

Study on the Improvement of Employment Ability of Ethnic Minority College Students in Xinjiang

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ABSTRACT. *As a very special group of college students, the employment of ethnic minority college students in Xinjiang is not only a family problem of ethnic minorities, but also a key factor affecting the stability and unity of ethnic minorities in China. Therefore, as early as a few years ago, the relevant departments of our country have attached great importance to the employment of ethnic minority college students in Xinjiang, and have taken various measures to improve the employment rate of these special college students. This paper first briefly describes the employment status of Xinjiang ethnic college students, summarizes the influencing factors of their employment, then analyzes the problems existing in the employment ability of Xinjiang ethnic college students, and finally discusses the measures to improve the employment ability of Xinjiang ethnic college students, in order to provide theoretical basis for the work of relevant workers.*

KEYWORDS: *Xinjiang, Ethnic minorities, College students, Employability*

1. Introduction

In recent years, the employment problem of college students has been very serious, and the most prominent one is the employment problem of a small number of college students in Xinjiang. Therefore, the relevant departments of our country have formulated the preferential policies for the employment of ethnic minority college students. However, due to the low level of teaching in some poverty-stricken areas of Xinjiang, the employment situation of ethnic minority college students has been greatly impacted.

2. Employment Status of Ethnic College Students in Xinjiang

The employment problem of ethnic minority college students in Xinjiang is quite special, which is mainly reflected in the regional concept, economic development situation and education level. In addition to the preferential policies for ethnic college students offered by the relevant local departments in Xinjiang, the state has also formulated relevant preferential policies for this issue. Whether local or national policies, their main purpose is to improve the employment rate of ethnic college students in Xinjiang, and promote the national unity, progress and development of our country. However, due to the influence of different regions and other factors, the means and methods of policy implementation are not inclusive, which has a negative effect, but is not conducive to the employment of ethnic minority college students.

Nowadays, only a very small number of Xinjiang minority college students have been reemployed. These students often have strong social communication ability and professional core literacy. They can adapt to the progress of the times and social development, and have been recognized by relevant enterprises. However, not all Xinjiang minority college students are like this. There are still quite a number of Xinjiang minority college students who have poor social communication ability, do not have excellent professional quality, and have disadvantages in the concept of employment. They believe that the scope of employment is only in Xinjiang, and they are always reluctant to leave their hometown. However, there are relatively few jobs in Xinjiang, which leads to the large number of Xinjiang ethnic minorities. The unemployment of students has only increased for many years.

3. Factors Influencing the Employment of Ethnic College Students in Xinjiang

3.1 Cultural Factors

Because most of the minority college students in Xinjiang have their own religious beliefs, they think that

only taking root in Xinjiang is the right destination. In addition, the unique cultural customs in Xinjiang have a profound impact on these college students. When the minority college students in Xinjiang go to other areas, their psychology and body can not adapt to the local cultural customs, and finally return to their hometown for employment and development. This situation leads to the narrow employment space, the low level of employment, and ultimately the overall employment rate.

3.2 Economic Factors

An obvious feature of ethnic minority families is that their economic conditions are poor. It is the limit of family conditions for some families to support a college student, and there are no surplus financial resources to cultivate other excellent skills of college students, or to support college students to work in other places.

3.3 Ethnic Differences

The minority languages in Xinjiang are quite different from the official Chinese in China, but the teaching materials used in Colleges and universities are all Chinese, and the contents of the teaching materials are also different from the cultural background of the students. This situation has led to Xinjiang ethnic minority college students need to spend more energy in learning related textbooks. Some ethnic minority college students' learning efficiency is not high, and their employment ability is relatively weak.

4. Problems in the Employment Ability of Ethnic Minority College Students in Xinjiang

4.1 Low Learning Ability

As an important foundation for the improvement of employment ability, good learning ability can make Xinjiang Ethnic College Students speed up their learning progress and learn more employment skills. The following benefit is that the speed of the improvement of employment ability is accelerating. However, a serious problem is that the general learning ability of Xinjiang ethnic minority college students is not strong, they are not good at active learning and thinking, and their understanding of the newly learned knowledge is not deep enough. Because Xinjiang ethnic minority college students are not strong in learning ability, they can not learn new knowledge and skills in time to adapt to the development of the times, so their ideas and employability have been lagging behind the level of the development of the times, and the overall employment rate has been pulled down.

4.2 Low Practical Ability

Practical ability is not only the key of selecting talents, but also an important part of students' employment ability. No matter how much theoretical knowledge Xinjiang ethnic minority college students learn, practical ability is the most critical one, and it is also the most important indicator for employers. During the period of study in the University of ethnic minority college students, the communities and interest groups can improve the practical ability of college students. However, some college students only concentrate on learning knowledge, or are ignorant, resulting in low practical ability.

4.3 Weak Social Adaptability

Xinjiang ethnic college students often lack strong social adaptability, which is also part of the reason for the low employability of ethnic college students. When looking for employment opportunities in other places, if we lack strong social adaptability, we will lose hope for employment in the face of difficulties, and result in losing employment opportunities.

4.4 Wrong View of Employment

Part of Xinjiang minority college students have a wrong view of employment, and their understanding of employment is not accurate. In its employment cognition, the only purpose of employment is salary, so the employment choice only has high salary position. Such a view of employment is not conducive to the

improvement of the employment ability of ethnic minority college students in Xinjiang. On the contrary, it will lead to the high expectation of employment and not adapt to the market demand.

5. Study on the Improvement of Employment Ability of Ethnic Minority College Students in Xinjiang

5.1 Focus on Training Comprehensive Talents

At present, the ideal type of talent recruitment is comprehensive talent. Therefore, Xinjiang University for ethnic minorities should focus on training comprehensive talents of college students, so as to lay a good foundation for future employment of students. In the process of cultivating the employment ability of the students, we must cultivate the employment ability of the Xinjiang ethnic minority college students according to the school running thought with the demand of the employment market as the guiding direction, the basic quality direction required by the talents in the big era, and the relationship between the supply and demand of the market talents. Through the compound training mode, it is better to let the students learn the employment skills closely in the development of the times. The structure demand of the main industries and industries, so as to improve the core competitiveness of students' employment, and achieve the purpose of improving the employment rate of Xinjiang ethnic minority college students.

5.2 Offering Career Planning Courses

If ethnic minority college students feel confused and confused about their future employment, the vocational planning courses offered by ethnic minority colleges and universities can make Xinjiang ethnic minority college students create reasonable plans for their future employment. The purpose of the career planning course is to let students really understand the vocational skills they have mastered, be familiar with their own position orientation, plan out the employment plan that conforms to their own core literacy orientation, and maintain its scientific rationality. And the career planning course is not only to help students understand their own advantages, but also to let students understand the external employment situation as soon as possible, as well as the job demand of the society, so as to make better employment planning judgment.

5.3 Cultivate Students' Awareness of Self-Employment

When Xinjiang ethnic minority college students enter the employment stage, they must get rid of the dependence on their families and schools, and have the correct sense of self employment, so as to realize the non-pressure employment. Some ethnic minority college students think that their own core literacy conditions are general, but the external employment pressure is too large, and they have no inevitable advantages, they will not be able to achieve independent employment. First of all, in the face of this type of students, colleges and universities should correct the employment concept of students in time, so that students can make clear whether the core skills that meet the needs of enterprise employment or the most popular type of employment talents at present, rather than the one-sided depth of a certain skill. Secondly, colleges and universities should give practical cases to cultivate students' self-employment psychology, improve their self-confidence in employment, encourage and motivate students from the psychological level, which has improved their psychological quality.

5.4 Carry out Individualized Employment Guidance

The simple course of employment planning can not help Xinjiang ethnic minority college students to improve their own employment ability. Only with the individualized employment guidance, can it promote the individualized development of their employment ability. Personalized employment guidance is not only to analyze the employment prospects of students, but also to provide detailed guidance on the current employment policies, employment details and employment related skills in the form of lectures or theme courses. First of all, the first step of individualized employment guidance is to analyze the employment skills learning of students during the university period, and make clear the professional direction of students.

The lecturer can make a systematic and in-depth analysis of the students, and inform them of the most real situation, so that they can lay a good psychological foundation for their employment ability. Secondly, according to the students' professional orientation, analyze the current employment policies that meet their standards to minority college students, so as to maximize the role of employment policies. In addition, good employment skills can help ethnic college students find a proper job in the process of employment.

The range of employment skills is very wide, including resume delivery skills, interview skills and work adaptation skills. In this process, what the lecturer should do is to guide the students to use reasonable employment skills according to their employment orientation. For example, the interview skills have a strong universality, which can focus on the explanation of ethnic college students. First, prepare well before the interview and fully understand the details of the company to be interviewed. The understanding of the enterprise is not only to search from the Internet, but also to understand the enterprise to be interviewed from multiple directions. Secondly, let the students straighten out their psychology and try to eliminate the influence of nervous psychology on the interview state. There is also a very important concept of time, arriving at the company to be interviewed in advance to avoid being late. Finally, the etiquette of interview needs students to grasp it reasonably according to the actual situation.

5.5 Cultivate Team Spirit

In the current social environment, the ability of individuals is far less than the resultant force formed by teamwork. Therefore, team spirit is also one of the goals of employing enterprises. The cultivation of the team spirit of ethnic minority college students depends on the various associations and social activities organized by colleges and universities. Colleges and universities should increase the number of such activities during their study and pay attention to the maintenance of order to ensure the maximum development of the activity effect. In addition, in the process of daily courses, college teachers should also focus on the cultivation of students' team spirit, which can be achieved through thematic lectures and curriculum integration.

5.6 Promote Students' Self-Improvement

The external employment support is only the auxiliary power to improve the employment ability of Xinjiang ethnic college students, and the continuous self-improvement and development of ethnic college students is the fundamental measure. The core quality of Xinjiang ethnic minority college students is the foundation of employment ability, including innovation ability, social adaptability and application ability. In order to improve the social adaptability and communication ability of ethnic minority students, colleges and universities should provide them with various innovative competition channels and urge them to actively participate in various campus cultural activities, community activities and volunteer activities. However, the application ability of ethnic minority students needs the internship opportunities provided by the school to improve, which can be effectively improved in practice. For example, colleges and universities can lead the graduating ethnic minority students to the recruitment market, and improve the recruitment ability of ethnic minority students by guiding them to participate in the recruitment fair.

In this series of activities, only the minority students have the self-improvement consciousness, can they truly realize the self-improvement and development of students, and lay a solid foundation for the future employment of students.

6. Conclusion

In a word, it is a long and arduous task to improve the employment ability of Xinjiang minority college students, which needs the cooperation of all sectors of society. Only by fundamentally improving the employment ability of Xinjiang ethnic college students, can we effectively help ethnic college students get rid of the plight of employment, realize the rational allocation of ethnic talents, promote the unity and prosperity of ethnic minorities, and thus promote the overall and efficient development of employment in China.

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