

# The Research on the Implementation Path of Constructing a High-Quality Employment Service System in Secondary Colleges and Departments of Colleges and Universities

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## Abstract

University graduates are valuable talent resources and strategic resources of the Party and the Country. Their employment status is related to education both inside and outside, affecting thousands of families. Building a high-quality employment service system for university graduates is an important way to promote the virtuous cycle of education, science and technology, and talent. As the main responsible body and primary position for talent training, the secondary departments of colleges and universities are responsible for building a high-quality employment service system. This is not only a responsibility but also an important standard to measure their education and teaching quality and social service ability. By using methods such as literature research, comprehensive analysis, and case study, this paper makes an in-depth study on how to build a high-quality employment service system in secondary colleges and departments of colleges and universities, and explores and proposes the implementation of the four major projects: “party building guidance”, “strengthening the foundation”, “employment education”, and “excellent navigation assistance”. These are the key paths for secondary colleges and departments of colleges and universities to accelerate the construction of a high-quality employment service system and have far-reaching theoretical significance and great practical value.

## Keywords

Secondary Departments of Colleges and Universities, High-Quality Employment Service System, Implementation Path

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## 1. Introduction

The university graduates are valuable human resources and strategic resources for the Party and the Country. The CPC Central Committee and the State Council have always attached great importance to the employment of university graduates. General Secretary Xi Jinping personally issued a series of important instructions, stressing that “the employment of university graduates and other youth groups should be the top priority” and “the construction of employment and entrepreneurship service system should be strengthened” (*The Central Committee of the Communist Party of China and the State Council, 2025*). The “Outline of the Plan for Building a Strong Education Nation (2024-2035)” has made the deployment that “we should speed up the construction of a high-quality employment service system for university graduates and promote high-quality and full employment for university graduates” (Xi, 2024). One point deployment, nine points implementation. As the main responsible body and main position of talent training, secondary colleges and departments of colleges and universities should speed up the construction of a high-quality employment service system, which is not only a responsibility, but also an important standard to measure the quality of education and teaching and social service ability, but also a positive response and initiative to the current employment situation of university graduates.

## 2. Research Background and Current Situation

The Third Plenary Session of the 20th CPC Central Committee clearly put forward “improving the employment priority policy”, emphasizing “improving the high-quality full employment promotion mechanism, improving the employment public service system, and focusing on solving structural employment contradictions”, especially “improving the employment support system for key groups such as college graduates”. In recent years, some experts and scholars have carried out relevant research around the employment service system and achieved some research results. He proposed building a career development education system suitable for the construction of a high-quality education system. With precision as the working concept, we should adhere to the principles of systematization, student-centeredness, classified guidance, and effectiveness, and innovate the construction of the employment guidance system for college graduates (Jin & Shen, 2023). He believes that colleges and universities should accurately grasp the new characteristics and requirements of college students’ employment in the new era, and build an overall employment coordination and linkage system, employment guidance and education system, and employment service and security system to comprehensively promote higher quality and fuller employment of graduates (Chen, 2023). He proposed that colleges and universities should be guided by social needs and employment goals, serve the high-quality development of colleges and universities, take “full participation, specialization, accuracy and high quality” as the construction goal, and actively build a “five in one” college employment service system based on the implementation of the employment work system with full

participation and collaborative promotion, with the full coverage and accuracy of the employment guidance system, the warmth and accuracy of the employment service system, and the employment monitoring and evaluation linkage system as the main content, and the intelligent and convenient employment information service system as the main carrier, so as to promote the high-quality and full employment of graduates (Xie, 2024).

A comprehensive analysis of the existing literature shows that most of the current relevant studies focus on the establishment of an employment service system at the university level, but there are relatively few studies on the construction of a high-quality employment service system in the secondary departments of colleges and universities, which needs to be further studied.

### **3. The Significance of Constructing a High-Quality Employment Service System**

The secondary departments of colleges and universities play an important role in the construction of a high-quality employment service system. Their significance is not only reflected in the personal development of students and the construction of colleges and departments, but also has a far-reaching impact on the reputation of colleges and universities and the overall situation of national employment.

#### **3.1. Teach Students in Accordance with Their Aptitude, Provide Precise Guidance, and Lay the Foundation for Students' Personal Development**

The secondary colleges and departments of colleges and universities directly connect with the students of their own departments, and are the most familiar with the students' professional background, skills, and professional demands. Through the construction of a targeted employment service system (such as personalized career planning, professional counterparts' recommendations, industry development trend interpretation, etc.), it can help students find jobs that match their abilities and interests, avoid "blind employment", and improve employment stability and satisfaction from the source. At the same time, colleges and departments carry out relevant skills training (such as practical ability improvement, qualification certificate preparation) and job search skills counseling (resume optimization, interview simulation) in combination with professional characteristics, which helps to make up for students' ability weaknesses of "from campus to workplace" and gives students more advantages in job hunting.

#### **3.2. Optimize the Training Supply System and Promote the Long-Term Construction of Colleges and Departments**

The secondary colleges and departments of colleges and universities can directly collect information such as employers' skill requirements, industry trends, and talent demand for graduates in employment service and market research. This feedback can be used to adjust the professional curriculum, optimize the practice teaching link, make talent training more suitable for the actual needs of the mar-

ket, avoid the “disconnection between learning and application”, and promote the adaptation of supply and demand. The construction of a high-quality employment service system is often inseparable from the establishment of long-term cooperation with employers (such as internship bases, targeted recruitment, joint training, etc.). This cooperation can not only provide more employment channels for students, but also bring industrial resources and technical support for the construction of colleges and departments, promote the integration of teaching, scientific research, and industrial needs, and form a virtuous cycle of “Training-Employment-Nurturing training”.

### **3.3. Enhance the Social Reputation of Schools and Help the Overall Stability of National Employment**

The employment situation of colleges and universities is an important indicator to measure their talent training and school running level. As the “main force” of employment work, the quality of the employment service of secondary colleges and departments of colleges and universities directly affects core data such as the employment rate of colleges and universities, the salary level of graduates, and then affects the enrollment quality and social reputation of colleges and universities. The employment policies and requirements deployed by the state and schools need to be implemented through secondary colleges and departments. The more perfect the employment service system of secondary colleges and departments in colleges and universities is, the more conducive it is to students’ higher quality and fuller employment, effectively reduces the risk of unemployment, maintains social stability, and contributes to the overall situation of national employment.

## **4. The Implementation Path of Constructing a High-Quality Employment Service System**

To build a high-quality employment service system in secondary colleges and departments of colleges and universities, we should take the demand for talents at the industrial end and the evaluation feedback at the employment end as guidance, and, through the implementation of the four major projects of “party building guidance”, “strengthening the foundation”, “employment education”, and “excellent navigation assistance”, optimize the training supply, employment guidance, job recruitment, assistance, monitoring, and evaluation services throughout the whole chain, develop more jobs conducive to fully utilizing what we have learned, improve the docking mechanism between supply and demand, and strive to achieve the matching of talents and posts, the employment of talents, and the best use of talents.

### **4.1. Implement the Project of “Leading Party Construction” and Strengthen the “Security” of Students’ Employment**

The “head geese pilot” plan is the basis. We will thoroughly implement the “number one” project for employment, establish a leading group for employment headed by the Secretary and the president, regularly hold joint meetings of the

party and government and other special topics to study the promotion of employment, analyze and judge the employment situation in combination with the characteristics of disciplines and specialties of colleges and departments, and formulate and implement work measures. At key nodes such as summer social practice, graduation internship, and graduation season, the leaders of the colleges and departments take the lead, play a leading and exemplary role, and jointly promote the growth and success of students.

The “group of geese to help” plan is the guarantee. Establish a collaborative employment mechanism integrating the leadership of colleges and departments, Party branch secretaries, department heads, head teachers, graduate supervisors, counselors, alumni, etc., clarify the division of labor and make concerted efforts, and comprehensively provide top-level design and organizational guarantee for graduates’ employment and entrepreneurship. In the specific employment work, we will strictly implement the responsibility of the college and department leadership members, full-time teachers, counselors, and other assistance, and carry out “one-to-one” pair assistance with graduates with difficulties. At the same time, we should pay attention to strengthening the psychological health education of students’ employment, and provide targeted personalized psychological counseling for job hunting, so as to help students’ successful employment.

#### **4.2. Implement the Project of “Strengthening the Foundation and Strengthening the Foundation” to Create the “Hard Power” of Students’ Employment**

The core is the plan of “strengthening the foundation and strengthening the strength”. Through the detailed interpretation of the talent training program of the major by the dean of the Department, students can further understand and love their major, work hard to learn and master solid professional knowledge, and consolidate the “hard power” of employment. Build a diversified training platform, and cultivate students’ language expression ability and scientific research ability by holding speech contests, group discussions, paper reports, symposiums, etc. We should attach importance to the construction and training of the dual tutorial system team. On the basis of the on-campus mentors, we should invite experts with rich industry experience to serve as off-campus mentors, which can help raise the quality of talent training in colleges and departments to a new level and provide students with career planning and employment guidance.

The “new pilot” program is the forerunner. Career planning, innovation, entrepreneurship, and other employment lectures are carried out to stimulate students’ thinking and exploration of future career development. By inviting excellent alumni to serve as career planning tutors, students are guided to make career plans from the beginning of enrollment. The activity of “write to the future you” is carried out to help students initially set their goals after four years (such as postgraduate entrance examination, study abroad, direct employment, entrepreneurship, doctoral examination, etc.) and encourage them to work hard for their goals. An Employment Committee is set up (which can be established for each class and can

be held concurrently by other class committees with relatively light tasks or set up separately) to assist teachers in providing relevant employment information, forums, reports, competitions, and other information, urge students who are directly employed to actively participate, and continuously improve their comprehensive quality.

#### **4.3. Implement the “Employment Education” Project and Cultivate Students’ Employment “Soft Power”**

“Education empowerment” plan is the direction. Adhere to the comprehensive integration of employment education and employment guidance into the ideological and political education system, and carry out a series of educational activities on the theme of employment education through classroom teaching, experiential teaching, personal experience, and other forms, so as to guide graduates to establish a correct outlook on occupation, employment, and employability. Carry out activities such as “always follow the party and go to places where the motherland needs”, actively guide graduates to seek employment in Xinjiang, Tibet, and other western regions, strengthen guidance on employment in key fields, encourage graduates to actively participate in employment and entrepreneurship in key areas, major projects, international organizations, and other fields, and open up a new world of employment with a new concept of employment.

The “quality cultivation” plan is the key point. Carry out employment skills improvement activities such as resume-making training, interview skills guidance (traditional interview, leaderless group discussion interview, etc.), postgraduate entrance examination experience sharing, and doctoral examination experience exchange, so as to improve the “soft power” of employment. Hold job-hunting etiquette training, explain workplace precautions, and educate students to show their comprehensive qualities through speech and behavior. Carry out summer collective practice and summer social practice activities, deepen the knowledge of the first classroom with second classroom teaching, combine theory with practice, and promote students to enrich knowledge and skills, understand the development of the industry, clarify future plans, and improve professional quality through practice. Organize students to participate in the National College Students’ career planning competition, promote students to establish the concept of career development in the competition, and improve the practical ability of job hunting.

#### **4.4. Implement the “Excellent Navigation Assistance” Project to Enhance the “Competitiveness” of Students’ Employment**

The “employment guidance” program is the key. Conduct an employment intention survey, classify and count graduates who are going to take the postgraduate entrance examination, study abroad, seek direct employment, pursue entrepreneurship, or take the doctoral examination, and provide targeted and accurate guidance. Do a good job of releasing employment information, promptly forward all kinds of employment information, and provide first-hand employment infor-

mation for graduates. We will actively hold special lectures to provide graduates with more suitable employment opportunities. Focus on poverty-stricken families, low-income families, zero-employment families, disabled graduates, and other groups with employment difficulties; establish assistance accounts, implement the precise assistance requirements of “one file for one person” and “one policy for one person”, and give priority to providing guidance and consultation, recommending jobs, and organizing training and employment practice.

The plan of “visiting enterprises and expanding posts” is the focus. We will continue to carry out the special action of “visiting enterprises and expanding posts” to promote employment, visit a large number of employers and sign cooperation agreements, and continue to explore potential jobs and opportunities for graduates and broaden rich employment channels. According to the needs of undergraduate students for further education, we actively contact the relevant postgraduate programs of foreign cooperative colleges and universities and strongly recommend students to go to well-known universities for further study. Give full play to the role of alumni enterprises, and develop employment paths through school-enterprise interaction. Attract more alumni to return to school to share their experience, and provide more employment opportunities for graduates through alumni enterprises’ publicity, enterprise visits, building a scientific research cooperation platform, and holding a special recruitment fair for alumni enterprises.

## **5. Case Study on the Construction of a High-Quality Employment Service System in the Central University of Finance and Economics**

General Secretary Xi Jinping stressed that “promoting high-quality and full employment is the new orientation and mission of employment in the new era and new journey” (Xi, 2024). For a long time, the School of Insurance of the Central University of Finance and Economics (for example, hereinafter referred to as “the university”) has been deeply studying and implementing socialist thought with Chinese characteristics in the new era, adhering to the employment of graduates as the top priority, and, through the systematic construction and implementation of the high-quality employment service system with the above “four projects” as the core, it has promoted the high-quality and full employment of university graduates in an all-round way, and the overall effect of graduate employment has been the best in the university for many years (The above data is from the statistics and analysis of the actual employment situation of the 2025 undergraduate graduates of the School of Insurance, Central University of Finance and Economics).

### **5.1. Achievements in Further Education Reached a New High, and the Employment Service System Was Effective**

The university has always taken the employment and promotion of graduates as the key to the implementation of the fundamental task of Building Morality and cultivating talents. Based on the talent training mode of integration of industry and education, the university focuses on the needs of risk management and insur-

ance security in the process of Chinese modernization, adheres to the discipline mission of “insurance performance and risk, actuarial insight into the law, and ensuring the benefit of the common people”, and strives to cultivate high-level compound talents with political reliability, professional skills, and outstanding ability. By July 2025, the 2025 undergraduate graduates had submitted excellent answers to periodic employment with an 80% rate of further education, which explained the universities’ original intention and responsibility of “educating people for the party and talent for the country” with high-quality achievements. Among the universities’ 2025 undergraduate graduates, the number of undergraduate students has reached 96, and the rate of further education is 80.00% (Overall further education rate =  $\frac{\text{Number of students entering higher education in China} + \text{Number of students studying abroad}}{\text{total number of grade graduates}} \times 100\%$ ). The results of further study in each major reached a new high, and the further study rate of actuarial science was 88.24% (Professional further education rate =  $\frac{\text{The number of domestic students in this major} + \text{the number of students studying abroad}}{\text{the total number of graduates in this major}} \times 100\%$ , the same below), the further education rate of the insurance major was 75.61%, the further education rate of labor and social security was 71.43%. Among them, there are 62 students going to higher education in China, 100% of whom go to “double first-class” universities to study for a master’s degree, including Peking University, RENMIN University of China, FUDAN University, BEIHANG University, Central University of Finance and Economics and other top universities in China.

## **5.2. Build a Foundation with Profound Accumulation and Show Strength with International Certification**

The achievement of high-quality full employment stems from the profound accumulation of the university and the construction of a high-quality employment service system. In recent years, the university has always adhered to the mission of educating people for the party and the country, and has continuously promoted the development of insurance education with an open mind, rigorous attitude, honest style, and realistic spirit, achieving “effective improvement in quality and reasonable growth in quantity” of employment. The development of the insurance and actuarial discipline in the university began in 1952. It is the first Department of Insurance and Social Security established in New China. It is a national key discipline and the first discipline to obtain the international professional qualification exemption certification in the insurance industry. The university has a large number of discipline and academic leaders with great influence in academia and industry, laying an educational foundation for students’ comprehensive growth and success. The university attaches great importance to talent training and has established friendly relations with many insurance professional groups, insurance companies, and relevant departments of relevant universities, such as the Association of Actuaries of the United Kingdom, the Association of Actuaries of North America, the Association of Actuaries of China, the Chartered Institute of Insurance of the United Kingdom, and the Beijing examination center of the

Institute of Insurance and Finance of Australia and New Zealand, which are all located in the university, constantly broadening students' international vision and practice platform.

### **5.3. Innovative Practice and Excellent Talent Cultivation**

Innovate and carry out summer collective practice and summer social practice activities, and take multiple measures to improve students' comprehensive ability and professional quality. The university is the first university or department to carry out collective practice activities in the university. As a new mode of school-enterprise cooperation and practical teaching, the summer collective practice project, as a unique part of the universities' innovative financial application talent training and teaching management, has a far-reaching impact on students' professional education, comprehensive development, and high-quality employment. We will continue to promote the construction of the production and education integration teaching practice base of "from point to area, from face to face, and comprehensive linkage". At present, the university has built 21 off-campus practice bases, forming a complete system and a mature school-enterprise collaborative talent cultivation mechanism. At the same time, we will give full play to the advantages of the university, actively hold small, specialized, and excellent job fairs such as "entering Taikang", and continue to provide accurate job resources for the university and university graduates, improve the effectiveness of campus recruitment, and test the quality of talent training.

## **6. Conclusion**

Building a high-quality employment service system is a systematic, popular, and strategic project. The secondary departments of colleges and universities need to deeply understand its significance, identify and constantly optimize the implementation path. We should always be guided by the demand for talents at the industrial end and the evaluation feedback at the employment end, scientifically study and judge the development trend and supply and demand of talents, dynamically adjust the discipline and specialty settings guided by the promotion of supply and demand adaptation, actively connect with the development of science and technology and the national strategic demand, and effectively optimize the training and supply system. At the same time, we should improve the construction of the linkage mechanism of enrollment, training, and employment, carry out the follow-up survey on the employment status of graduates, and further optimize the talent training scheme according to the actual needs of the target employers and the market, continue to improve the high-quality employment service system, provide higher quality and more efficient services for graduates' high-quality full employment, and help them grow and become talents in an all-round way.

## **Conflicts of Interest**

The authors declare no conflicts of interest regarding the publication of this paper.

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