

# Analysis of Employment Policies for College Students under the Epidemic

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## Abstract

Employment is the foundation of people's livelihood, and income distribution is the source of people's livelihood. The COVID-19 has appeared for nearly three years, which has had a significant impact on all aspects of China's economy and society, especially exacerbated the employment difficulties of the large group of college students in China. Socialism with Chinese characteristics has entered a new era and the Party and the state have taken employment as the top priority of "six guarantees and six stability", and issued a series of policies for the difficult employment of college students. This article takes the epidemic situation in the past three years as the background, analyzes the current employment situation of college students under epidemic prevention and control, summarizes the problems that college students are facing, such as reduced employment positions, reduced treatment levels decreased employment quality, and changes in recruitment forms. Based on this, reasonable suggestions are proposed from four aspects: individual college students, enterprises, universities, and policies, in order to promote college students' employment, reduce the impact of the epidemic, and unleash the value of human capital.

## Keywords

Epidemic; College Students; Employment; Internship.

## 1. Introduction

During the graduation season in June each year, the focus of social attention will inevitably fall on the employment issue of college graduates. In the three years under the epidemic, the number of college graduates in China has been increasing every year, with a strong momentum. According to a press conference released by the Ministry of Education, the number of graduates in 2020, 2021, and 2022 was 8.74 million, 9.09 million, and 10.76 million respectively. The number of college graduates in 2022 exceeded 10 million for the first time setting a new historical high. However, the increasing downward pressure on the economy accompanied by the repeated emergence of the epidemic, has made the employment problem of college graduates in China even worse.

The rampant epidemic has caused serious obstacles to people's production and life threatening the lives and health of the people and the normal operation of the economy and society. The measures taken for epidemic prevention and control, such as isolation and lockdown, have also to some extent affected economic development, exacerbated economic downward pressure, and increased inflation. Enterprise downsizing, layoffs, bankruptcy, and other factors have also increased the employment pressure on college graduates, making it difficult to effectively utilize human resources. With the implementation of control and the great reduction of the Case fatality rate of viruses, people's production and life are also gradually recovering. Students start school, enterprises resume work, and the economic gear is running again. However, the demand for labor by enterprises has not returned to the level before the pandemic, and many college graduates are still unable to find employment smoothly. Therefore, studying the impact

of the epidemic on China's employment policies for college students is beneficial for us to maintain a clear understanding, establish confidence in the future, and understand the country's efforts to promote college student employment. At the same time, it also allows us to reflect and summarize the experience and lessons learned from the epidemic in the past three years. identify the shortcomings of employment promotion policies in the implementation process, and enable college students to achieve more full employment.

## 2. Employment Status and Employment Policy Status of College Students

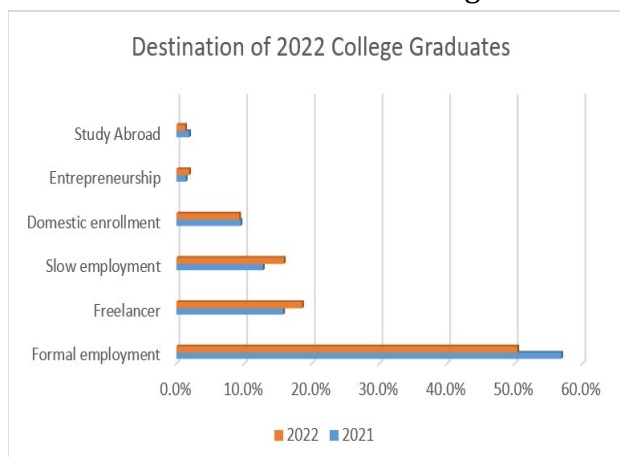
### 2.1. Employment Status of College Students

#### 2.1.1. Graduation Destination

As China's economic growth slows down and economic development enters the New normal, how to absorb an increasing number of college graduates has become a long-standing social problem. At the same time, the COVID-19 at the end of 2019 made the already difficult graduation and job search season even worse, and profoundly affected the graduation destination of college students.

According to survey data, 56.9% of 2022 graduates choose to work in their units, a decrease of 6 percentage points compared to last year. Compared with last year, the number of graduates who chose Freelancer or slow employment also increased, 18.6% and 15.9% respectively. In recent years, taking the postgraduate entrance examination has become a trend, with nearly 10% of graduates planning to continue their studies and improve their abilities in China. In contrast, the proportion of graduates who start businesses and study abroad is very small. at 1.9% and 1.3%, respectively.

**Table 1.** Destination of 2022 College Graduates



Data source: Zhaopin Recruitment

According to official data released by the Ministry of Education of China, the proportion of college graduates pursuing postgraduate studies continues to rise, and the craze for postgraduate entrance exams is constantly heating up. The proportion of domestic and international graduate studies for 2021 undergraduate graduates is 19.2%, and the number of applicants for the 2022 postgraduate entrance examination is 4.57 million, an increase of approximately 21.22% compared to 3.77 million last year. The total enrollment of master's students nationwide in 2021 was 1.0507 million, an increase of 239400 compared to 2019(811300). The proportion of 2021 undergraduate graduates pursuing postgraduate studies in China is 17.2%, an increase of 13% compared to 2019 (15.2%). From the perspective of disciplinary classification, the top three disciplines for 2021 undergraduate graduates to

pursue postgraduate studies are medicine, agriculture, and science, and the proportion is constantly increasing.

In addition, among the postgraduate entrance examination army, there are also a considerable number of "World War II" students in addition to undergraduate fresh students. Among the 2021 undergraduate graduates, 6.1% are preparing for the domestic postgraduate entrance examination, with 4.9% preparing for World War II, an increase of 3.4% compared to the 2019 cohort and 4.3% compared to the 2020 cohort.

Nearly 30% of graduates who choose flexible employment have chosen to develop on internet platforms, mainly in the form of anchors, new media operations, and so on. This phenomenon is closely related to the rapid development of the internet in China in recent years, the popularization of electronic devices, and the huge demand for talent on internet platforms. Many students choose flexible employment as their first choice in order to arrange their work and life more flexibly, accumulate experience, and increase their experience.

From the above data, it can be seen that in the face of increasing employment pressure and the impact of the epidemic, the proportion of college graduates in workplace employment has decreased, and many students choose flexible or slow employment, further diversifying employment channels. In addition, a considerable number of students temporarily avoid the difficult employment situation through taking the postgraduate entrance examination alleviate employment pressure, improve themselves, and increase their employment value. However, it should also be noted that delaying employment does not completely eliminate employment pressure, but rather shifts it to the next few years, so special attention should be paid.

### 2.1.2. Income Status

**Table 2.** Top 10 majors with higher monthly income for 2021 graduates

Undergraduate major name	monthly income
information safety	7439
software engineering	7205
Information Engineering	6871
Computer Science and Technology	6828
Network Engineering	6796
Internet of Things Engineering	6697
Electronic Science and Technology	6561
Microelectronics Science and Engineering	6420
Information Management and Information Systems	6420
automation	6375
Higher Vocational Education	monthly income
Railway Engineering Technology	5761
Maintenance technology of Multiple unit	5684
Railway locomotive	5626
Railway Traffic Operation Management	5486
High speed railway engineering technology	5461
Air crew	5375
Railway power supply technology	5313
social sports	5296
Petrochemical Technology	5212
Civil aviation transportation	5205

Data source: McCus - China 2021 University Graduate Training Quality Tracking Evaluation

Official data shows that in 2021, the average annual salary of urban non private sector employees nationwide increased by 9.7% compared to 2020, and the growth rate decreased compared to 2018 and 2019 before the epidemic. Due to the impact of the epidemic, the salary growth rate of college graduates has slowed down to a certain extent. Half a year after graduating from 2020 to 2021, the average monthly starting salary increase for college students was 4% for undergraduate studies and 3% for vocational colleges, both of which were lower than the average starting salary increase of 7% for undergraduate studies and 6% for vocational colleges before the pandemic. The average monthly income of 2021 undergraduate and vocational graduates is 5833 yuan and 4505 yuan, respectively. The average monthly income of this year's university graduates is higher than the monthly disposable income of 3951 yuan for urban residents in 2021.

There is a significant difference in salary and benefits levels between different regions. Southeast coastal areas such as the Yangtze River Delta and Pearl River Delta have a relatively high level of economic development, with a higher per capita disposable income and relatively high levels of salary and benefits for university graduates in the region. In 2021 the average monthly income of undergraduate students in the Yangtze River Delta was 6484 yuan, while the average monthly income of vocational college students was 4984 yuan. The average monthly income of undergraduate and vocational graduates in the Pearl River Delta is 6431 yuan and 4748 yuan, respectively.

From the data in the figure, it can be seen that the information software industry is a high salary Ghetto for undergraduate graduates, which is in the leading position, while the new graduates of higher vocational colleges have better salary in railway departments and other related industries. According to the 2021 national average wage released by the National Bureau of Statistics, the IT industry is the highest in both urban non private and private sectors. However, the salary increase is not as significant. In 2021, compared to 2020, the average starting salary increases for undergraduate and vocational colleges were 4% and 3% respectively. However, in 2019 before the epidemic, compared to 2018, the average increase was 7% for undergraduate and 6% for vocational colleges.

## 2.2. Current Situation of Employment Policies for College Students

The employment of college graduates is a key area of concern in China. The country has implemented the employment priority strategy and active employment policies, and has introduced multiple policies and regulations to promote the employment and entrepreneurship of college graduates from multiple aspects and across a wide range of fields. At the beginning of the outbreak of the epidemic, the General Office of the State Council issued the Opinions on the Implementation of Measures to Strengthen Employment Stabilization in Response to the Impact of the COVID-19 Epidemic (GBF 2020] No. 6) to promote the social and economic life disturbed by the epidemic to gradually return to the right track. Propose to expand the employment channels for college graduates from five aspects: expanding the scale of enterprise absorption and expanding the scale of grassroots employment. For small and micro enterprises that have signed labor contracts with college graduates for more than one year, the government provides certain employment subsidies. Expand the recruitment scale of grassroots service projects under the "Three Supports and One Assistance" plan, develop some public welfare social service positions, expand the scale of research and recruitment, college promotion, and military recruitment, support enterprises and institutions to establish internship positions and distribute internship subsidies, and actively guide employers to postpone interview and admission times. The introduction of these policies demonstrates the country's confidence in overcoming the epidemic, effectively alleviating the impact of the epidemic on employment, and to some extent alleviating the employment pressure faced by college students, providing good employment expectations for everyone.

With the continuous implementation of the grand blueprint of China's 14th Five Year Plan, the State Council has issued the "14th Five Year Plan for Employment Promotion" (Guo Fa [2021] No. 14), further strengthening the guidance of employment policies for college graduates. The fifth part mainly emphasizes the importance of "improving the employment support system for key groups, enhancing employment security capabilities", and first of all, "continuing to do a good job in the employment of college graduates", which demonstrates the importance of college student employment issues. The article mentions ways to broaden market-oriented and socialized employment channels by creating more knowledge and technology-oriented job positions, guiding students to work in border areas and grassroots areas, serving rural construction, and providing financial and technical support for capable and willing students. At the same time, encourage vocational planning, employment guidance skill training, and other activities both on and off campus to enhance students' employability. Promote rational employment through specialized recruitment, establishment of assistance mechanisms, and promotion of employment policies. The above policies are all aimed at strengthening the employment services for college graduates, allowing them to dare to find employment and love it. In column 5, it is proposed to implement the "Job Expansion Action Employment Ability Improvement Action, and Precision Service Action" to promote the employment and entrepreneurship of college graduates. These measures guide graduates to build confidence and bravely face the employment difficulties under the epidemic. One month later, the State Council issued the "Guiding Opinions on Further Supporting Innovation and Entrepreneurship among College Students" (Guo Ban Fa [2021] No. 35) which specifically guides the implementation of relevant employment policies. The document consists of 9 chapters and 17 sections. covering all aspects. Specific content such as improving teachers' innovation and entrepreneurship education ability, increasing students' innovation and entrepreneurship training, etc. to enhance their employability; Lowering the threshold for innovation and entrepreneurship among college students. providing convenient services. And implementing relevant security policies to optimize the innovation and entrepreneurship environment; Building an innovation and entrepreneurship practice platform and leveraging the role of demonstration bases; Increase financial support and further reduce taxes and fees. Implementing more inclusive financial policies and attracting social capital to support innovation and entrepreneurship among college students. Improve institutional mechanisms and services to promote the transformation of innovative achievements among college students. A series of detailed policies and guidelines all demonstrate the country's emphasis on the employment and entrepreneurship of college students.

Half a year ago, the State Council once again issued an important document, "Notice on Further Doing a Good Job in the Employment and Entrepreneurship Work of Youth such as College Graduates" (Guo Ban Fa [2022]No. 13), which is more specific and comprehensive in content. The document consists of 5 chapters and 20 sections, focusing on five aspects developing employment opportunities through multiple channels, simplifying and optimizing employment procedures, and focusing on strengthening youth employment assistance. In addition to integrating the key points of the previously released employment promotion document, new employment policies have also been proposed, such as supporting independent entrepreneurship and flexible employment, stabilizing the size of public sector jobs, safeguarding employment rights and interests, promoting the cancellation of employment registration cards in a safe and orderly manner, and improving graduation registration. These policies are very grounded and are unique solutions to the more severe employment situation caused by this year's COVID-19 epidemic. To ensure the smooth employment of a large number of students.

### 3. Problems in the Employment of College Students

#### 3.1. Reduction of Employment Opportunities

Under the impact of the COVID-19, China's economic development slowed down. With the economic development entering the New normal, the downward pressure on the economy further increased. The government has implemented measures such as isolation and lockdown to curb the spread of the virus and ensure the safety of people's lives and health. Everyone is isolated from home and unable to work, and companies are constantly delaying resumption of work. Rent, water and electricity, raw materials, wages, bank loans, and other pressures add up, so enterprises face great economic pressure, such as difficulties in capital turnover, employee turnover, and landlord rush. The country has promptly introduced some preferential policies such as tax reduction, exemption, financial subsidies, and delayed payment of social security to address these situations, helping more enterprises overcome difficulties. Although large enterprises can resist, their economic benefits have declined significantly, while more small and micro enterprises have gone bankrupt. Many service industries that absorb a large number of labor force, such as logistics, catering, housekeeping, tourism, have lost their future, so the employment opportunities that enterprises can provide are also decreasing. On the contrary, the number of college graduates has been increasing year by year in recent years, approaching 10 million in 2020 and 2021, and exceeding 10 million in 2022. The reality is that the employment work of last year's graduates has not yet been fully completed, and the new year's graduates have already crowded the labor market. There is a serious imbalance between the supply and demand of college graduates, and the employment contradiction is prominent, making it more difficult to carry out employment work for college students. In short, the COVID-19 has had a serious impact on college students' employment.

#### 3.2. Decline in Treatment Level

From the beginning of the epidemic outbreak to the stage of normalized prevention and control, there has been a significant decrease in monthly salaries for many positions, and even many companies are unable to pay employees on time. On the one hand, the epidemic situation is not optimistic, and enterprises are facing various pressures, resulting in a sharp increase in operating costs. In order to survive and survive the epidemic, companies have to negotiate with employees to reduce salaries or adopt layoffs to reduce costs, maintain certain profits, and ensure that the company can continue to operate. The epidemic has also brought additional expenses for epidemic prevention and disinfection and sterilization to enterprises which will be deducted from the Employee benefits of workers in some enterprises, resulting in a decline in indirect income of workers. On the other hand, the current situation is that there is an oversupply of college graduates, and the labor market is more favorable for employers. Therefore, enterprises will also carefully select job seekers and prioritize recruiting talents with practical experience, strong hands-on operation ability, high cultural quality, and sufficient knowledge reserves. At the same time, it also lowers wages and benefits, forcing college students to accept relatively lower salaries and benefits in order to obtain a desired position.

#### 3.3. Decreased Employment Quality

Another significant impact of the epidemic on employment is that it has changed the way many people work. In response to the national call and the implementation of prevention and control policies, people need to undergo home quarantine during special periods. To adapt to this new situation, many enterprises have launched online office models, and schools have also launched online teaching and online classes. At the beginning of online work, many college students are not adapted and lack face-to-face communication. They feel at a loss when dealing with their own business, resulting in a decrease in job satisfaction. Although many industries such as the

internet, education, and live streaming can adapt to online work, there are still many industries that are not suitable for online work, such as the construction industry, infrastructure industry, catering service industry, etc. College graduates employed in these industries cannot smoothly carry out work online and can only stay at home, greatly reducing the quality of employment. The COVID-19 outbreak in 2022 has rebounded multiple times, with many areas experiencing outbreaks again after the epidemic dissipated. As a result, home quarantine and prevention measures have also been intermittent. Many college students have been quarantined at home for less than a month after working, and after working for a short time after the lockdown was lifted, they have had to stop work again due to the resurgence of the epidemic. Such repetition has resulted in college students not being able to obtain sufficient salaries and work experience, but also facing the risk of unemployment, causing widespread complaints and damaging the quality of employment for college graduates. Online work also blurs the boundaries between life and work. In the pre pandemic era, college students could return to their daily lives after work without having to worry about work. Nowadays, home is the workplace, and employers can send messages outside of your working hours at any time, regardless of whether you are free or not. For example, in the professions of programmers and people's teachers, some college students have a greater workload than their normal working hours, and even some units do not provide the necessary subsidies, resulting in a significant decrease in the quality of employment.

### **3.4. Changes in Recruitment Format**

After the outbreak of the COVID-19 in 2020, some colleges and universities cancelled the internship plan of college students during the epidemic for the sake of the health of teachers and students. College students have lost valuable internship opportunities and are unable to gain work experience, and companies are also unable to communicate and understand interns face-to-face. Many graduates want to use the pre graduation spring recruitment to find a job that matches their majors. However, due to the impact of the epidemic, many schools' spring recruitment cannot be held as scheduled or even stopped, resulting in unfulfilled employment plans for college graduates and delaying the employment process. The Ministry of Education encourages universities and enterprises to conduct online job fairs, reduce and stop on-site recruitment, and provide many online employment services. Although online recruitment can solve the problem of difficult employment for some college graduates, it still has many shortcomings for enterprises and college students. On the one hand, enterprises adopt online methods for written exams and interviews in the campus recruitment process, but it can affect the accuracy of the company's selection of personnel, making it difficult for the company to effectively select candidates online. After all, there are still significant differences between online and offline interview processes. The interviewer is unable to accurately judge the behavior, expression ability, practical ability, etc. of college graduates through the screen inevitably doubting the quality of the applicants. On the other hand, college students use the internet for online interviews, which saves commuting costs and is indeed more convenient. However, the negative impact of online interviews on college students is that some graduates are not yet well adapted to online recruitment and are not familiar with the necessary procedures, which can easily lead to nervousness, anxiety, and confusion. At the same time, online recruitment may not necessarily enable college students to fully demonstrate their abilities. Their true strength has not yet been discovered by interviewers, but they are rejected due to a small flaw, which is very detrimental to the smooth employment of college graduates.

## **4. Suggestions for Promoting Employment of College Students**

### **4.1. Individual Level of College Students**

#### **4.1.1. Transforming Employment Concepts**

The current situation of the epidemic is severe, with a decrease in the number of job opportunities available to enterprises and a continuous increase in college graduates, resulting in great pressure for job competition. Therefore, college students should establish a correct outlook on employment, clarify their own positioning, recognize their strengths and weaknesses, maintain a positive and optimistic attitude, and adapt to the mode of online recruitment and employment. Don't have high expectations but low skills. You must choose a corresponding major or a high paying profession. You can also try ordinary professions accumulate experience, increase experience, and achieve more flexible employment.

#### **4.1.2. Improving One's Own Abilities**

The primary task of college students is to learn their own professional knowledge, explore the forefront of disciplinary development, respect teachers and value education, listen carefully, work hard to complete homework, improve Hard power, and lay a good professional foundation for their future employment. At the same time, in their spare time, they can actively participate in club activities, get to know more classmates, understand different majors, and improve their interpersonal skills. In addition to improving intelligence and emotional intelligence, college students also need to enhance their social practice abilities, understand recruitment information, make career plans, actively participate in internship activities provided by the school, and gain practical experience, which can effectively enhance students' employment competitiveness during interviews.

### **4.2. Enterprise Level**

#### **4.2.1. Increase Employment Opportunities**

With the relative improvement of the epidemic situation, the country has also timely lowered its prevention and control requirements to promote economic recovery. Employers should encourage employees to return to work as they welcome development opportunities. We should establish a holistic view, respond to the national call, actively understand the relevant tax incentives and subsidy policies introduced by the government, and enjoy preferential policies reasonably and legally. According to the needs of the enterprise itself and the actual needs of the position, the recruitment scale should be appropriately expanded educational discrimination should be reduced, more employment positions should be added, suitable university graduates should be recruited, and the value of human capital should be unleashed, striving to achieve the full potential of everyone.

#### **4.2.2. Ensuring Employee Benefits**

However, this can damage the cohesion of the enterprise and trigger employee turnover. Enterprises should ensure the treatment that college graduates should receive, pay their salaries in full and on time, and provide corresponding welfare benefits. They should also pay overtime payment to ensure that college students have income, thereby retaining talents and increasing job stability. In addition to the economic guarantee, the enterprise should also ensure that epidemic prevention materials are distributed to each employee, and do a good job in epidemic prevention and disinfection and sterilization, so that everyone can work with peace of mind.



### **4.3. School Level**

#### **4.3.1. Provide Good Employment Guidance**

Schools are an important hub connecting students and enterprises, playing an important role in promoting the employment of college students. Colleges and universities should set up college students' career development courses to help students make their own career development in advance at the third stage of their sophomore year, so that students can have a clear understanding of their future, combine their professional and social needs, and find jobs that can combine personal value and social value, so that they will not be confused in employment. In addition, universities also need to do a good job in promoting employment policies and disseminating recruitment information, mobilize employment, and enable college graduates to timely understand the national employment preferential policies, thereby enhancing their employment willingness. Adequate recruitment information can help students break down information barriers, understand more job prospects, and have more choice opportunities. By inviting well-known alumni, outstanding graduates, and others to hold experience sharing sessions, we provide employment related O&A to college students alleviate anxiety, and help them establish a correct outlook on employment.

#### **4.3.2. Conduct Internship Practice**

With the expansion of enrollment in universities, the phenomenon of neglecting students' internship practice has gradually emerged in higher education in China. Many college graduates lack internship and social practice experience, resulting in being rejected during the interview process or being unable to perform well in their job positions. Universities can carry out holiday practice activities, collaborate with enterprises to establish internship positions, understand the talent needs of enterprises, and cultivate high-end talents with corresponding majors in a planned and purposeful manner. Through internships, college students can improve their practical ability and professional literacy. In order to implement talent cultivation plans and improve students' innovative and creative abilities, universities can organize students to participate in innovation, entrepreneurship, and professional skills competitions such as the Great Innovation and Challenge Cup. Through these competitions students can deepen their understanding of professional knowledge. In addition, universities should encourage students to actively participate in the "Three Supports and One Assistance" and rural revitalization strategies, go to places in need in the motherland, experience themselves at the grassroots level, gain experience, and enrich their experiences.

### **4.4. Government Level**

#### **4.4.1. Implement Employment Policies**

China attaches great importance to the employment problem of college students under the epidemic. From the central government to local governments, a large number of employment promotion policies have been introduced to ensure the smooth employment of college graduates and minimize the pressure of the epidemic on the graduation season. However, there are indeed differences among different regions, industries, and universities in China, so it is necessary to adapt different employment policies to different college students and not adopt a one-size fits all approach. Strengthen policy promotion, do a good job in employment guidance, and encourage college students to actively seek employment and flexible employment through policy guidance. Relevant departments should provide employment training and assistance for college students in difficult situations, help unemployed college students achieve re employment, provide subsidies for college students with employment difficulties caused by special reasons, and open some public welfare positions to accept them. Strengthen regulatory work, crack down on labor discrimination in the recruitment and hiring process of employers, and promote fair employment for college students.

#### 4.4.2. Accurate Epidemic Prevention and Control

In the third year of the COVID-19 epidemic, the virulence of the virus has been weakened, and the Case fatality rate has been greatly reduced. Although the government has introduced some appropriate policies to relax prevention and control measures and encourage eligible enterprises to return to work, there are still situations such as excessive epidemic prevention and global lockdowns, which contradict the policies of the Party Central Committee and hinder economic development. Therefore, local governments should accurately and completely implement the provisions of the "New 20 Articles" and "New 10 Articles" reduce unnecessary excessive epidemic prevention, let alone isolate all cases at home. Instead, precise prevention and control should be carried out without interfering with the normal operation of the economy and society, so that college graduates can smoothly find employment and work stably in their positions.

### 5. Conclusion

The outbreak of the COVID-19 epidemic has had a certain impact on the employment of college graduates in China, and has also hindered the economic development of China to a certain extent, but it will not change the trend of long-term stable economic and social development in China. Contemporary college students should have confidence in the future. be clear about their strengths and weaknesses, learn more about recruitment information, and achieve more flexible and diverse employment through various channels when the graduation season arrives. The solution to the employment problem of college students requires the joint participation of the entire society, and everyone works together to overcome difficulties. College graduates should devote themselves to their work with a down-to-earth attitude and tenacious will, and realize their life value through struggle.

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