance courses

The Enrollment and Employment Office and the career planning teaching team jointly set up the "Gangyuan Bridge" Employment Guidance Studio, and carry out the "College Student Employment Guidance" course for junior students based on the studio, which mainly adopts the teaching method of combining classroom teaching and practical learning. The teaching focuses on the employment situation and policy, resume making, interview skills and workplace etiquette, employment material preparation and information collection, employment agreement and rights protection, employment psychology and employment concept, so that students can understand the employment situation and policy, master the general procedures and methods of job hunting and employment, and establish a positive employment concept.

3.5.2 Carry out career planning competition to open a new world of employment with new ideas of career selection

Every year, we jointly launch the Career planning Competition with the College of Innovation and Entrepreneurship, the Educational Affairs Office and other departments to enhance college students' career planning awareness and employment competitiveness. The competition is divided into growth track and employment track. The competition form of growth track is that students prepare career development report and present it on the spot, introducing career development plan, specific actions and achievements to achieve career goals. Focusing on the scientific nature of students' career development planning and the implementation of career development planning; The

competition form of the employment track is that students make job resumes and display their employability on the spot, focusing on investigating their employment readiness.

3.5.3 Invite enterprise mentors to carry out job-seeking ability improvement training camp

Invite school teachers, human resource teachers of employers, and third-party professional organizations to provide students with a series of employment guidance activities such as resume preparation, interview skills, public service examination guidance, postgraduate examination guidance, etc., and provide graduates with accurate employment guidance according to different employment categories of government, enterprise and university, so as to further improve students' job-hunting ability.

3.5.4 Carry out individualized employment guidance and consultation from time to time

Arrange the school's career guidance teachers, career planning teachers and counselors to settle in the "one-stop" student community to receive student consultation. Using standardized assessment tools and teacher experience to help students accurately understand their own interests, abilities and professional values, so that students can further clarify their career goals, and help students solve specific problems in the process of achieving career goals. Through one-to-one guidance and consultation, we can solve the individualized problems in career planning and job hunting for students.

Through the above teaching reform strategies, mass innovation education can effectively empower career planning and improve students' employability in an all-round way. These strategies not only help students better understand themselves and plan for the future, but also provide them with a way to realize their personal career dreams and social values. Colleges and universities should actively promote these teaching reforms so as to cultivate high-quality talents who can adapt to future social development.

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