



Research Paper

# Matching the Employability of Vocational and Technical College Graduates the Ability Requirements of the Enterprise for the Employees in GuangXi

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**ABSTRACT:** In this paper, we have evaluated the effectiveness of improving the employability of vocational and technical college graduates could help them find suitable jobs in Guangxi under the background of local industrial transformation and upgrading.

The employability dimension is set to create a frame of reference for their students to meet the needs of the industry and was found to be evident. Now it can be said that both schools and enterprise have different set of expectations of employability characteristics for their graduates and new hires. The schools' effort to do as much as they can to provide the knowledge and skills that make the graduate of technical and vocational schools employable, are successful in meeting the demands of industry.

**KEYWORDS:** Employability, Ability, Graduates, Employees, Requirement

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## I. INTRODUCTION

The industrial structure and economic structure have changed greatly, and the corresponding demand for talents in various industries has also changed accordingly. But the reform and development of education can not keep up with the development of high and new technology. In order to develop and grow, enterprises are inseparable from a group of scientific and operational skilled personnel to operate advanced production technology and improve productivity. However, at present, the supply of students trained by vocational colleges cannot fully meet the needs of enterprises, and there is a mismatch between enterprises in urgent need of talents and students in urgent need of work.[1]

In 2022, the average number of students in higher vocational colleges in Guangxi will increase from 9,303 to 14,122 (Li Chunpeng, 2020). [2]

Therefore, with the regional economic transformation of Guangxi, Guangxi economy and vocational education have been developing rapidly. Facing the development of vocational education and the employment of students, it is particularly important whether vocational education can provide services and support for the local economy. This study will analyze the matching degree between the employment ability of vocational college graduates and the ability of enterprise demand, find out the internal connection between the training of vocational education graduates and enterprise requirements, and provide reference for the development of vocational education and economic development in Guangxi. [3] and [4]

## II. STATEMENT OF THE PROBLEM

Under the background of regional economic transformation, rapid development of vocational education, employment of vocational college graduates and enterprise talent recruitment, this study will take Guangxi as the survey object, take vocational colleges and enterprises in Guangxi Province, and take vocational college graduates employability and ability requirements of the enterprises for the graduates as the breakthrough point.

This study aimed to evaluate the effectiveness of improving the employability of vocational and technical college graduates could help them find suitable jobs in Guangxi under the background of local industrial transformation and upgrading.

### **III. SUMMARY OF FINDINGS**

The overall assessment on the employability of graduates generated a result that both teachers and employers agreed with their assessments as “Evident” and based on the low standard deviation scores, the teachers and the employer respondents are unanimous in their assessment. The findings revealed that employability indicators are “Evident” among the graduates. Highlighted in the dimensions of employability is the “basic skills innovation” which was top-ranked assessed by both the teachers and the employers. However in the subsequent analyses of each of the respondents showed variation.

Using t-test of independent samples the assessment in terms of Sex, showed no significant difference in assessment of both the male and female teachers and employers on the employability of graduates in terms of professional ethics & spirit, job adaptation & frustration ability, coordination & communication skills, self-management & control ability and basic skills & innovation.

Using ANOVA or F-Test, the assessments of the employability of graduates by teachers’ highest educational attainment yielded a no significant overall result. The null hypothesis was accepted at a 5% level of significance. This implied that teachers had the same evaluation regardless of the highest educational attainment on how they viewed the employability of graduates in terms of professional ethics & spirit, job adaptation & frustration ability, coordination & communication skills, self-management & control ability and basic skills & innovation.

Using a T-Test of Independent Samples, the differences in the assessments of employers when grouped according to position revealed no significant differences at all. The null hypothesis was accepted at a 5% level of significance. This implied that managers and owners have the same assessments on the employability of graduates in terms of professional ethics & spirit, job adaptation & frustration ability, coordination & communication skills, self-management & control ability and basic skills & innovation.

Using a T-Test of Independent Samples, the differences in the assessments of teachers and employers revealed significant differences at all. The null hypothesis was rejected at a 5% level of significance. This implied that teachers and employers have different assessments on the assessment of employability of graduates in terms of professional ethics & spirit, job adaptation & frustration ability, coordination & communication skills, self-management & control ability and basic skills & innovation. Noteworthy is the fact that the employers yielded a higher mean score than the teachers.

The ability requirement is assessed “Highly Required” by the employers on the ability requirements of graduates of vocational and technical colleges. Of all the variables, the knowledge and physical fitness ability was placed on top ;followed by the ability of solving problem, third is team collaboration ability, fourth is resource coordination ability and finally is professional ability.

Using a Pearson Product Moment Correlation, there were identified variables that correlate between the employability graduates and the extent of ability requirements. Overall, the correlations between the variables that have significant findings seemed to be moderate to high which implied a greater influence among them.

### **IV. CONCLUSION**

Based on the findings, the following conclusions are hereby forwarded:

1. It can be said that the teachers’ profile and those of employers are base foundations for assessment of their students employability that prepared their students for the world of work. In like manner while the employers set certain criteria for employment, their position in the enterprise, allow them opportunity to decide on the requirements set for new graduates land positions in the organization.
2. The employability dimension is set to create a frame of reference for their students to meet the needs of the industry and was found to be evident .
3. The teacher-respondents and the employers of the enterprise, who assessed the employability indicators in all dimensions are not determined by their sex, age, educational attainment, and length of service and respective positions.
4. Now it can be said that both schools and enterprise have different set of expectations of employability characteristics for their graduates and new hires.
5. It can be deduced that the ability requirement are means to screen applicants to determine “ job-fit” among hopefuls who wished to venture into the workplace. Given the physical energy/ strength to endure a highly physical skills demands to do the job in the kitchen.
6. Now it can be said, the schools, in its effort to do as much as they can to provide the knowledge and skills that make the graduate of technical and vocational schools employable, are successful in meeting the demands of industry. The demands of the culinary graduates possess high ability to certain extent the requirement of the would-be employers. The schools involved in the study must be doing well.

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