

Research on Improving the Quality of Employment for College Students under the New Form of Population

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Abstract

China's rapid development in the past benefited from the demographic dividend to a large extent. In the context of the second demographic transition, with the second baby boom, infants gradually entering retirement age, China will face a large number of labor population entering retirement age, and the number of labor population will decline rapidly. Labor force, as one of the important sources of economic growth and the main body of population composition, its changes will have a profound impact on China's economic and social development. Therefore, it will be of great theoretical and practical significance for China's future economic development to continue to tap the potential of the first demographic dividend and develop the second demographic dividend. The development of the second demographic dividend can start from two aspects: the labor force population and the population of retirement age. This article focuses on exploring the employment opportunities for young labor force. In 2022, the number of fresh college graduates in China reached 10.76 million. To solve the problem of youth employment, timely grasp the changing trend of college student employment, and continuously improve the targeting of active employment policies for this group based on their employment characteristics, we can prevent youth unemployment from transforming into growth period unemployment. From the perspective of employment statistics, simply observing the changes in unemployment rate indicators cannot fully reflect the main nature of youth unemployment, and statistics on individual unemployment time are becoming increasingly important. At the same time, from the perspective of proactive employment policies, differentiated policies are needed for college graduates at different stages of the unemployment cycle. From the situation of the past two years, the sudden COVID-19 epidemic has brought a serious negative impact on the labor market, but other groups quickly recovered to the normal level of unemployment, while the unemployment rate of the youth group remains high and has been rising. This means that the same impact is more likely to have a sustained impact on the youth population. The solutions are as follows: maintain a certain economic growth rate and continuously provide new employment opportunities, achieving an increase in the total number of employment opportunities; Increase public employment services for college graduates; Continuously deepen the reform of the labor market system.

Keywords

Employment of College Students; Population Transformation; Influencing Factors; Employment Quality.

1. Introduction

With the release of the results of the seventh national population census, the issue of population transformation in China has once again become a hot topic of discussion among all sectors of society. The seventh national population census data shows that the proportion of people aged

60 and above in China has reached 18.7%, while the proportion of people aged 65 and above has reached 13.5%. Over the past decade since the sixth national population census, China's population structure has undergone rapid and wide-ranging transformation, which has sparked our reflection on various policies to respond to China's overall entry into a deeply aging society. On June 26, 2021, the Central Committee of the Communist Party of China and the State Council issued the "Decision of the Central Committee of the Communist Party of China and the State Council on Optimizing Fertility Policies and Promoting Long Term Balanced Population Development", which stated: "It is expected that during the 14th Five Year Plan period, China's population will enter a stage of moderate aging, and around 2035, it will enter a stage of severe aging, which will have a profound impact on the entire field of economic operation, various links of social construction, and various aspects of social culture. On the one hand, this conclusion means that one of the main driving forces of China's economic growth since the reform and opening up is losing the advantage of abundant labor force, the window period of demographic dividend is gradually closing, and the "assets" of labor resources enjoyed in the Demographic window is gradually changing into the "liabilities" of the highly dependent population during the aging population; On the other hand, it also reflects that population debt is only a forward-looking prediction of the possible outcomes of population structure transformation from the perspective of "invariance" or static nature of the population evolution process. However, by taking precautions, fully utilizing subjective initiative, and intervening in the population transformation process in a timely and moderate manner, the expected results will be conducive to solving or at least alleviating various problems that may arise during the current natural population transformation process, Fully understand and explore the potential challenges and opportunities of China's population transformation in the new development stage, turn passivity into initiative, and turn crisis into opportunity, to achieve the transformation from a quantitative population to a qualitative population. This paper first reviews the theory of demographic transition and the main characteristics of China's demographic transition for thousands of years, especially after the founding of New China. On this basis, it analyzes the main challenges of China's demographic transition in the new development stage, namely, various problems that may be encountered in the transition from the demographic dividend stage to the demographic debt stage. Finally, combining the experience of developed countries and the reality of China at this stage, it puts forward countermeasures for the transition from demographic dividend to demographic debt, Answered the main strategic strategies and specific policy measures for addressing China's population transformation in the new development stage.

Recently, the youth group, mainly composed of college graduates, is facing increasing difficulties in employment. In 2022, the number of fresh college graduates in China reached 10.76 million, and addressing the issue of youth employment has become a major focus of active employment policies. Timely grasp the changing trends in the employment of college students, continuously improve the targeting of active employment policies for this group based on their employment characteristics, and prevent youth unemployment from transforming into growth period unemployment.

In 2022, the number of college graduates reached 10.67 million, setting a new historical high. College students are an important human resource for the country, and improving the quality of employment is an important measure to promote the employment and personal development of college students. College students are the hope of families and even the nation, and the study of the employment quality of college students is of great significance for promoting national livelihood construction and economic development.

2. Employment Issues for College Students

In recent years, the youth unemployment rate has continued to rise. On August 15, 2022, the National Bureau of Statistics released data showing that in July 2022, the national urban survey unemployment rate was 5.4%. Among them, the unemployment rate of the population aged 16-24 reached 19.9%, 3.7 percentage points higher than the same period last year, and 15.6 percentage points higher than the unemployment rate of the population aged 25-59, reflecting that the youth population is facing a more severe employment situation. The unemployment rate of the 16 to 24 year old population survey released by the National Bureau of Statistics includes two main groups: migrant workers and university graduates in this age group. According to the "2021 Monitoring and Investigation Report on Migrant Workers" released by the National Bureau of Statistics, in 2021, migrant workers aged 16-20 and 21-30 respectively accounted for 1.6% and 19.6% of the total number of migrant workers. Considering the relatively low unemployment rate of migrant workers, in July 2022, the unemployment rate of migrant agricultural registered residence population (mainly migrant workers) is 5.1%. Therefore, it can be roughly estimated that the unemployment rate of college graduates is relatively high, which will cause significant waste of human resources. It is urgent to introduce targeted policies to address this issue. In addition, the continuous rise in youth unemployment rate and the accelerated increase in population aging have not only caused significant waste of human capital investment in China in recent years, but also made some medium to long-term contradictions more exposed in the short term.

Due to the continuous increase in employment pressure for college graduates, the change in youth unemployment rate is gradually showing a trend of seasonal unemployment combined with long-term trends. In the past, the youth unemployment dominated by college graduates has the characteristics of frictional unemployment, that is, the unemployment rate rises in the Season of graduation. As time goes on, the supply and demand information in the labor market is gradually digested, and the youth unemployment rate will gradually decline. However, the current trend of long-term upward youth unemployment rate has taken shape, indicating that short-term frictional unemployment may increasingly transform into long-term unemployment. Long term disengagement of young people from the labor market will not only lead to individuals losing the opportunity to "learn by doing" and improve human capital, but also exacerbate the structural contradiction of employment in the overall tense supply and demand relationship of the labor market. In recent years, due to the continuous superposition of college students' employment difficulties, the higher unemployment rate in the Season of graduation has fallen slightly since then, but it is difficult to recover to the average level before the Season of graduation. The continuous accumulation of college student unemployment means that some college graduates may fall into the dilemma of long-term unemployment, and further understanding of the specific situation of long-term unemployment is needed. From the perspective of employment statistics, simply observing the changes in unemployment rate indicators cannot fully reflect the main nature of youth unemployment, and statistics on individual unemployment time are becoming increasingly important. At the same time, from the perspective of proactive employment policies, differentiated policies are needed for college graduates at different stages of the unemployment cycle. This poses new challenges to the active employment policy system.

Young groups such as college graduates exhibit greater vulnerability in the labor market. From the situation of the past two years, the sudden COVID-19 epidemic has brought a serious negative impact on the labor market, but other groups quickly recovered to the normal level of unemployment, while the unemployment rate of the youth group remains high and has been rising. This means that the same impact is more likely to have a sustained impact on the youth

population. Currently, we need to pay high attention to the differentiation of employment conditions among different groups after the impact of the epidemic subsidies.

Overall, the current youth unemployment problem in China has both universal factors similar to those in other countries, as well as characteristics of China's specific development stage and specific policy measures. From the perspective of many countries, the high youth unemployment rate is related to low economic growth rate, insufficient job creation, and high degree of employment protection in the labor market. We need to analyze the common factors that cause the employment difficulties of young people in China, and also understand the reasons for youth unemployment in specific stages of China's development, in order to solve the current problem of youth unemployment.

The employment difficulties of college graduates are the result of the interweaving effect of long-term structural contradictions and short-term cyclical contradictions generated by the increasing downward pressure on the economy.

On the one hand, the cyclical contradiction that leads to the current high unemployment rate among college students is more prominent. From the nature of unemployment, the unemployment rate includes both natural unemployment caused by labor market friction and structural factors, as well as cyclical unemployment caused by demand gaps. Currently, there is significant downward pressure on the economy, and there is a significant demand gap in many industries, leading to an increasing proportion of cyclical unemployment in the unemployed population.

College graduates are a more sensitive group to cyclical unemployment, mainly for two reasons. Firstly, college graduates are a group of new entrants into the labor market, with the majority of their employment positions coming from newly created ones. In the face of significant economic downward pressure and a significant demand gap, the growth rate of new employment has significantly decreased or even stagnated due to economic contraction. College graduates have lost their most important source of job supply, and employment difficulties have naturally become prominent. Secondly, in the context of overall job reduction, groups with high levels of employment protection have a lower likelihood of job losses. The measures of "stabilizing employment" often emphasize the protection of existing positions. The more experienced workers are, the higher the degree of protection they receive. In contrast, the unemployment rate of young people may increase as a result.

On the other hand, the current employment difficulties for college students stem from the long-term accumulation of structural factors, and contradictions need to be resolved through continuous deepening of reforms. The expansion of enrollment in universities has always been considered the main reason for the employment difficulties of college students. From the analysis of the supply and demand relationship of college graduates' employment, the expansion of college enrollment did indeed increase the labor supply of college graduates during a period of time, thus forming employment pressure. But simply attributing the current employment difficulties of college graduates to the expansion of higher education will not help to understand the main problems of youth employment, nor will it be beneficial to find appropriate solutions. The expansion of higher education is generally in line with the needs of development. On the one hand, the transformation of China's economic growth mode from factor accumulation to total factor productivity will inevitably generate a higher demand for skilled talents; On the other hand, the acceleration of China's aging population also urgently requires the continuous improvement of labor productivity for newly joined workers in the labor market. The foundation for improving labor productivity is inevitably the improvement of workers' human capital level. What is more important now is to transform the results of the expansion of higher education into positive factors in the labor market and make good use of this dividend. In recent years, the development of some industrial sectors has led to the emergence of dividends for our engineers. For example, technology intensive industries such

as information technology, pharmaceutical research and development outsourcing services, and some high-end manufacturing industries have gradually demonstrated a certain degree of international competitiveness due to their rich talent reserves. It indicates that as long as a development model suitable for the economic growth mode is found, it is completely possible to achieve compatibility between high-quality economic development and college student employment amount.

At present, there is no unified definition of employment quality in the academic community, and different scholars at home and abroad have different interpretations of employment quality. Table 1 summarizes the different definitions of employment quality proposed by some scholars from different perspectives. From the perspective of scholars, this study adopts Liu Peizhong's viewpoint and defines employment quality as a situation that conforms to market supply and demand, balanced employment structure, fair employment opportunities, and harmonious labor relations at the macro level, while at the micro level, it is manifested in reasonable compensation, self development, and the realization of one's own value.

3. Exploring the Factors Influencing the Employment Quality of College Students

3.1. Factors Related to the Position of the Employer

Table 1. Academic Definition of Employment Quality

abroad	1970s	ASTD in the United States	Propose the term 'quality of work and life', emphasizing the need to focus not only on technological factors but also on human development, and through the following steps Coordinated development to improve work efficiency.
	2008	international labor conferences	Elevate decent work from a theoretical initiative to a goal. The core of decent work is the quality of employment, including job opportunities and employment Work safety, social security, social dialogue and labor relations, family life and work, economic and social factors, etc.
domestic	two thousand and seven	Ke Yu	Believing that the quality of employment for college students is a comprehensive characteristic of meeting social needs for college students
		Qin Jianguo	It is believed that the quality of employment is the degree to which the characteristics of college students' work and all the characteristics of their work meet the requirements of the public.
	two thousand and nine	Zeng Xiangchang	Define the degree of achievement of college students' education as the quality of employment. High quality employment refers to the search and acceptance of college students Work that matches educational goals.
	two thousand and ten	Peng Ping	Believing that the quality of employment is a comprehensive reflection of the employment situation, showcasing the employment level and effectiveness of college students. By matching tools The numerical calculation of body indicators yields quantifiable results based on relevant data.
	two thousand and seventeen	Yue Changjun	Believing that job satisfaction is an important factor in measuring employment quality, while job income, colleague relationships, and personal promotion opportunities It will have a significant impact on job satisfaction.
	two thousand and nineteen	Liu Peizhong	It is believed that high-quality employment is manifested at the macro level in the balance between market supply and demand, employment structure, fairness of employment opportunities, and The harmony of labor relations. The micro situation is manifested in the reasonable compensation, self development, and self value realization.

The positions provided by employers are an important factor affecting the quality of employment. There is an important relationship between job positions and the professional relevance of college students, as well as between job regions and the employment city orientation of college students. According to the "2022 Employment Data Report for Fresh College Students" released by Liepin Big Data Research Institute, college students have a certain preference for the city orientation they will be employed in. College students in first tier cities such as Shanghai still have a relatively high proportion of choices for local job positions, so the regions where enterprises provide positions have a significant impact on the employment quality of college students. In addition, the salary and benefits of corporate positions are also important factors affecting the quality of employment for college students. Therefore, the impact of corporate position factors on the employment quality of college students is very significant.

3.2. School Factors

Different schools have different levels of education, and students from Double First Class universities have a significant advantage in employment compared to ordinary university students. The professional settings of different schools also vary, and the key majors vary. According to the "2022 Employment Report of Chinese College Students" released by the McKinsey Research Institute, the popularity of different majors varies, and some majors belong to emerging majors, while others are facing a gradual decline. The popularity of majors directly affects the employment rate of corresponding college students, so the professional factors of schools have a certain impact on the quality of college students' employment.

Table 2. Ranking among the top 15 job seekers in the city where the graduating college is located in the past year for fresh graduates

Professional Name	two thousand and eighteen	two thousand and nineteen	two thousand and twenty	two thousand and twenty-one	two thousand and twenty-two
information safety	○	○	○	○	○
Network Engineering	○	○	○	○	○
Information engineering			○	○	○
Microelectronics Science and Engineering					○
Digital Media Technology	○	○		○	○
Energy and Power Engineering					○
software engineering	○	○	○	○	
Electrical Engineering and Automation			○	○	
Computer Science and Technology			○		
Digital Media Art	○	○	○		
Internet of Things Engineering	○	○			
Communication Engineering	○	○			

3.3. Personal Factors

College students, as the main body of employment, have a crucial impact on the quality of employment due to their own factors. The employment choice of college students is an important factor determining their employment quality. According to the "2022 College Student Employability Research Report" released by Zhaopin Recruitment, the number of

college students employed in the workplace in 2022 has decreased, from 56.9% to 50.4%, while the proportion of options for freelance, entrepreneurship, and slow employment has increased. This indicates that the employment choices of college students in 2022 have undergone certain changes. According to the "2022 Employment Report of Chinese College Students" released by the McKinsey Research Institute, the monthly income and employment satisfaction of freelance and semi-employed groups are lower. Employment choices have a significant impact on the quality of college students' employment. In addition to employment choices, the personal learning ability, interpersonal communication ability, and comprehensive quality of college students are all factors that affect the quality of their employment.

4. Analysis of the Quality of Employment for College Students

4.1. Lower Salary and Benefits

According to the "2022 College Student Employability Research Report" released by Zhaopin Recruitment, the factors that 2022 college students value in job hunting are salary and benefits. Salary and benefits are important factors for employers to attract talents. Their level not only affects the quality of employment for college students, but also affects the development of employers.

Through research, it has been found that the current low salaries and benefits of college students are mainly manifested in two aspects: less social insurance contributions and lower wages. Less social insurance contributions not only refer to incomplete types of contributions, but also to a smaller number of contributors. According to the employment destinations of college students, the majority of them work in small and micro enterprises and private enterprises, which provide few or only one type of insurance or three types of insurance: pension insurance, medical insurance, and unemployment insurance. However, there are relatively few employers who provide five types of insurance and one fund. According to a survey report by the Macquarie Research Institute, the expected average monthly salary for college students in 2021 is 6711 yuan. However, according to the survey, their actual monthly salary is 5833 yuan. It is common for recent college students to have low satisfaction with their actual wages.

4.2. Low Level of Professional Fit

The professional alignment of college students in their employment choices ranks among the top 5 factors that fresh college students value in job hunting, indicating that professional alignment is an important influencing factor on the quality of college students' employment. Related studies have shown that 7.6% of undergraduate students have no correlation between their majors and professions, 17.2% have little correlation, while 34.9% are basically related and 40.3% are highly related, indicating a relatively low degree of professional alignment. The reason for this is that some college students, due to the lower salary and higher threshold for work that corresponds to their majors, actively choose jobs with lower professional compatibility. The adjustment of industrial structure in some universities cannot keep up with the changes in talent demand, and some green label majors in universities have been replaced by emerging majors. The talent cultivation model is disconnected from social development, which leads to a low degree of conformity between the majors of university students.

4.3. Small Development Space

A survey of relevant college students found that 50.4% of college students are employed in the workplace, while the majority of other college students are employed in small and medium-sized enterprises. There are many talents within the unit, and the competition is fierce. There are also many job responsibilities, and personal development training is relatively lacking. Although some small and medium-sized enterprises provide better hardware equipment for

life, entertainment, learning, and other aspects, there is limited space for personal development. This is because some small and medium-sized enterprises themselves develop relatively slowly, lack management positions, and some college students lack personal development ability, without reasonable planning for personal development, resulting in the inability to seize promotion opportunities even when there are promotion positions. Overall, the development space for college students is relatively small.

5. The Path to Improve the Employment Quality of College Students

5.1. Employers Should Increase Salaries and Benefits, and Strengthen Humanized Management

Humanized employers are more likely to gain recognition from the general public. Therefore, while obtaining benefits, employers should take serving society as their fundamental purpose, maximize salary and benefits, and strengthen humanized management. To achieve high-quality employment, employers can strengthen cooperation with universities by participating in professional courses, and cultivate talents more suitable for social needs by strengthening cooperation between schools and enterprises. Employers should attach importance to the cultivation of college students who have already joined the workforce, provide them with reasonable and fair promotion channels, stimulate their work enthusiasm, and strengthen the training of college students to promote their personal development.

5.2. Improve the High-quality Employment Mechanism for College Students in Schools

Schools should improve the high-quality employment mechanism for college students and effectively play its role. Colleges and universities actively increase the talent reserve of relevant departments, providing consultation and planning for high-quality employment of college students by hiring professional talents, maximizing the help of students in establishing scientific and feasible career plans, and allowing students to fully utilize their university time to improve and enhance themselves for future employment preparation. Professional employment training should be provided for students of different majors to help them clarify their professional advantages and establish professional confidence; Help students establish a scientific employment perspective, study steadfastly, continuously improve their abilities, accumulate experience, and pave the way for high-quality employment. Through a long-term tracking mechanism, objectively evaluate the quality of employment for college students, and provide feedback to the employment work of college students through evaluation, in order to improve the quality of employment guidance work.

5.3. College Students Improve Their Personal Qualities and Create the Future

As the main body of employment, college students should improve their personal qualities through personal efforts and create their own future. To establish a correct and positive employment concept, cultivate good self-awareness ability, and continuously calibrate employment expectations to make career choices more objective and rational. We should improve the stock of human capital through education, improve the quality of employment through the rational utilization and development of our own social resources, make effective predictions based on the market employment situation and our own situation, adjust employment expectations, and achieve personal development by continuously increasing personal skills and work experience. We should participate in practical activities both on and off campus, use our spare time to learn about recruitment information, exercise our interpersonal communication and adaptability to the environment, and strengthen our psychological resilience. We should pay timely attention to employment related information, understand new trends in employment, and use internet channels to increase the breadth and

depth of employment information, laying the foundation for high-quality employment. Establish a long-term and clear career plan, clarify career goals as early as possible during college, make good career plans, adjust career development plans according to your actual situation during work, avoid blindly following the trend, abandon unrealistic ideas, and plan for the future with a down-to-earth and pragmatic approach.

6. Conclusion and Suggestions

Firstly, maintain a certain rate of economic growth and continuously provide new job opportunities. The labor market fluctuations caused by cyclical factors have had a more significant impact on the employment of young people, mainly college graduates. The Report on the Work of the Government in 2022 pointed out that: "The setting of the expected target of economic growth mainly considers the need to stabilize employment, ensure people's livelihood and prevent risks." "Fiscal, tax, financial and other policies should be prioritized around employment." In the case that the downward pressure of the economy has had a significant impact on the labor market, policy tools to stimulate economic growth should be introduced in time to address the negative impact of cyclical factors on college students' employment.

For college graduates who have recently entered the labor market, their employment opportunities come from two sources: the creation of new employment opportunities and the adjustment of existing employment opportunities. Adjusting existing employment positions may lead to unemployment among workers in existing positions, which goes against the policy purpose of "stabilizing employment". Obviously, in order to maintain the stability of the labor market, the more new job opportunities are created, the more conducive it is to solving youth employment. However, in recent years, the growth of urban employment has slowed down year by year. There are many factors that affect the growth of total urban employment, which are related to both short-term fluctuations in economic growth and the employment elasticity of economic growth. But objectively speaking, once the speed of new job creation slows down, it will have a greater negative impact on young people who are about to enter the labor market.

Compared to promoting the mobility of existing positions in the labor market, achieving an increase in the total number of employment positions may be a more effective means. Cross cycle and counter cycle macro-control policies should focus on the main channels of college students' employment. Analysis shows that the service industry is the main industry providing employment opportunities for college students, but since the outbreak of COVID-19, the gap in added value of the service industry has not been filled. There is an urgent need to introduce specialized measures to achieve stability and growth in the service industry and alleviate the employment difficulties of college students.

Secondly, increase public employment services for college graduates. On the one hand, by strengthening the construction of the public health system and elderly care service system, we can create employment opportunities for college graduates. The COVID-19 has exposed China's weakness in the construction of public health and epidemic prevention system, and it is necessary to strengthen the construction of relevant software and hardware infrastructure. At the same time, China is facing an increasingly severe and rapid aging population, and the staffing of socialized elderly care services and professional nursing institutions is facing an increasingly severe shortage. Currently, approximately 7% of college graduates are engaged in the healthcare and social care industries. If the proportion is increased by 1.5 percentage points from 7% and appropriately tilted towards vocational students, it will add 150000 job opportunities for graduates. On the other hand, increase the number of internship positions in government agencies, institutions, and research institutions. For college graduates who find it difficult to find employment at the moment, temporary internship opportunities can help

expand their employment perspective, improve their employability, and extend their career selection cycle. At present, the total employment of government agencies, institutions, and research institutions is about 20 million people. A 1% proportion of 3 months of internship positions can provide internship opportunities for 200000 university graduates. According to a monthly subsidy of 2000 yuan per person, 1.2 billion yuan will be disbursed from the special financial employment fund to implement the plan.

Finally, continuously deepen the reform of the labor market system. The continuous accumulation and rise of college student unemployment rate is the result of some long-term structural factors, and these contradictions need to be resolved through continuous deepening of reforms. To solve the employment difficulties of college graduates, it is first necessary to raise awareness among all sectors of society about the importance of problem-solving. In the current situation of significant changes in population structure and accelerated aging of the population, the deteriorating employment trend of college students and the continuous extension of the unemployment cycle will have adverse consequences for the improvement of labor productivity and sustainable economic development. Therefore, we should take college students and other youth groups as the main targets of active employment policies, implement targeted employment promotion programs, prevent young people from leaving the labor market for a long time, and avoid the transformation of unemployment from short-term unemployment, friction unemployment to long-term unemployment and structural unemployment. In addition, in the long run, we need to continuously deepen labor market reform and open up space for young people's employment by enhancing the flexibility of the labor market.

Youth are the main group for entrepreneurship, and college students should become the backbone of entrepreneurship among young people. Entrepreneurship driving employment is an important way to achieve employment doubling and alleviate the tension of youth employment. However, entrepreneurship is obviously affected by the business cycle. We should make good use of the existing policy system to support youth entrepreneurship and employment, increase financial and financial means to support youth entrepreneurship, and solve the financing problem of youth entrepreneurship. In addition, creating a favorable institutional environment for college students' entrepreneurship is one of the important contents of deepening reform. College graduates are new to the market and lack experience in operation and management, resulting in relatively insufficient ability to withstand risks. Lowering the threshold for entrepreneurship and reducing institutional barriers to entrepreneurship is support for college graduates' entrepreneurship. In addition, it is necessary to improve the social support system for entrepreneurial failure, expand the scope of support for entrepreneurship and employment by extending unemployment assistance and other means, reduce the risks that college graduates need to bear due to entrepreneurial failure, and enhance their entrepreneurial willingness.

Promoting Economic restructuring in the new development stage is an inevitable requirement for implementing the new development concept and building a new development pattern. At present, the main way to promote Economic restructuring is to transform the mode of economic growth from relying on the accumulation of production factors to relying on the improvement of total factor productivity. Although the starting point of promoting Economic restructuring is to improve the sustainability of economic growth and constantly improve labor productivity, not just to solve the problem of college students' employment, promoting Economic restructuring and the resulting changes in employment structure may help alleviate the difficulties of college students' employment in the objective effect. Existing research has shown that changes in employment structure lead to changes in skill demand, and the human capital level of young labor has stronger adaptability to the changing labor market structure. Therefore, continuously deepening reforms in various fields, continuing to promote the implementation

of established goals and tasks in the new development stage, and promoting the transformation and upgrading of economic structure will have a positive effect on solving the employment problem of college students.

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