

Study on the Impact of Local Fiscal Policies on Enhancing Vocational Skills of University Students and on Their Employment

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Abstract

As the saying goes, "Education is the basis of a hundred-year plan", China's concern for education has increased year by year since the resumption of the college entrance examination on 21 October 1977, and the country's attention has also led to an increase in the number of university students year by year, but in 2000, there was no direct state support policy for university students requiring them to choose their own employment, university students The employment problem has become one of the current social problems. In order to effectively solve the employment problem of university students,our government has issued a series of financial measures to promote employment.Such as giving enterprises various kinds of financial incentives, impementing policies to reduce taxes and fees in order to guide enterprises to recruit university students to solve the employment problem of university students, encouraging university students to start innovation businesses to solve the employment problem, etc. The implementation of these policies has played a certain role in promoting the employment of university students. However,it should be noted that the role of a policy is not static and needs to be updated in a timely manner.This report This report briefly analyses the impact of the promulgation of fiscal and taxation policies on the mastery of relevant vocational skills of university students and their employment by means of literature analysis, and briefly gives corresponding suggestions by analysing the shortcomings in the existing policies. It will better help university students understand the specific requirements of society for talent training and make use of national policies to promote their own employment.

Keywords

Financial and Taxation Policies; University Employment; Vocational Skills.

1. Background

According to the "2020 China College Student Employ ability Report "by the China Employment Research Institute of Renmin University of China, China's college graduates will reach an ewhigh of 8.74 million in 2020. The outbreak of the New Crown Pneumonia outbreak has not only caused a significant drop in GDP and had a major impact on the macro economy, but has also had an impact on the employment market for college graduates in China. The jobmarket sentiment tofour fresh graduates in 2020 (CIER index) is weaker than the overall job market in China; structural contradiction is the prominent feature of the current university employment market. Compared with the same period last year, the number of university students' recruitment demand decreased by 16.77% and the number of job applications increased by 69.82%.

In terms of the overall form of employment, the supply of university students is significantly higher than the actual demand, showing an over supply and a structural mismatch between supply and demand. Moreover, the lack of work experience among university students, with less than ten percent of them having undergone one effective and useful internship, makes companies inevitably sceptical when recruiting, and the single allocation of the market alone cannot meet the existing labour demand. This makes it all the more important for the government to introduce timely policies to help promote the employment of university students.

2. Significance of the Study

As the number of university students continues to increase, it is becoming increasingly difficult for them to find jobs. However, one of the objectives of the government's macroeconomic control is to stabilise employment, which not only concerns the people's livelihood, but also reflects the government's ability to govern. Fiscal policy plays the most important role in solving the employment problem compared to other means, and as one of the important means to achieve macro-control policy, fiscal policy has an important advantage that cannot be replaced. Therefore, it is necessary to solve the employment problem of university students by giving play to the effective role of fiscal policy.

In terms of theoretical analysis, the employment of college students is currently receiving key national attention, however, fiscal policy, as an important means of macroeconomic regulation and control, whether by increasing fiscal expenditure to promote the employment of college students or by introducing appropriate tax incentives to promote the employment of college students, will improve the current employment rate of college students, and the use of fiscal policy effectively makes up for the lack of the market. Through fiscal policy, the rights and obligations of the university student employment market and the university student employment market are clarified to promote the market as well as the development of our economy. As more people are employed and more jobs are created, the government will have less money to spend on subsidies for the unemployed and more money to meet the needs of more people or to improve their quality of life. In terms of practical significance, university students are highly qualified people and are an important pillar of the future workforce. Reasonable guidance for university students in employment will not only solve employment problems, but will also play a significant role in promoting China's economic development, while a good economic environment will also provide more jobs, forming a mutual cycle between the two. In contrast, the employment of university students cannot be properly solved, which will not only cause talent loss, but also lead to the emergence of various social instability factors, however, the prerequisite for economic development is social stability, and social unrest will inevitably affect the orderly development of the economy, resulting in the double blow of unemployment and economic backwardness. The study identifies the factors affecting the employment of university students in China, analyses the causes and proposes relative countermeasures in order to adapt to the current situation of the "new normal" of China's economy and to achieve the goal of strengthening the country with talents.

The research in this paper has both rich theoretical significance and strong practical significance. From the theoretical point of view, by focusing on the influence of industrial structure on the current fiscal and taxation policies on the employment of university students, it can not only enrich the understanding of industrial structure, explore the problems existing in the development of China's current industrial structure and identify the diseases that are not compatible with the current economy, but also gradually find the way to correctly deal with the relationship between industrial structure and employment in the process, so as to provide a theoretical basis for China's macro-control and fiscal and taxation policies and enrich and improve the theory of industrial structure. Theoretical basis, enrich and improve the theory of

industrial structure. By analyzing the impact of China's current fiscal and taxation policies on the employment of university students, further improvement measures are proposed to better realize government functions, more profoundly delineate the functional boundary between government and market, and improve the way of resource allocation for university students.

In a practical sense, on the one hand, China is rich in resources for university students. If employment can be guided in a reasonable manner, it will be of great help to the economic development of China. Economic development will create more employment opportunities and promote employment, forming a virtuous circle. However, if the employment of university students cannot be reasonably arranged, it will not only form a waste of resources, but also intensify social instability, which will in turn affect the healthy development of the whole national economy and eventually lead to a vicious circle of unemployment. On the other hand, through the research of this paper, we explore the causes of the current difficulties in the employment of university students, constantly adjust the industrial structure and employment structure to make it more suitable for the new normal of China's current economic situation, study new countermeasures in the process of continuous reform and improvement, optimize and upgrade the industrial structure in due course, promote the better development of the economic structure, and finally solve the employment problem of university students in China, improve the employment structure of China, enhance the quality of employment and safeguard the In the end, we will solve the employment problem of our university students, improve the employment structure of China, improve the quality of employment, safeguard the vital interests of the general public, and realize the transformation of China from a large labour force to a strong human resource country.

3. Research Methodology - Literature Analysis Method

It is an analytical method of researching the nature and condition of the subject of the study by examining the documentation collected in a particular area and drawing out one's own views from it. It helps the researcher to form a general impression of the subject of the study and facilitates a historical and dynamic grasp of the subject, as well as studying subjects that are no longer accessible, such as people who have long since passed away.

The main elements of the documentary analysis method are: (1) Analysis and research of the relevant archival materials found. (2) Analysis and research of diaries, notes and biographies of relevant individuals collected. (3) Analysis and research of collected materials such as publicly published books and journals.

The advantages of the literature analysis method are that the cost of analysis is low and the efficiency of work is high; it can provide the basic materials and information for further work analysis. The disadvantage is that the information collected is not comprehensive enough, especially in small enterprises or enterprises with poor management, which are often unable to collect effective and timely information; it has to be used in combination with other work analysis methods.

4. Theoretical Analysis of the Impact of Fiscal Policy on Enhancing the Vocational Skills of University Students and on Their Employment

4.1. Financial and Tax Policy

Fiscal policy is an important policy tool for governments around the world to pursue economic and social development goals and implement macroeconomic regulation, enabling the will of governments to be reflected and policies to be implemented through direct adjustment of interests. In reducing regional disparities, the role of fiscal policy is irreplaceable. Fiscal policy can directly adjust and allocate the interests and resources of regions through the fiscal system,

taxation policy, purchase expenditure, financial investment, transfer expenditure and other policy instruments to build a favourable economic environment and ultimately promote harmonious economic development between regions. Financial and taxation policies are the product of the conscious activities of the state (or government), and thus belong to the category of superstructure. It is also a certain reflection of objective economic laws, a major regulatory instrument of government intervention in economic activities, and an important part of public policy. To a certain extent, local governments can also make use of fiscal policy, but within the framework of central policy. Compared to other public policies, fiscal policy is more direct and flexible in the way it regulates economic interests, allowing for the use of both direct and indirect means, and more directly reflecting the will of the state to achieve its intended goals.

4.2. Vocational Skills

According to the definition of the China Association of Professional Planners, it is an activity that evaluates and certifies the professional knowledge and skills level of workers in an objective, fair and scientific and standardised manner through government-authorised assessment and accreditation bodies in accordance with the occupational standards set by the state.

Vocational skills, i.e. the skills and abilities that students need for future employment. Whether students have good vocational skills is a prerequisite for successful employment.

In accordance with the spirit of the "Decision of the State Council on vigorously promoting the reform and development of vocational education", it is particularly important to motivate students to learn vocational skills and help them to improve their vocational skills.

4.3. Current Employment Situation of University Students

At present, there is a contradiction between the supply and demand of talents in China, both enterprises recruiting and university students seeking jobs fail to reach their set goals, and there is a long-term gap. College graduates are not satisfied with the working environment, salary and development planning of enterprises, and are prone to choose to give up, while the enterprise side hopes that students will lower their requirements based on their interests and develop their strengths mainly; the contradiction between the two sides has always existed and may expand. Moreover, in recent years, China has relatively serious overcapacity and the downward pressure of economic development. With the gradual development of science and technology, automation has been popularized and machines have replaced part of human labour leading to unemployment of workers, forming an oversupply situation with the gradual increase of college graduates. The "2020 Annual Report on the Employability of College Students" shows that the number of graduates from ordinary colleges and universities nationwide reached 8.74 million this year, and the occurrence of the new crown pneumonia epidemic has caused an impact on the college student job market. Compared to the same period last year, the number of university students hiring demand decreased by 16.77% and the number of job applications increased by 69.82%.

In addition, there are several characteristics of college students' views and psychology about future employment, first, higher psychological expectations, with the country's wealth and strength and the improvement of people's quality of life, college students generally have a more privileged life in school, less knowledge of the real situation of society, full of bright fantasies about the future, and have higher expectations about the work after graduation; second, aspire to areas with better economic development, because the eastern As the development of the coastal areas is faster, many university students give priority to the first and second-tier big cities to endure the fast-paced and high-stress life and look for development opportunities, while the population in the economically developed areas is more concentrated and the talents tend to be saturated accordingly, so the employment of inexperienced university students is more obstructed. On the one hand, university students have been studying knowledge and

theory for a longtime, and the people they come into contact with are basically teachers and students at school and their families. On the other hand, the expansion of university education has led to an increase in the number of university graduates, and the competition in popular industries is extremely fierce, so many university students will become intimidated and confused.

5. Requirements and Demand for Finance and Taxation Talents from Enterprises and Institutions

According to the recruitment information we have researched, we can roughly understand that the requirements related to the recruitment of companies such as taxation personnel are broadly divided into the following.

- 1) There are no specific requirements for gender, both men and women are welcome, age is not limited, some companies require around 25 years old.
- 2) Most companies require an undergraduate degree in a tax-related field.
- 3) Relevant financial and taxation skills and experience are required.
- 4) Some companies require a certificate of junior accountant and other relevant taxation certificates and need to learn relevant taxation expertise.
- 5) Understanding of relevant tax policies and national accounting systems.
- 6) Finance jobs are in great demand, according to the China Finance and Accounting Network, the demand for finance and accounting talent is second only to marketing talent, with an annual demand of about 400,000 to 500,000 people, with a more optimistic employment outlook.

The finance and taxation officer is primarily responsible for.

- 1) Handling various tax returns, audits, forensics, consultations, assessments and other work for the company
- 2) Tax planning for the future of the business
- 3) Responsible for the collation of documents and data input to the financial software according to the documents.
- 4) Handling of related basic accounting chores

6. Suggestions for Improving Fiscal Policies to Promote the Employment of University Students

6.1. Increase Financial Expenditure on Promoting University Students' Employment

China's financial expenditure on university students' employment is limited compared to other aspects of state support, mainly in terms of the type of projects and the limited variety of projects, which is different from the expected effect. On the one hand, increasing the financial investment for university education can help universities to purchase more and better educational equipment, increase the soft power of education and allow university students to receive a better education. On the other hand, we can increase the funding for the training of vocational skills for university students, so that the theoretical knowledge can be enriched and applied to practice to consolidate and develop and achieve breakthroughs. Secondly, it is possible to establish a special pool of funds for the employment of university students, analyse the teaching situation of each university and the local economic situation, provide precise support according to the needs, and establish a complete monitoring system to ensure that financial support is in place.

6.2. Sound Financial and Taxation Policies for University Students' Employment

The first thing that should be done is to standardize the policies related to skills training for university students. Most of the vocational education and skills training institutions in China are privately run, and the national policies on this are more general. The employment training for university students is often just a formal employment guidance course in colleges and universities, with superficial content and mostly theoretical knowledge, which is not very helpful for the employment of university students. As a result, many students choose off-campus vocational skills training institutions to learn skills to increase their chances of success in recruitment, and the price of training is often high, increasing the financial burden of students and their families. To solve this problem the state can cooperate with universities and existing training institutions to create training institutions with strong training techniques, extensive employment information and high credibility at relatively low costs, and give the training institutions certain financial subsidies or tax concessions according to the number of training programs and participating university students. This makes it easier for students with training experience to work directly on the job to avoid secondary training for enterprises, increasing the burden and reluctance to employ fresh graduates.

Secondly, the tax incentives for small and medium-sized enterprises to absorb university students are increased. Due to the increase in the number of university students, the jobs provided by large enterprises and institutions can no longer meet the needs, while small and medium-sized enterprises also occupy an important position in the provision of jobs, and small and medium-sized enterprises have more room for development, and the need for talents is also more urgent, which makes it more necessary for young people to inject vitality into the market and provide new impetus for development. The need for young people to energize them and provide new impetus for their development is even greater. In the current economic environment, which is not conducive to the employment of university students, the government can introduce tax incentives for new small and medium-sized enterprises to facilitate the recruitment of university students, and use the policy to guide small and medium-sized enterprises to recruit university students and promote the employment of university students, so as to give full play to the role of small and medium-sized enterprises in the provision of jobs. At the same time, universities should play a supportive role in recruiting small and medium-sized enterprises to their campuses, and widely publicize them to ensure that university graduates have a better understanding of recruitment information and recruitment channels, and also to provide the necessary training for university students' employment awareness; not only working in large enterprises is a successful employment, but due to the limited scale of small and medium-sized enterprises, university students have a more open channel to obtain promotion, and those with good working ability can be promoted more quickly to positions and accomplish higher career goals in a shorter period of time.

6.3. Establishing a Linkage Mechanism between Fiscal Policy and Other Policies

Firstly, to improve the social security system, there are regional differences in social security in China, and there is no method of transferring social security between regions, and most of the university students' household registration and school of study are not together with their place of work, so there are problems in changing social security after graduation. Interim so fun employment insurance benefits, almost all university students are unable to enjoy this basic relief and assistance, because the unemployment insurance benefits need to meet certain conditions, and university students who have not yet found a job according to the definition of benefits belong to an excluded group, so it is flawed to help university students solve the employment problem from the social security perspective. In order to improve the social

security system for university students, it is necessary to increase the unemployment insurance benefits for university students, which are intended for university students who have not found a job within their year of graduation and those who have signed an employment contract but have not been hired after a six-month probationary period. For those students in special hardship who have not found a job, the social security department should provide public service jobs to help them solve the unemployment problems.

For some enterprises that directly indicate that they cannot provide social security for employed workers due to their limited ability to sign labour contracts with university students, the local government can help university students to establish personal social security accounts with local social security institutions to ensure that basic medical care for university students can be achieved.

Secondly, using modern big data technology to help university students in their employment, the Ministry of Education should strengthen the joint efforts with the Ministry of Science and Technology to use big data to establish intelligent software for university students' employment, analyse the data of university students already available in various universities, and also update the recruitment information released by enterprises in real time to establish a database of supply and demand on both sides of the labour force. College students can use the software to find suitable employment positions of their choice, and enterprises can also make specific invitations to recruit corresponding talents according to their needs. This reduces the waste of time and money. The software also allows you to set up an employment interpretation module to help students analyse the future development of their employment prospects and to help them understand what national policies are in place to support them. It also helps students who are going to university to understand the relevant majors and their future development, so that they can have a clearer target when applying for the course.

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