

# Improving the Employability of Apprentices Under the Modern Apprenticeship System

Xiaoyan Xie

Graduate School of Education, Graduate University of Mongolia, Ulaanbaatar, 11000, Mongolia

---

**Abstract:** The employability of animation apprentices has been improved under the modern apprenticeship system, but there are many problems under the new system. This paper puts forward countermeasures for some problems existing in the employment of modern apprentices, and provides an effective path for the improvement of the employability of modern apprentices.

**Keywords:** Modern apprenticeship, Animation major, An apprentice, Employability, Path.

---

## 1. Overview of Modern Apprenticeships

In order to meet the needs of the development of different industries and enterprises, vocational colleges focus on the combination of talent training objectives and post standards, with the cultivation of students' comprehensive practical ability as the core and foundation, vigorously promote the optimal allocation and comprehensive utilization of educational resources, and cultivate innovative practical talents for the society. The modern apprenticeship system is based on the training of students. In the process of modern vocational education, the modern apprenticeship system has been widely used and the future development prospect is good. Modern apprenticeship attaches great importance to the deep integration between schools and enterprises, and realizes the complementary advantages between schools and enterprises through the integration of work and learning, so as to achieve mutual benefit and win-win situation. Teachers and masters play an important role in the training of students and apprentices. Under the guidance of both, students combine practical skills learning with professional theoretical learning, improving the apprentices' employability and laying a solid foundation for their future career development.

## 2. Employment Advantages of Apprentices Under the Modern Apprenticeship System

Modern apprenticeship is the deep integration of production and education, cultivating knowledge, application and skill composite talents for the society, and realizing the seamless connection between professional curriculum setting, teaching methods and production practice. The one-to-one master guides the apprentices, imparting knowledge and skills hand by hand, imperceptibly cultivating the professional quality of the apprentices and inheriting the craftsman spirit of the masters. This "old" and "new" teaching mode not only imparts technical skills to the apprentices, but also invisibly penetrates the enterprise culture into the apprentices, making the apprentices adapt to the enterprise culture in advance. It improves the employability of apprentices[1].

Modern apprenticeship training mode can cultivate the apprentice's "real skills". The practical training courses set by

modern apprenticeship system are generally taken from the real projects of enterprises, and the course content keeps pace with The Times, which is of great help to cultivate the integration ability of knowledge and skills of apprentices, personal ability and workplace experience. Enterprises cultivate apprentices according to their actual production needs, and apprentices' working skills can be fully exercised, and they can be better qualified for the work of enterprises when they graduate.

## 3. Employment of Animation Apprentices Under the Modern Apprenticeship System

Although the modern apprenticeship training mode can greatly improve the employability of apprentices, there are still many problems in the employment of apprentices.

### 3.1. Compared with the horizontal, the supply of animation graduates in higher vocational colleges exceeds the demand, and the competition pressure of apprentices is great

Animation industry is the international sunrise industry in this century, compared with other developed countries, China's animation industry started late, is still in the initial stage, so our government has also introduced more documents and policies to support the animation industry, our universities have added animation major, in recent years has been a blowout growth. Modern apprenticeship personnel training adopts the mode of alternating work with study and repeated training by enterprise schools, which solves the problem of emphasizing theory over practice under the general mode of training in higher vocational colleges. The practical operation ability and professional quality of apprentices have been greatly improved, but the practical skills of some apprentices still fail to meet the employment standards of enterprises. As a result, some apprentices still stay in the enterprise as interns after graduation to participate in paid skills training, in order to cushion the pressure of employment.

### **3.2. Compared with undergraduates, higher vocational students have lower learning ability and no competitive advantage**

Animation major students in higher vocational colleges have lower educational level and learning ability, and their competitiveness is not enough compared with animation major in undergraduate colleges. The competition among talents in the animation industry mainly depends on the potential of creative skills. Due to the rapid update of production technology in the animation industry, enterprises not only attach importance to the practical skills of job seekers, but also attach great importance to the learning ability of candidates when recruiting new animation professionals. After systematic theoretical study and skill training, undergraduates not only have solid theory, but also better practical skills than vocational students. Moreover, there is little difference in starting salary between undergraduate and vocational animation graduates. Under the same starting salary, enterprises are obviously more willing to hire undergraduates with solid professional knowledge and strong learning ability [2].

### **3.3. Special difficulties arising from practical factors in modern apprenticeships**

Modern apprentices miss out on many job opportunities because they spend their third year training in enterprises, have no free time or cannot return to school to participate in campus job fairs due to distance. In addition, enterprises cannot accept all the jointly trained apprentices due to limited positions, resulting in some apprentices facing the dilemma of re-employment.

In addition, because China's modern apprenticeship system is still in the pilot stage, many parents and students do not understand that good students are volunteered to enter the desired university to choose their favorite major to study, and most of the students who study modern apprenticeship are students with poor academic performance and poor self-discipline, which affects the quality of modern apprenticeship talents.

### **3.4. High vocational students lack of career planning**

Apprentices in higher vocational colleges generally lack career planning. Although vocational colleges offer relevant employment guidance courses, the employment guidance system in higher vocational colleges is generally not perfect, and apprentices do not pay enough attention to themselves and overestimate their self-ability, resulting in employment difficulties and frequent job-hopping [3]. Some apprentices are dissatisfied with the development prospects, management methods and salary treatment of practical training enterprises, and are unwilling to stay in the enterprises for further development, resulting in the problem of apprenticeship employment retention.

## **4. Measures to address the problem of apprenticeship employment**

### **4.1. Standardize the three-party cooperation mechanism for university-enterprise apprentices, and give preferential treatment to retained apprentices**

Standardize the three-party cooperation mechanism of university-enterprise apprentices, and respect the choice of employment of apprentices. Enterprises should arrange professional positions for apprentices, prevent apprentices as free or cheap labor force, so as not to cause apprentices to waste the golden learning time, professional skills do not rise instead of decline; In addition, after the expiration of the contract between the apprentice and the enterprise, the apprentice does not want to stay in the enterprise, the school and the enterprise should understand the reasons why the apprentice does not want to stay in the enterprise, if the apprentice wants to change the environment, or other unrealistic factors, the school and the enterprise should do ideological work for the apprentice, and try to let the apprentice stay, if the apprentice does not want to stay, it should respect the individual will of the apprentice. Increase choice for apprentices.

At the same time, the government can give low-rent housing to remaining apprentices, or give preferential policies such as settling down and cutting interest rates for buying houses, to solve practical problems such as excessive talent turnover for enterprises.

### **4.2. The government should strengthen public services and regulation policies**

First of all, the government should strive to build a public employment service platform for animation majors to provide jobs for apprentices in higher vocational colleges. The platform needs to meet the three elements of animation professional employment: First, there is a long-term and stable demand for animation professional apprenticeship in higher vocational colleges; Second, there are positions suitable for vocational animation apprentices to exert their talents, and employers have the conditions for the design and production of animation and its extension products; Third, it has a certain guiding effect on the training of animation graduates in higher vocational colleges. The purpose of the animation professional public employment service platform is to strive to integrate domestic and foreign industry resources, standardize the employment of the animation industry, and provide excellent animation professionals for animation enterprises, optimize the allocation of human resources, and achieve seamless docking between enterprises and animation professionals.

Second, we should establish and improve employment-related policies. The relevant government departments should, according to the local economic development plan, do a good job of docking local enterprises and higher vocational colleges as much as possible, adjust the industrial structure, make industrial production meet the demand for talents, and make higher vocational colleges truly serve local enterprises. Animation industry is the key support of China's 12th Five-Year plan, although some areas have explicitly provided for the acceptance of college animation professionals above a certain amount of funding subsidies, but there are many problems in the current job market of animation graduates in

China, such as no special management department, currently is basically a number of departments, recruitment market management chaos, There are some problems, such as emphasizing undergraduates over colleges and choosing men over women. Government departments should improve relevant policies and measures as soon as possible, standardize the job market, guarantee the principle of fairness and impartiality in employment, provide the same employment opportunities for every animation apprentice, and help every animation apprentice in higher vocational colleges to find a correct job [4].

#### **4.3. Enterprises participate in the whole process of modern apprenticeship to ensure the quality of apprentice talents**

Enterprises should be fully involved in the recruitment and selection of apprentices, theoretical curriculum setting, practical training curriculum setting, career planning guidance, student management, etc. according to social and market demand. Enterprises' participation in the management of apprentices in school and the setting of teaching programs will help enterprises cultivate talents they really need and meet their demand for animation professionals. Finally, the sustainable development of the animation industry and the improvement of the employability of modern apprentices will be achieved. In addition, according to their actual needs, enterprises focus on cultivating apprentices' awareness of innovation, risk and competition, and exercise apprentices' practical skills, self-learning ability and self-improvement ability, so as to lay a solid foundation for their subsequent career development and avoid the risk of unemployment of employed apprentices [5].

#### **4.4. Strengthen the teachers of both schools and enterprises, and strengthen the construction of double-qualified teachers**

Both higher vocational colleges and enterprises must perfect the construction of double-qualified teams. Vocational colleges actively encourage teachers to take temporary positions in enterprises, jointly form teams with enterprise technicians to carry out horizontal technology research and development, convert the length of teachers' practice and technical service time in enterprises into a certain amount of class hours, which is included in personal assessment, and as an important basis for professional title promotion, to create a professional and dual teacher team. On the other hand, enterprises should select excellent highly skilled personnel as enterprise teachers, explicitly stipulate the responsibilities, obligations and benefits of enterprise teachers, and the teaching tasks undertaken by enterprise teachers should be linked to individual performance assessment. In addition to material rewards, enterprise teachers can also be given certain honors. Excellent and advanced enterprise teachers are selected and commended every year, and honorary certificates are issued to enhance the social status and professional honor of enterprise teachers.

#### **4.5. Vocational colleges should strengthen the construction of employment guidance teachers to achieve accurate and professional employment guidance**

First of all, higher vocational colleges are the propagandists and implementors of employment policies, so they should

carefully study employment policies, analyze the employment situation, and systematically deploy the employment work of school students. Secondly, efforts should be made to realize the whole-course employment guidance for apprentices. For freshmen who have just entered the university campus, the school should provide animation professional introduction lectures, professional employment prospects, industry trends, etc., so that the apprentices have a clearer understanding of their own majors, and stimulate the apprentices' interest and enthusiasm for animation.

Secondly, the employment guidance center of the school and the enterprise should improve the employment information sharing platform, and the two sides should strengthen contact and exchange employment information. The apprentices in the junior year are studying in the cooperative enterprises, and many campus job fairs and recruitment information cannot be received in time. Therefore, the employment guidance center of the school and the human resources department of the enterprise should create an employment guidance platform, timely release employment information on the employment platform, synchronize the information to the official website and wechat public account of the cooperative enterprises, and inform the apprentices to check in time. In addition, it provides various convenient conditions for apprentices studying in enterprises to return to school for interview, such as granting leave for apprentices to return to school for interview; Online apprentice vocational skills training, resume making guidance, interview etiquette guidance, interview skills teaching, etc.

Do a follow-up survey on the employment of graduated apprentices. In addition to the employment guidance of current apprentices, colleges and universities should also do a good job of employment tracking survey of graduated apprentices, which has a great effect on the cultivation and employment of apprentices. By tracking the employment of graduated apprentices, we can grasp the employment situation and employment problems of apprentices in time, which is of great help to the employment guidance work of the school, the optimization of the talent training program of apprentices, the adjustment of the curriculum system and the teaching content. At the same time, through the follow-up tracking of the employment of graduated apprentices, colleges and universities can grasp the employment development track of apprentices, strengthen communication with employers, and jointly implement the employment work of apprentices. The school can also invite outstanding apprentice alumni to return to their Alma mater to participate in a symposium to share the successful experience of outstanding teachers and sisters and help current apprentices improve their employability.

#### **4.6. Apprentices should enhance their subject consciousness and strive to improve their employability**

As an apprentice, you should be clear about your dual identity upon admission. First, the apprentice should take the initiative to understand the current situation of the enterprise, access to the market, professional related situation, etc.; Second, apprentices should enhance their ability to adapt to the new environment, familiarize themselves with the job skills and comprehensive literacy requirements of the enterprise in advance, and take the initiative to learn how to get along with colleagues. Under the modern apprenticeship model, apprentices should have the ability of self-management, teamwork, communication and negotiation, and

strive to achieve all-round development of morality, intelligence, physical fitness, the United States and labor [6].

Apprentices should strive to improve their professional quality and strengthen their employability.

Apprentices' cognition of their own ability affects their cognition of their own role positioning, and some apprentices' lack of cognition of their own employability is also one of the reasons for their employment difficulties. Therefore, apprentices should actively understand the information of the animation industry, correctly evaluate their own employability, and strive to learn professional knowledge, humanistic knowledge, and interpersonal relationship knowledge, so that they can have the employability that meets the needs of the industry and achieve self-employment. During the study period, the apprentice should not only master the solid theoretical knowledge of animation, but also develop the habit of continuous learning, in order to adapt to the animation industry with fast knowledge update and close interdisciplinary integration.

Apprentices should make career planning in advance and deal with employment calmly. For the current severe employment situation, with the help of the school's employment guidance teacher, the apprentice can objectively evaluate his own ability and quality through career planning, and set goals at different stages for his future career development in combination with the current industry needs, plan ways to achieve career goals, and refine specific plans for achieving phased goals. Finally, the realization of their own employment guidance.

First of all, determine a reasonable career development goals and direction. According to the analysis of employment positions in the animation industry, the employment directions of animation majors can be divided into planning and director, art, program, operation, etc. For example, animation apprentices in media schools can consider developing their own strengths in the direction of editing and director and media operation, while animation apprentices in computer schools can develop in the direction of game programs and animation special effects.

Second, plan ways to achieve your career goals. It is impossible to achieve the career goal overnight, and it needs the apprentice to plan. Reasonable planning is conducive to the apprentice to distinguish the priorities in study and work, grasp the key points, and increase the possibility of achieving the goal. However, in the process of achieving the goal, it is inevitable to encounter some unpredictable external factors and the influence of their own conditions, which ultimately leads to the difficulty of achieving the goal. At this time, apprentices can make reasonable adjustments according to the actual situation, so the career planning needs to be repaired in time.

Finally, refine the specific plan for the realization of the phased goals. After the apprentice career development goals and specific implementation paths are determined, it is necessary to make clear and specific plans for the goals of different stages. Apprentices should actively participate in career guidance courses, career lectures, job search

experience sharing sessions, etc. Under the guidance of government and school employment departments, apprentices should recognize the employment situation, evaluate their own abilities reasonably, and form reasonable professional values; Understand the national employment policy, animation professional employment situation, combined with their own situation, find their own correct positioning, formulate long-term development strategy, break down the development strategy into short-term goals in each period, and make unremitting efforts to achieve each short-term goal.

## 5. Conclusion

The modern apprenticeship system aims to train the apprentices with strong employability and high comprehensive quality, in order to provide enterprises with high-quality human resources, solve the shortage of enterprise talent situation, and promote the development of economic construction for our country.

In view of the practical problems existing in the employment of modern animation apprentices, the government should standardize the tripartite cooperation mechanism between schools, enterprises and apprentices, improve employment policies, and establish employment service platforms for animation majors. Both schools and enterprises should make joint efforts to improve the training quality of animation apprentices, and improve the employment guidance system to strengthen the employment guidance for animation apprentices. In addition, modern apprentices should make career planning in advance, enhance their employability, and strive to achieve high-quality employment.

## References

- [1] HUI Li. Analysis of higher vocational enrollment expansion and employment from the perspective of Modern apprenticeship [J]. *Science and Technology Wind*, 2019 (30): 241-242.
- [2] Wenfang Lin. Research on employment development and promotion of Computer animation major in secondary vocational schools [J]. *The Road to Success*, 2017(20):51-52.
- [3] Xiaoting Tu. Training Strategies of Vocational College students' employability under the background of modern apprenticeship [J]. *Journal of Hubei Open Vocational College*, 2019, 32(11): 36-37.
- [4] Li Liao. Research on employment situation and countermeasures of animation major students in higher vocational colleges [D]. *Jiangxi Agricultural University*, 2013.
- [5] Dao Zhou. Construction of international professional talent training model of modern business apprenticeship [J]. *Modern Marketing (Business Edition)*, 2019(12):8.
- [6] Xiaowei Cheng. Research on the improvement of Vocational College students' employability under the background of modern apprenticeship [J]. *Intelligence*, 2019(25):122.