

On the Training Mechanism of College Students' Learning Ability at Going Down to the Grass-roots Unit Based on the Investigation

Ling Jiang¹, Jun Wu¹, Meimei Tang^{2,*}

¹School of Economics, Anhui University of Finance and Economics, Bengbu, Anhui, China

²School of Finance, Anhui University of Finance and Economics, Bengbu, Anhui, China

*Corresponding author: 15855527080@163.com

Abstract: College graduates are the country's valuable human resources. The Party Central Committee and the State Council attach great importance to the employment of college graduates, regard the grassroots as an important platform for college graduates to grow into talents, and put forward clear requirements for guiding and encouraging college graduates to work at the grassroots level. By understanding the current situation of college students going to the grass-roots level, and through the investigation and analysis of the college students' going to the grass-roots level, this paper points out that there are environmental conditions, lack of subject knowledge system, lack of education guidance, lack of communication platform for grass-roots staff, lack of experience, etc. difficulty. Finally, this paper puts forward corresponding policy recommendations in a targeted manner.

Keywords: Going down to the Grass-roots unit, Learning ability, Cultivation mechanism.

1. Introduction

The General Office of the State Council issued a document issued by the General Office of the Central Committee of the Communist Party of China and issued the document of the Ministry of Finance. The General Office of the State Council and the Ministry of Finance also issued and published the document of the General Office of the State Council on Further Guiding and Encouraging College Graduates to Work at the Grass-roots Level. Students carry out reemployment service training and employment work, and take the initiative to take root in the construction of rural grass-roots posts as a more important platform for entrepreneurship and talent, which further encourages and supports college graduates to learn and obtain employment through rapid professional growth. It is of certain theoretical significance for the development of new ideas for discipline construction to improve the training and education of college students, improve the coordination and promotion mechanism of various support and innovation work and guarantees for employment services at the grassroots level, and strengthen the research on the training mechanism for improving the learning ability of college students at the grassroots level.

Guiding colleges and communities to encourage fresh college graduates to go deep into practical work at the grassroots level, especially choosing to work in developing central and western regions, poverty-stricken and remote areas for poverty alleviation, and temporary work in hard, cold, remote and poverty-stricken areas, is the strategic plan of the CPC Central Committee and the Central Propaganda Department of the CPC Central Committee. One of the major national decisions made by the State Council and others from the overall needs of maintaining the party's unity and the long-term development strategy of the country's cause. The western part of our country is relatively vast, the regional spatial development is very unbalanced, and there is a lot of room for manoeuvre in the development of the industrial economy. This is a great need for the eastern part to give full

play to the comparative advantages of rural labor. The transfer strategy of regional industrial structure optimization and regional upgrading is very necessary, which can make the central and western regions form a more reasonable and balanced industrial level gradient and development regional layout, and expand the employment and income growth space in the eastern region.

At the same time, people themselves must also pay attention to really fully understand and see that, compared with the high-level demand for talents in the vast localities and various fields, contact the national urban grass-roots service reform and opening-up development key work, and colleges and universities set up to cultivate the ability of college students to be lower-level subjects. Mechanism construction, further strengthen scientific guidance and encourage service and actively create conditions in accordance with the law, encourage the majority of qualified college graduates in the city to more actively go to the grassroots level to participate in practical business work, and play a role in the voluntary public technical service activities of college graduates under the guidance of the new era, play an increasingly active and prominent role in promoting the promotion of comprehensive construction, serving the harmonious and coordinated development of various economic and social undertakings at the grass-roots level in prefectures and cities, and maintaining stability.

2. Literature Review

Peng Xing (2010) emphasized that it is necessary to increase policy encouragement and publicity, and actively guide the majority of college students to find employment at the grassroots level and not become formalism. Niu Zhanhu (2011) believes that there is a game between concepts and reality among college students at the grassroots level. Wu Benli (2014) believes that for the development of the "three branches and one support" work, college students have a lot to do at the grassroots level. Yang Jianliang (2019) pointed out that in the process of economic system reform and

industrial structure adjustment, due to the coexistence of the contradiction between employers unable to recruit people and graduates unable to find jobs in the current employment market of college students, coupled with the knowledge of college graduates themselves. The structure cannot adapt to the market demand, which makes it more difficult for college graduates to find employment. Therefore, the state guides and encourages college graduates to go to the grassroots for employment, which has become a development trend for college graduates to go to the grassroots for employment. Therefore, it is very important for college graduates to adapt to the grass-roots employment work to speed up the establishment of the training mechanism for college students' lower-level learning ability.

3. Current Situation of College Students Going to the Grassroots Level

3.1. Project Support for College Students at the Grassroots Level

The grassroots is the foundation of our country. It is the stage for us to experience growth and explore the future development path in depth. As a new generation of young forces, the country needs us to go to the grassroots to show ourselves. In recent years, the state has introduced a series of policies to encourage college graduates to work at the grassroots level. Among them, there are policies to provide financial support for the grassroots. The Department of Finance has allocated all 59.098 billion yuan of central funds to counties and districts to support grassroots tax cuts and fee reductions and key livelihood policies; there are preferential policies to encourage college graduates to go to the grassroots for employment. Provide tuition compensation and student loan compensation policies for graduates who go to grassroots employment in the central and western regions and remote and difficult areas. In addition, the state has established many projects at the same time, including the "Voluntary Service Program for College Students in the West", the "Three Supports and One Support" plan, the "Teacher Special Post Plan", and the "Recruitment of College Graduates to Work in the Village" and other projects.

3.2. The Current Situation of the Flow of College Students to the Grassroots Level

According to the China Youth Daily Social Survey Center's joint questionnaire network, a questionnaire survey was conducted on nearly 2,000 college students, and it was found that 82.3% of the interviewed college students considered grassroots employment, and nearly 80% of the college students believed that grassroots employment had a great impact on their own development. The data shows that the attitude of the Chinese people towards the grassroots is that it is generally believed that this is one of the main channels for the employment of college graduates in the future, and it is also an effective way to solve the structural contradiction in the employment of college students and relieve the employment pressure of college students. But at the same time, some people think that the quality of employment at the lower level is not high, the living conditions are poor, the customs and habits are difficult to accept and adapt, and they are also worried about the opposition of their families, which will undoubtedly create a great obstacle to the flow of talents

to the grass-roots level. Although most college students have generally agreed with the grassroots, there will also be problems such as "can't keep", "do not work well", and "can't move". Development cannot be ignored.

Although the state has issued a large number of policies to support it, the grass-roots personnel recruitment examination is not much different from the civil service examination. This type of examination does not help the grass-roots select the quality and ability necessary for grass-roots work, but only blindly pursues higher education, which makes many college students unable to correct Find a job that really suits you. In addition, in the graduation season of college students, although colleges and universities have the intention to promote grass-roots work, due to lack of manpower, they can only focus more on job fairs. A large number of recruitment notices and interviews make most graduates unable to think carefully about their own career. There are no teachers who can help them do in-depth analysis and planning. Although the national policy is gradually improving, and the local government adopts preferential policies to attract college students to work at the grassroots level, due to the lack of coordination in all aspects, the policy is not enough. Specifically, the feedback mechanism is not perfect, and it even goes through the motions with academic qualifications, which makes college students not interested in returning to their hometowns for work, and can only be stranded, resulting in serious brain drain.

4. Investigation and Analysis of College Students Going to the Grassroots Level

4.1. An analysis of the Willingness of College Students to Go to the Grassroots Level

According to the collected questionnaire data, 70.17% of the members of the Communist Youth League with political affiliation, 3.51% of the members of the Communist Party of China, and 26.32% of the masses; 17.54% of them are from villages, 33.33% are from towns, 40.35% are from small cities, and 40.35% are from big cities. 8.77%. From the data, most of the people who participated in the questionnaire survey came from small cities. At the same time, only 7.02% of the people who participated in this questionnaire had never experienced rural life, which shows that everyone has some experience in rural life.

According to the China Youth Daily Social Survey Center's joint questionnaire network, a questionnaire survey was conducted on nearly 2,000 college students, and it was found that 82.3% of the interviewed college students considered grassroots employment, and nearly 80% of the college students believed that grassroots employment had a great impact on their own development. The data shows that the attitude of the Chinese people towards the grassroots is that it is generally believed that this is one of the main channels for the employment of college graduates in the future, and it is also an effective way to solve the structural contradiction in the employment of college students and relieve the employment pressure of college students. But at the same time, some people think that the quality of employment at the lower level is not high, the living conditions are poor, the customs and habits are difficult to accept and adapt, and they are also worried about the opposition of their families, which will undoubtedly create a great obstacle to the flow of talents

to the grass-roots level. Although most college students have generally agreed with the grassroots, there will also be problems such as "can't keep", "do not work well", and "can't move". Development cannot be ignored.

4.2. College Students' Views on the Setting of Discipline Training Mechanism

(1) The support aspects of college students' lower-level training policy. The grassroots is the foundation of our country. It is the stage for us to experience growth and explore the future development path in depth. As a new generation of young forces, the country needs us to go to the grassroots to show ourselves. In recent years, the state has introduced a series of policies to encourage college graduates to work at the grassroots level. Among them, there are policies to provide financial support for the grassroots. The Department of Finance has allocated all 59.098 billion yuan of central funds to counties and districts to support grassroots tax cuts and fee reductions and key livelihood policies; there are preferential policies to encourage college graduates to go to the grassroots for employment. Provide tuition compensation and student loan compensation policies for graduates who go to grassroots employment in the central and western regions and remote and difficult areas. In addition, the state has established many projects at the same time, including the "Voluntary Service Program for College Students in the West", the "Three Supports and One Support" plan, the "Teacher Special Post Plan", and the "Recruitment of College Graduates to Work in the Village" and other projects.

(2) Requirements for the ability of lower-level disciplines to cultivate. Most people's views on the lower-level grassroots maintain a supportive attitude of "following the grass-roots line, with the support of national policies, there is a good future for development". Regarding their attitude towards the grassroots, 70.18% of people choose to go to the grassroots for employment, but there may be a problem of not being able to retain them. For other people who do not want to go deep into the grass-roots level, the main reasons are that there is no future and development space in rural areas, rural work pay is small, professional dislocation, etc., which undoubtedly raises questions about the imperfection of the national feedback policy.

4.3. Getting Outside Support

According to the survey data, people who want to get employment at the grassroots level want to get support and help from the outside world, and want to show their dedication to youth on this stage. Nearly 90% of people think that there is a platform that can help them. The platform for the problems faced by the grassroots can help them, and the most desired function of this platform is to enable the exchange of problems and funds. The shortage of funds at the grassroots level is a relatively big problem. For grassroots cadres, obtaining financial support from the outside is of great help to the development of the village, so the platform can provide a platform for capital exchange for everyone to make decision-making choices.

4.4. The Needs of Party Building Education

General Secretary Xi Jinping pointed out that grassroots education is closely related to party building education. Only by deeply understanding and studying party building education can we better carry out grassroots work. When the work of party building is done well, grass-roots party

organizations can play a better role, grass-roots work will be more efficient, and people will be more cohesive. The subject education system integrates party building education into it. College students learn the knowledge of party building here, and arouse the enthusiasm of college students to study. At the same time, complete a certain number of party building courses to lay the foundation for receiving party building-related education and understand the main content of party building education.

5. Difficulties Faced by College Students at the Grassroots Level

5.1. Environmental Conditions

The grass-roots conditions are not as good as the urban infrastructure construction, the grass-roots environment and conditions are immature, the urban and rural infrastructure and public services are quite different, the construction of rural comprehensive service centers can not meet the living needs of farmers, but also can achieve the right medicine, rural infrastructure - canals, ponds, fitness facilities, etc. have not been repaired all the year round, unable to meet the basic irrigation and drainage needs of the grassroots. Although grassroots people have basic social security institutions, they do not have a service platform, resulting in waste of resources and inability to implement policies. Compared with urban areas, the environmental conditions are too different, so that the work and life of college students at the grassroots level cannot be effectively guaranteed.

5.2. Lack of Subject Knowledge System

The work at the grassroots level is heavy and the tasks are heavy. At the same time, because there are fewer people rooted at the grassroots level, the work force is insufficient, and the funds are tight, it will have an impact on the grassroots work—village improvement, provision of public services and other supervision tasks and assessment tasks. In the recruitment and examination of grassroots staff, they only pursue high academic qualifications and do not conduct quality assessments. As a result, the knowledge and skills of grassroots staff cannot be completely matched with the work they are responsible for, resulting in waste of resources, failure to perform their duties, and failure to perform their duties. Law to effectively carry out grass-roots work, resulting in most work can not be carried out effectively. In addition, the work has not been effectively supported by funds, and the funds are insufficient. Some grassroots funding approvals need to go through grassroots police stations and enterprises in their jurisdiction to seek help. This has been done many times, resulting in damage to their own image and insufficient financial support. If things go on like this, wages will only be lowered, leading to brain drain and a vicious circle.

5.3. Lack of Educational Guidance

The grass-roots staff have a weak sense of clean government, and there are special crowds and the phenomenon of using power for personal gain. In the aspects of village remediation, land division, project contracting, confirmation of subsistence allowances, etc., there may be the phenomenon of taking advantage of their own power and power to operate under the background for the benefit of themselves and their relatives. It ignores the people's right to know, does not publicize the resolutions of various village

committees, and bases the three rights on one body. There are three reasons for this phenomenon. First, the grass-roots working mechanism is not sound, leading to the increase of the main leadership power, which is impossible to measure; Second, the regulatory system is imperfect, leading to similar loopholes.

5.4. There Is No Communication Platform for Grass-Roots Staff and Lack of Experience

Everyone who goes from colleges or cities to rural areas has a passion, hoping to create some achievements in this world, to help the local people to achieve prosperity, to make this land their own stage, for everyone. The people who watched the performance with anticipation applauded me. But everyone is a blank piece of paper before they go to the grassroots level. Except for some young people who have lived in the countryside since childhood, they can quickly adapt to the local customs. Others need a long time to adapt to the local life and adapt to the strong work difficulty and environment. But every veteran cadre who can take root at the grassroots level for decades has his own way to integrate into this land. There is no platform for communication between the two. People who have just arrived at the grassroots level want to ask for help, but no one can tell them. Veteran cadres rooted at the grassroots level cannot contact these people who need help. Only by sharing can the experience be of greater value. Therefore, it is very necessary to create a platform for grassroots staff, teachers and other groups to exchange and share experiences.

6. Measures to Improve the Ability of College Students to Go to the Grassroots Level

6.1. Strengthen the Construction of Grassroots Platforms for College Students

Grass-roots services can be divided into various categories, multi-type services. Our country is now advocating that the majority of young people go to the grassroots level to provide us with different directions to bring more help to the grassroots. In the lower-level platform for college students, the module partition function is used to classify the lower-level layers, so that college students can find the modules they are interested in more quickly, and at the same time, they can more clearly identify the sections they are interested in or want to work on. After clicking on the corresponding section area, you can browse and view relevant information and examples. For example, in the grassroots under science and technology, morality is that talents with high scientific and technological literacy bring advanced technology to the grassroots, helping farmers to produce more scientifically and increasing crop yields; helping livestock owners to increase yields, etc., aiming to launch the slogan of "science and technology create a better life", to improve the scientific literacy of the grass-roots people through popular science; the grass-roots level of health is to bring advanced medical treatment to the grass-roots level, popularize the knowledge of health protection, etc.. The grass-roots level of culture is to bring all kinds of intangible cultural heritage and Chinese culture into the grass-roots level, and feel the culture together. Charm. The partition of the module provides users with more convenient operations, and at the same time encourages users to find their own direction and inspiration.

6.2. The Construction of Subject Knowledge System

Through classroom instruction, it mainly includes the analysis and explanation of the living conditions of the grass-roots people by teachers and experts, as well as the analysis and explanation of the national policy on grass-roots construction. In this way, the majority of college students will have a better understanding of the grassroots, and create a basic knowledge reserve for college students to choose grassroots services in the future. The setting of these courses aims to bring more professional knowledge systems to college students, so that college students can reap their own achievements in the explanations of teachers and experts. At the same time, college students can express their opinions through their own study of related courses. In this way, an exchange platform for information exchange is created. It can not only improve the enthusiasm of users, but also help users to better communicate information and improve the flow of effective information. Through this exchange of issues and opinions about the grassroots, the majority of young people conduct in-depth inner exchanges, which will help more people understand the grassroots and are willing to go to the grassroots.

6.3. Social Environment Support

At present, there is a trend of "hollowing out talents" at the grassroots level in our country, and the grassroots development is facing the situation of "no successor". The majority of college students' cadres take the initiative to go to the grassroots, which can set an example for college students, especially young cadres, and encourage more people to join the grassroots, which will help to form an effective talent-driven mechanism. In addition, when college students go to the grassroots, they also send a strong signal to the society that they attach importance to the grassroots and develop the grassroots, and encourage the people at the grassroots to actively respond to the call of the policy, take the initiative to seek the road of development, and help the realization of the goal of building a powerful modern socialist country. Therefore, it is of great social significance for college students and young cadres to go to the grassroots level, and will receive more and more support and approval from all walks of life.

6.4. Boost the Grassroots Training and Construction of College Students

At present, my country's economic development is in a relatively stable stage, and the economic development speed has slowed down, which has led to a decrease in the stimulating effect on employment. Especially because of the critical period of economic transformation and industrial structure adjustment, the ability of many enterprises to attract talents has been affected. On the other hand, the acceleration of the urban construction process has also increased a large number of labors. The development of cities and towns itself has limited ability to absorb labor, which will also cause a large number of labor transfers, aggravating the current situation of difficult employment for college students. At the same time, the development of emerging industries and the transformation of the regional economic development pattern have also had a serious impact on the employment of college students. With the continuous progress of the economy and society, a large number of emerging industries have begun to

emerge, which has had a huge impact on traditional industries. Many companies have begun to reduce the introduction of new employees based on their own development and trend forecasts. The adjustment of the regional economic development pattern has brought a new trend in the flow of labor force. The employment situation in different regions is quite different, and the overall employment situation is still grim. In addition, the employment cost of enterprises has also shown a trend of increasing year by year, which is not conducive to enterprises. Recruit college students. It can be seen that the problem of college students' employment difficulties is affected and affected by many factors, and the current employment pressure of college students is relatively high. In view of the current severe employment situation faced by college graduates, the state has increased the recruitment of grassroots personnel, hoping that college students can start from the grassroots level, develop modern agriculture, and serve the country and the people. In addition, the scope of recruitment of the "special post plan" has been increased, and graduates from colleges and universities are openly recruited to teach in rural schools in the "two basics" attacking counties and schools in the compulsory education stage. Generally, the service period of special post teachers is 3 years. Many students who leave home to go to college and want to return to their hometown after graduation can apply for the special post program. With the increase in the scope of recruitment of the "special post program", it means that the students who sign up will have a better chance of going ashore.

Acknowledgment

This work is supported by the project of Anhui University of Finance and Economics School-level Undergraduate Teaching Quality and Teaching Reform Project in 2021, "Research on the Teaching Mode of Innovation and Entrepreneurship for Economics Majors" (acszjyyb2021081).

References

- [1] Wu Benli. College students go to the grass-roots level with "great potential" [N]. China County Economic News, 2014(9).
- [2] Jianliang Yang. Research on the status and development trend of college students' lower-level work at the grass-roots level—a study on the status and development trend of graduates' lower-level work in Guiyang University [J]. Contemporary Educational Practice and Teaching Research, 2019(6):158-159.
- [3] Jialing Zhang et al. Analysis of the relationship between college students' innovation projects and college students' training goals [J]. Science and Technology and Innovation, 2022(1):113-115.
- [4] Zhaoying Liu. Research on innovation and entrepreneurship learning methods for college students [J]. Theoretical Research and Practice of Innovation and Entrepreneurship, 2021(6):6-8.
- [5] Huijie Li. Research on the influence of college students' professional identity on autonomous learning ability: a mediation model based on learning motivation [J]. Neijiang Science and Technology, 2021(6):81-83+14.