

ORDER-ORIENTED TRAINING

A Third Way to Promote Employability
of College Graduates in China

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Why do we need to change?

Change in the Ratio of Employed Graduates
in Higher Education



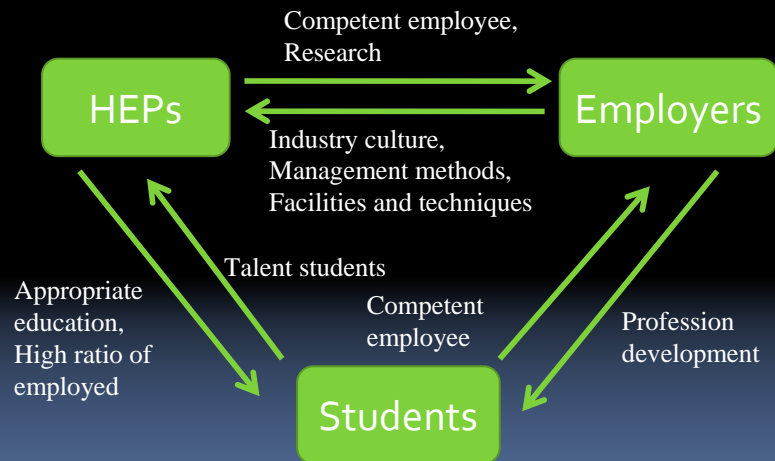
How to change?

- HEPs: Career Education
/courses, consultancy, graduates promotion
- Employers: Retraining
/back to vocational schools, in-service training
- HEPs & Employers: Cooperation
/EIR integration(Education, Industry, Research) ,
Internship & Exercitation,
Order-oriented Training

What is Order-oriented Training?

- **Common feature:**
- An Education institution and an employer sign a contract to set up the goals , curriculum, internship arrangement for a special group of students. The group of students should sign contracts with their future employer individually to promise they would work for it after they graduate. Correspondingly, the employer should recruit them according to the contract.
- **Differentiations:**
- Students: start in first/junior/senior year,
from one programme/some programmes
- Funding: government/students/business sector
- Employer: enterprise / association

Why Order-oriented Training?



Key Steps of Order-oriented Training

- 1. Investigation :
Knowledge & skills structure of what employer need ;
Curriculum and faculty of HEPs.
- 2. Negotiation:
Size of classes; Funding; Teaching group; Curriculum;
Internship & exercitation.
- 3. Sign the contract :
Responsibilities of each party in students recruitment,
education process, etc.
- 4. Conduct the contract:
Both parties should take a role in every stage, including
students' evaluation.
- 5. Feedback:
Follow up with the graduates and employer to modify
the curriculum and education process.

Key Steps in Curriculum Development

- 1. Workplace analysis: interview experienced staff to define the needed knowledge and competences, including possible changes in the future.
- 2. Draft curriculum plan: goals and curriculum syllabus.
- 3. Modification and supplementation from the employer.
- 4. Confirm the curriculum plan and select/modify the textbooks/learning materials.

Successful Cases

- Collaboration in Curriculum Planning :
Guangzhou Institute of Technology
& Suning Appliance Company
 1. Brainstorming to find out the typical working tasks in Suning .
 2. Classify the typical working tasks and arrange their priorities.
 3. Define the competences and knowledge with priorities.
 4. Convert the competences and knowledge into curriculum field.

Successful Cases

- Collaboration in Students Evaluation:
Shanghai College of Electronics and Information
& Saikesi Company of Information
Students can choose to sign a contract with the college and company in the 2nd year. In the 2nd and 3rd year, the students will receive a dual system education. The college and company are both responsible for these students' evaluation. The company will evaluate the students in the way it evaluate new employees. Only those who can pass the evaluation both from the college and the company can graduate.

Defects and Limits

1. The needs of different employers may differ a lot. While students' future development cannot possibly be limited to a single employer.
2. Higher education students should have the rights to change their career decisions.
3. By any chance of conjuncture, the employer may not be able to recruit the graduates due to some economical reasons.
4. College faculty are lack of the capacity to develop curriculum and design instruction according to the employer's needs.



Thank you!

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