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Strategies for Preparing Chinese College Students for International Employment

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Abstract

The dramatic expansion of enrollment in colleges and universities led to a sharp increase in the number of graduates flowing into the labor market., which made the situation of employment more serious. Chinese colleges and universities utilize the international resources and set up the training system for international personnel through international exchange and cooperation in education to prepare their students for international employment.

Keywords—*strategies; College graduates; international employment; channels*

With the great expansion in Chinese higher education, the number of college graduates in China has been breaking records in the past few years. The figure exceeded the threshold of 10 million for the first time in 2022 and that of 11 million last year. There are over 11.7 million in 2024. The continuous rise in the number of college graduates in the country puts heavy pressure on employment. Graduate unemployment has haunted China and become an

even more severe concern in recent years. This has been seen in the growing number of graduates reporting difficulty finding jobs (Liu Dian 2014). To promote employment of college graduates, the State Council requires local governments to create more opportunities of employment in different ways. In this context, colleges and universities in China embrace a global perspective in preparing students for international employment opportunities.

I NECESSITIES OF INTERNATIONAL EMPLOYMNET

In the contemporary global landscape, international employment has emerged as a vital component of economic development and the internationalization of higher education. The interplay between global labor markets and education systems has underscored the importance of fostering international employment opportunities. The Chinese government takes employment as a priority of economic and social development. However, the rapid increase in the number of college graduates has become a burden for the labor market. Graduate unemployment has haunted China and become an even more severe concern in recent years. Colleges and universities are encouraged to utilize the foreign high-quality education resources by advancing international exchange and cooperation in education. To improve the students' employability, they have set up the training system for international jobs and create employment opportunities for students.

A. International employment is crucial for world economic development

With the spread of new technologies and new products, skilled technical workers are needed to make any country highly competitive and more productive globally. However, there are reports that the supply of skilled technical workers does not adequately meet the current and future demand in the US labor market (Kalejaiye 2023). International employment facilitates the optimal allocation of human resources. Allowing talents to move freely across borders can address labor shortages in specific sectors and regions. International employment can bridge this gap, ensuring that skills are utilized where they are most needed, thus enhancing overall productivity and economic growth.

International employment fosters innovation and knowledge transfer. When individuals from diverse cultural and professional backgrounds work together, they bring unique perspectives and expertise. This diversity can lead to the generation of new ideas, driving innovation and technological advancement. Moreover, the mobility of skilled workers

facilitates the dissemination of best practices and cutting-edge technologies across borders, contributing to the global diffusion of knowledge.

Additionally, international employment promotes economic stability and resilience. By diversifying the sources of labor, countries can mitigate the risks associated with economic downturns and demographic shifts. For instance, aging populations in many developed countries pose significant challenges to labor market sustainability. International employment can offset these challenges by attracting young skilled workers from other regions, thus ensuring a steady supply of labor and supporting economic stability.

The Chinese economy has shifted toward a stage of high-quality development and is currently at a critical period of transforming its economic development model, optimizing its economic structure, and changing its growth momentum.¹ The Chinese government has implemented various initiatives to attract and support foreign businesses entering the Chinese market. Thus, the demand for high-level talented personnel has been increasing, which has promoted the internationalization of employment for college graduates.

B. *International employment is indispensable for the internationalization of higher education*

With the development of economic globalization, internationalization of higher education has become the inevitable trend. Faculty members from different countries bring varied academic backgrounds and expertise, contributing to a more comprehensive and inclusive curriculum. This diversity not only broadens the scope of education but also encourages critical thinking and cross-cultural understanding among students. Moreover, international collaborations in research can lead to groundbreaking discoveries and innovations, furthering the institution's academic reputation and global impact.

International employment is essential for developing global competencies among students. In an increasingly interconnected world, the ability to work effectively in diverse cultural settings is a valuable skill. By interacting with international faculty and peers, students gain firsthand experience in navigating cultural differences and developing intercultural communication skills. These competencies are crucial for success in the global job market, making graduates more competitive and adaptable.

In this context, colleges and universities in China make efforts to strengthen international exchange and cooperation and to support the global flow of students, teachers, scholars,

¹ <https://www.globaltimes.cn/page/202403/1308511.shtml>. Accessed on May 25, 2024.

researchers, and administrative staff. To utilize the foreign high-quality education resources, they are preparing students with global awareness and intercultural communication competence.

II. CHANNELS TO IMPROVING COLLEGE STUDENTS' EMPLOYMENT ABILITY FOR INTERNATIONAL JOBS

With the internationalization of higher education, the trend in teaching, scientific research and student training are becoming increasingly internationalized in Chinese colleges and universities. Chinese college students' employability for international jobs can be improved by introducing foreign high-quality education resources.

A. Utilizing foreign high-quality education resources to develop the students' employment ability

In recent years Chinese colleges have actively implemented the supporting policies stipulated by the Central Government to strengthen cooperation with colleges and universities of the developed countries and to introduce their advanced education paradigms, teaching methods and teaching materials.

Through joint education programs Chinese colleges introduce advanced courses and teaching materials, learning from foreign education institutions and absorbing their management experience, which improves their teaching and management. Additionally, Chinese colleges are using the international mutual recognition of qualifications to improve the flow of talents and the internationalization of personnel training. College students are encouraged to obtain industry-recognized certifications that are valued internationally.

B. Establishing the training system to improve the employment ability of college students

With social and economic development, great changes have taken place in the qualifications of employees. More than basic skills, college students should be proficient in using digital tools and platforms commonly used in international business. By combining the school environment with international enterprises, they build the students' training scheme, teaching contents and practice to meet the needs of the development of the international community.

Chinese colleges set up the training system for internationalized personnel based on their characteristics. They have made efforts to develop internationalized faculty, sending young teachers as visiting scholars to the well-known universities and research institutes in the

developed countries and expanding the teachers' perspective of international education. The content of global understanding is incorporated in the lectures and the curriculum to improve the students' intercultural communication competence.

III. APPROACHES TO PROMOTE INTERNATIONAL EMPLOYMENT FOR COLLEGE STUDENTS

With the rapid development of higher education across the world, employment of college graduates has become a global issue. Many countries take measures to promote college graduates' employment. Chinese colleges must change the concept of education and utilize existing resources to promote graduate employment, developing college-enterprise cooperation and constructing the platform for international employment.

A. Changing the concept of education and cultivating global awareness

Along with the development of economic globalization, many international companies are developing their business in China. Cultural awareness and sensitivity are crucial in international workplaces. Colleges should incorporate courses on global cultures, international business etiquette, and cross-cultural communication.

To train international personnel, Chinese colleges must unravel the concept of international employment and promote international employment. The idea of international employment should be incorporated in the employment guidance course, providing students with a concept of international employment. Through the college-enterprise cooperation, students are encouraged to improve their international employability.

B. Developing college-enterprise cooperation for improving the students' employment ability

Through cooperation with enterprises, Chinese colleges are preparing their students to be employed in international enterprises. They may open up a channel to promote international employment for the graduates by developing an after-bachelor's program in the international enterprise. The college-enterprise cooperation provides more opportunities for graduates' employment and makes the students have a good idea of international employment. Through constructing a platform for international cooperation, they can develop the students' competence for international employment.

Additionally, networking is crucial for career advancement in the global job market. Colleges should organize networking events with international alumni and industry professionals. Encouraging students to join professional networks and platforms can help them build connections and stay informed about global career opportunities.

C. Creating the internship opportunities for students' career on the global stage

Internships and work experiences in foreign countries are invaluable for gaining practical insights and professional connections. Colleges are actively seeking partnerships with global corporations and international organizations to create internship opportunities for students. Relevant policies are made to support the overseas internship. The government and colleges should work together to offer scholarships and financial support for students undertaking internships abroad, which can alleviate financial barriers.

The overseas internship programs are developed to prepare students for international employment. They provide opportunities for students to work as an intern and make them prepared for international employment. Through establishing partnerships with multinational companies to create internship opportunities for students, Chinese colleges can develop the students' competence for international employment. Moreover, international companies are invited to participate in campus recruitment drives and career fairs. Chinese colleges should develop more joint education programs with foreign colleges and provide more opportunities for students to study abroad, offering short-term study abroad programs that provide cultural immersion and international exposure.

Conclusion

As the world becomes increasingly interconnected, the importance of international employment will continue to grow, shaping the future of both the global economy and higher education. Colleges and universities in China are supposed to prepare their graduates for international employment, which requires a multifaceted approach that encompasses language proficiency, cultural competence, soft skills development, global career services, international internships, technological proficiency. It is essential to create opportunities for students to interact with peers from different cultural backgrounds. By strengthening cooperation in the field of higher education, Chinese colleges and universities will equip their students with the tools and confidence needed in the global job market.

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