



GUIDELINES FOR ENHANCING THE EMPLOYMENT VOCATIONAL SKILLS OF
STUDENTS OF HIGH VOCATIONAL CERTIFICATE PROGRAM IN POLITICS AND LAW



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THE THESIS TITLED

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BY

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This study focuses on enhancing the employment vocational skills of students in high vocational certificate programs in politics and law. By deeply analyzing the current employment market situation and the employment status of students, and combining with the actual needs of enterprises, it aims to propose comprehensive and effective employment guidance policies. The research objectives mainly include two aspects: one is to deeply explore the employment status and challenges faced by students in high vocational certificate programs in politics and law; the other is to optimize the employment guidance policies based on the research results. The study selected 348 graduating juniors from two high vocational colleges of politics and law as valid samples. The Cronbach's alpha analysis was used to verify the reliability coefficient of the questionnaire, which reached 0.890, ensuring the high reliability of the data. A comprehensive analysis of the students' employment status was conducted by using various research methods such as questionnaire surveys, semi-structured interviews, and focused group discussions. The research results show that students have deficiencies in employment preparation, professional skills, practical operation, interpersonal communication, self-management, analytical skills, and career planning. Based on this, the study proposes five optimization strategies, including (1)strengthening comprehensive quality cultivation, (2)deepening practical teaching reform, (3)improving the career planning guidance system, (4)enhancing vocational skills training, and (5)establishing an employment feedback mechanism, to comprehensively enhance the employment competitiveness of students in high vocational certificate programs in politics and law.

Keyword : High vocational certificate, Program in politics and law, Employment vocational skills

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TABLE OF CONTENTS

	Page
ABSTRACT	D
ACKNOWLEDGEMENTS.....	E
TABLE OF CONTENTS.....	F
LIST OF TABLES.....	J
LIST OF FIGURES	K
CHAPTER 1 INTRODUCTION	1
1. Background.....	1
2. Objectives of the Study.....	5
3. Research Questions.....	5
4. Significance of the Study	5
5. Scope of the Study.....	6
6. Definition of Terms	6
7. Research Framework	9
CHAPTER 2 LITERATURE REVIEW.....	10
1. Education background and employment status of students in high vocational certificate program	10
1.1 Education background and employment profile of students in high vocational certificate program.....	10
1.2 Education background and employment characteristics of students of high vocational certificate program in politics and law	11
2. The importance of enhancing vocational skills and its role in employment	13

2.1 Enhancement of Professional Knowledge and Skills	13
2.2 Enhancing of technical operation skills	15
2.3 Enhancing of interpersonal and communication and collaboration skills	16
2.4 Enhancement of self-management	18
2.5 Enhancement of analytical skills	19
2.6 Legal professional ethics and conduct skills	20
3. Formulation and implementation of employment guidelines	23
3.1 Classification based on employment goals	24
3.2 Classification based on employment skills	24
3.3 Classification based on educational models	25
3.4 Classification based on market demand	26
4. Related studies	27
4.1 Strengthen the cultivation of professional knowledge, skills, and technical operation skills	27
4.2 Strengthen the cultivation of interpersonal and communication and collaboration skills	28
4.3 Pay attention to the cultivation of self-management ability	30
4.4 Training of enhancing analytical skills	30
4.5 Cultivation of legal professional ethics and conduct skills	31
4.6 Implementation of School Enterprise Cooperation and Industry Education Integration Model	32
CHAPTER 3 METHODOLOGY	34
1. Research Design	34
1.1 Participants of the Study	35

1.2 Research Instruments	36
1.3 Data Collection	38
1.4 Data analysis	39
2. Participants of the Study	40
2.1. Semi structured interviewees	41
2.2 Focus on Group Participants	41
3. Research Instruments	42
3.1 Semi structured interviews	42
3.2 Focus Group.....	43
3. Data collection	44
3.1 Semi structured Interview Method:	44
3.2 Focus Group Method:	44
4. Data analysis.....	45
4.1 Preliminary data organization.....	45
4.2 Data Analysis and Synthesis.....	45
4.3 Propose optimization suggestions	46
4.4 Writing Research Reports	46
CHAPTER 4 RESULTS OF THE STUDY	47
1. Demographic data	47
2. Application of vocational skills of students in politics and law higher education institutions	48
3. Semi structured interviews.....	58
4. Focus Group	61

5. Summary of this chapter	63
CHAPTER 5 CONCLUSION AND DISCUSSION.....	65
1. Research Summary.....	65
2. Research discussion.....	68
2.1. Strengthen the cultivation of comprehensive qualities	68
2.2 Deepen the reform of practical teaching	69
2.3 Improve the career planning guidance system	70
2.4 Strengthen vocational skills training.....	71
2.5 Establish an employment feedback mechanism	71
3. The impact and suggestions on students, teachers, and schools	72
3.1 Influence and Suggestions on Students	72
3.2 Influence and Suggestions on Teachers	73
3.3 Impact and Suggestions on Schools	73
4.4 Limitations of the study.....	74
4.5 Suggestions for further study	74
REFERENCES.....	76
APPENDIX	82
VITA	90

LIST OF TABLES

	Page
TABLE 1 Cronbach's reliability analysis	37
TABLE 2 Demographic characteristics of participants demographic analysis	47
TABLE 3 Whether you have participated in the internship of students in politics and law higher education institutions	48
TABLE 4 Have you participated in the practice of professional knowledge and skills of students in politics and law higher education institutions	50
TABLE 5 Have you participated in the practice of technical operation skills of students in politics and law higher education institutions	52
TABLE 6 Have you ever participated in the internship of interpersonal communication and communication and cooperation ability of students in politics and law higher education institutions.....	54
TABLE 7Have you participated in the practice of self-management skills of students in politics and law higher education institutions	55
TABLE 8 Have you participated in the practice of analytical skills of students in politics and law higher education institutions.....	56
TABLE 9Have you participated in the career planning and expectations of students in politics and law higher education institutions	57

LIST OF FIGURES

	Page
FIGURE 1 Research Framework	9



CHAPTER 1

INTRODUCTION

1. Background

In the increasingly competitive job market, China is facing unprecedented employment pressure. With the increasing number of graduates year by year, the popularization rate of higher education has been climbing year by year, and the educational levels are mainly undergraduate and graduate, making the employment situation increasingly severe. For the students in high vocational certificate program in politics and law, they are facing unprecedented challenges, and they also have higher requirements and expectations.

The rapid development of Chinese society and continuous economic changes have led to significant changes in the demand for talent in the job market(Yu, 2024). mentioned that the deviation of college students' employment values not only affects their personal career development trajectory, but also to some extent restricts the smooth progress of the country's overall employment plan. And China occupies a relatively high position in the global economic development, which also highlights the demand for skilled talents. For students in high vocational certificate program in politics and law, they not only need to master solid professional knowledge and skills, but also need to have a series of other professional skills to better adapt to market demand and achieve smooth employment.

However, the traditional education in high vocational certificate program in politics and law often pays too much attention to the teaching of professional knowledge and skills, and does not pay enough attention to the cultivation of other equally important vocational skills, such as interpersonal and communication and collaboration skills, self-management skills and analytical skills. It is precisely because of this single education model that students lack competitiveness in the job market and are unable to meet the increasingly diverse needs of employers (Munastiwi, 2015). emphasized the key role of vocational education in enhancing employment competitiveness. It can not only provide students with practical ability in professional fields, but also enhance their employment

adaptability through systematic training. Moreover, employers' requirements for talents are not limited to professional knowledge, but also include a wide range of vocational skills and comprehensive qualities.

In order to better understand the actual needs of enterprises for graduates from high vocational certificate program in politics and law, we carried out interviews with employers in the early stage. Through in-depth exchanges with this long-term cooperation enterprise with high vocational certificate program in politics and law, we have obtained important information about graduates' professional skills needs. This enterprise not only provides social practice sites for students of high vocational certificate program in politics and law, but also has a deeper understanding of the actual needs of graduates of high vocational certificate program in politics and law due to long-term cooperation.

In the communication with enterprises, we found that when recruiting graduates from high vocational certificate program in politics and law, enterprises attach great importance not only to their professional skills, but also to their practical experience, psychological quality and pressure resistance. Enterprises believe that students with rich practical experience can adapt to the work environment faster and improve work efficiency; Good psychological resilience and stress resistance can help students maintain calmness and focus when facing work pressure and challenges. In addition, the enterprise also emphasized the importance of interpersonal and communication and collaboration skills, self-management skills and analytical skills, which are also crucial to the career development of graduates.

The research by (Calero López et al., 2024) and (S. & R., 2024) further confirms this point, pointing out that in today's increasingly competitive globalization, soft skills such as creativity, second language proficiency, and teamwork have become important benchmarks for measuring a person's career potential. This discovery indicates that relying solely on traditional professional knowledge and skill development is no longer sufficient to meet the demands of the current job market. High vocational certificate program in politics and law need to keep pace with the times, optimize employment guidelines, and focus on cultivating students' diversified vocational skills.

Therefore, high vocational certificate program in politics and law must keep pace with the times, optimize the employment guidelines, and cultivate a talent training system that is more in line with the current social development needs. This requires the school to carry out systematic reform in education philosophy, curriculum, teaching methods and other aspects in order to comprehensively improve the comprehensive quality and professional skills of students.

Firstly, it is crucial to strengthen the practical teaching process and achieve a deep integration of theoretical knowledge and practical operation(Xiaolian, 2024).Through school enterprise cooperation, social practice, and other means, students can be exposed to real work scenarios during their school years, understand the actual work content, and accumulate valuable practical experience for entering the workplace in the future. This can not only enhancing students' vocational skills, but also enhance their employment self-confidence and adaptability. As stated(Ming & En, 2017), the school enterprise cooperation teaching model plays an indispensable role in enhancing students' vocational skills.

Secondly, education on students' psychological resilience and ability to withstand pressure cannot be ignored. Facing the high pressure of the workplace and the discomfort of entering the workplace for the first time, good psychological resilience and ability to withstand pressure are essential soft skills for students(Yu, 2024).Schools should add mental health counseling courses, provide psychological counseling services, help students establish a positive attitude, cultivate resilience, and be able to cope with workplace challenges calmly. This not only promotes students' personal growth, but also lays a solid foundation for their career.

Furthermore, the cultivation of interpersonal communication and collaboration skills is also quite important in enterprises. Teamwork has become an important way to achieve common goals(S. & R., 2024).High vocational certificate program in politics and law should enhancing students' communication ability and team spirit by organizing debate activities, team activities and other ways.(Calero López et al., 2024) also

emphasized the importance of teamwork and creativity in vocational education, which play a key role in enhancing students' employment competitiveness.

At the same time, it is also essential to strengthen the cultivation of self-management skills and analytical skills. In the current era of rapid economic and cultural development, we must have the ability of self-management and continuous learning to cope with the rapidly changing market environment (Hongya, 2024). Schools should assist students in developing personal career development plans and study plans, and offer career courses to help students deeply understand the importance of career planning and recognize the importance of career development. Simultaneously developing clear study plans also helps students better plan their learning and life, laying the foundation for their future career development.

Finally, legal professional ethics and conduct skills are the key skills for students of high vocational certificate program in politics and law to obtain employment. It requires students to have firm legal beliefs, noble professional ethics, and the ability to adhere to the bottom line and uphold fairness and justice in practical work. (Gangshan et al., 2019; Li, 2014) This skill not only relates to personal professional ethics, but also affects the credibility of the legal profession. Schools should strengthen professional ethics education, enhancing students' professional ethics and self-discipline ability through courses, lectures, practice and other ways, and lay a solid foundation for their career.

In order to cultivate more high-quality skilled talents that meet market demand, schools must actively respond to changes in market demand, optimize the allocation of educational resources, and innovate talent training models (Dongmei, 2016). Therefore, the purpose of this study is to deeply analyze the current employment situation of students of high vocational certificate program in politics and law, and closely combine the actual needs of enterprises, so as to put forward a set of comprehensive and effective employment guidelines. We hope that this research can provide useful reference and reference for the employment guidance work of high vocational certificate program in politics and law, so as to help students better adapt to the market demand and achieve smooth employment. At the same time, we also hope that this study can provide valuable

reference information for high vocational certificate program in politics and law, and further promote their education reform and development.

2. Objectives of the Study

The purpose of this study is as follows:

2.1 Further study the employment status of students in students of high vocational certificate program in politics and law.

2.2 Optimize the employment guidelines of high vocational certificate program in politics and law.

3. Research Questions

3.1 What are the main problems and challenges faced by students of high vocational certificate program in politics and law in the process of employment?

3.2 How to effectively introduce and apply advanced employment guidance concepts to enhancing the vocational skills of students of high vocational certificate program in politics and law?

3.3 How to formulate specific and effective employment guidelines according to the actual situation of students in students of high vocational certificate program in politics and law?

4. Significance of the Study

It is hoped that the results of this study can provide teachers and students in high vocational certificate program in politics and law with in-depth understanding, and reveal the differences between students of high vocational certificate program in politics and law and the current employment market demand. At the same time, it may also make teachers in high vocational certificate program in politics and law more aware of the problems faced by students in vocational skills training and employment guidance. Therefore, teachers can optimize teaching methods and employment guidance strategies based on the results of this study, aiming at enhancing the vocational skills and employment competitiveness of students of high vocational certificate program in politics and law. In

addition, through participating in research and reflection, students can also more clearly recognize their shortcomings in employment preparation, so as to carry out targeted enhancing. Finally, this study is expected to provide high vocational certificate program in politics and law with better curriculum and employment guidance, so as to better meet the market demand and promote the smooth employment of students. At the same time, it provides strong support for the educational reform and development of high vocational certificate program in politics and law by completing questionnaires, enterprise interviews and other methods.

5. Scope of the Study

This study is limited to students graduating from political and legal vocational colleges. These students are about to finish their studies and face challenges in the job market, making them important subjects for studying vocational skills and guiding policies for employment. All graduating students participating in the research are required to complete a survey questionnaire related to job preparation, vocational skills, and other related topics. At the same time, in order to have a deeper understanding of the enterprise's ideas on the employment of high vocational certificate program in politics and law, face-to-face interviews will be conducted with enterprises cooperating with high vocational certificate program in politics and law. This study focuses on exploring the challenges these students face in the job search process, how they apply the vocational skills they have learned, and their expectations and recommendations for employment guidelines. Not involving other factors that are not directly related to vocational skills and employment guidance.

6. Definition of Terms

The following terms are defined because they are specifically used in this article:

Students of high vocational certificate program: These students receive political and legal vocational skills education and training. Their learning goal is to master practical political and legal vocational skills, so as to make full preparations for future competition in

the employment market. Specifically, in this study, junior students in high vocational certificate program in politics and law are about to graduate.

Employment vocational skills: This term refers to a series of professional abilities and practical skills that individuals need to master in order to gain a competitive advantage in the job market. Specifically, in this study, it refers to the employment professional skills of high vocational certificate program in politics and law, including five key aspects, namely, professional knowledge skills, technical operation skills, interpersonal and communication and collaboration skills, self-management, analytical skills, legal professional ethics and conduct skills. These six aspects together constitute the core skill combination required by students of high vocational certificate program in politics and law in the job market.

1) Professional knowledge skills: refer to the professional theoretical knowledge and application ability that an individual needs to master in a specific occupation or industry. Specifically, in this study, it refers to an important part of the employment vocational skills of students of high vocational certificate program in politics and law students, which covers the core theoretical knowledge and practical application ability of students in their professional fields, and is the basis for students to demonstrate their professional quality and competitiveness in the employment market.

2) Technical operation skills: refers to the ability of individuals to skillfully operate tools, equipment or software to complete work tasks in the actual work environment by using the knowledge and technology they have learned. Specifically, in this study, it refers to one of the key aspects of students of high vocational certificate program in politics and law 'employment skills, emphasizing students' proficiency and accuracy in practical operation, which is an important aspect for students to demonstrate their practical operation ability and work efficiency in the employment market.

3) Interpersonal and communication and collaboration skills: refers to the ability of individuals to effectively communicate, cooperate and coordinate with colleagues, customers or superiors in order to achieve common goals. Specifically, in

this study, it refers to an indispensable part of the employment professional skills of students of high vocational certificate program in politics and law. It involves students' communication ability, team cooperation ability, conflict resolution ability, etc. It is an important aspect for students to demonstrate their social skills and team cooperation spirit in the employment market.

4) self-management skill: refers to the ability of individuals to effectively manage their own time, tasks, emotions and pressures in daily life to achieve personal and professional goals. Specifically, in this study, an important part of high vocational certificate program students' employment skills, which emphasizes students' self-discipline, time management ability, emotional control ability and pressure resistance ability, is an important aspect for students to demonstrate their self drive and professional quality in the employment market.

5) Analytical skills: refers to the ability of individuals to accurately interpret, deeply analyze and effectively solve problems when facing complex information or problems. Specifically, in this study, it refers to one of the key aspects of the employment skills of students of high vocational certificate program in politics and law students. It involves students' logical thinking ability, data analysis ability, critical thinking ability, etc. It is an important aspect for students to demonstrate their problem solving ability and innovative thinking in the employment market.

6) Legal professional ethics and conduct skills: refers to the ability of individuals to accurately interpret the requirements of legal professional ethics, deeply analyze the essence of the problem, and effectively respond to and stick to the bottom line of professional ethics when facing various moral dilemmas and complex legal issues in legal professional activities. Specifically, in this study, it refers to a general skill of students of high vocational certificate program in politics and law 'employment professional skills, which involves students' moral judgment ability, logical reasoning ability, self-discipline ability, and deep understanding and practical ability of legal professional ethics. This skill is an important aspect of demonstrating noble moral character, maintaining the dignity and credibility of the legal profession in one's career.

7. Research Framework

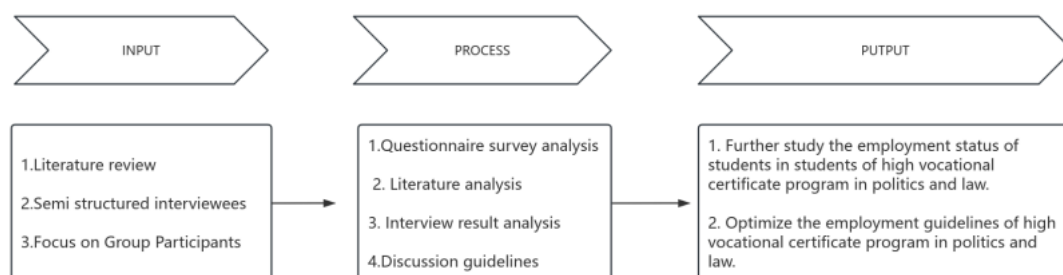


FIGURE 1 Research Framework

CHAPTER 2

LITERATURE REVIEW

The purpose of this study is to guidelines for enhancing the employment vocational skills of students of high vocational certificate program in politics and law for students' employment skills in higher vocational colleges of politics and law. This chapter reviews relevant research and explores the literature supporting this study. The main research topics covered in this chapter include the following aspects:

1. Education Background and Employment Status of Students in high vocational certificate program
2. The importance of enhancing vocational skills and its role in employment
3. Development and implementation of employment guidance policies
4. Related research

1. Education background and employment status of students in high vocational certificate program

1.1 Education background and employment profile of students in high vocational certificate program

With the rapid development of China's economy and the increasing frequency of foreign exchanges, Chinese society has significantly increased its emphasis on education, and the positioning and background of education have become increasingly clear. In this macro context, high vocational certificate program, as an important platform for training professional talents, bear the responsibility of providing strong talent support for national economic and social development. High vocational certificate program not only pay attention to the strict training of professional skills, but also emphasize the deep integration of theory and practice, and strive to cultivate compound talents with solid professional knowledge and noble professional quality. This development trend is closely linked to the guiding spirit of authoritative documents such as the National Medium - and Long Term Education Reform and Development Plan Outline (2010-2020), which clearly

express deep concern and strong promotion of higher vocational education in China. High vocational certificate program actively respond to the call of the state, constantly innovate the education model, optimize the education content, and strive to contribute more outstanding talents to the national modernization and social development.

However, with the rapid development of higher education and the continuous expansion of enrollment scale, the educational background faced by students in high vocational certificate program has changed significantly. On the one hand, the sources of students are more diverse, and their learning needs and career plans are also showing diversified characteristics; On the other hand, society has put forward higher requirements for the quality of training and employment ability of vocational college students. This requires high vocational certificate program to constantly adjust and optimize education and teaching strategies to adapt to the new educational background and market demand (Huixin, 2014).

In terms of employment, although students in high vocational certificate program have certain professional skills and practical experience, they still face considerable pressure and challenges. With the increasing number of graduates year by year, the competition in the job market has become increasingly fierce. At the same time, some industries have limited recognition of vocational education degrees, leading to certain discrimination faced by vocational students in employment(Jing, 2022).Therefore, high vocational certificate program need to strengthen services such as student career planning and employment guidance to help students better adapt to market demand and employment environment(Binbin, 2024).

1.2 Education background and employment characteristics of students of high vocational certificate program in politics and law

As an important position for cultivating professional legal talents, high vocational certificate program in politics and law have significant industry characteristics in their students' educational background and employment characteristics. These types of colleges not only focus on imparting legal theoretical knowledge, but also emphasize the cultivation of legal practical abilities, striving to cultivate compound political and legal

talents who have both a solid legal foundation and noble professional qualities(Xiaolian, 2024).

Although the employment directions of students of high vocational certificate program in politics and law students are diverse, the overall trend is still concentrated. Some students choose to enter traditional legal fields such as courts, procuratorates, and law firms for employment. The demand for legal talents in these fields is relatively stable, but the competition is also relatively fierce. Some students choose to enter emerging fields such as corporate legal departments and social organizations, which have a high demand for vocational college graduates with legal knowledge and practical abilities(Na & Xinglin, 2024).

However, students of high vocational certificate program in politics and law also face many difficulties in the process of employment. On the one hand, the law profession itself faces significant employment pressure, and with the increasing number of graduates year by year, the competition in the job market has become increasingly fierce (Qiubin, 2014).On the other hand, some graduates majoring in politics and law face problems such as unclear employment directions, discrepancies between salary expectations and reality, and low job satisfaction(Jianhui, 2018).In addition, in the traditional legal field, graduates with vocational education often find it difficult to compete with undergraduate and graduate students, and their employment opportunities are limited (Haibo, 2018).

In the face of these challenges, high vocational certificate program in politics and law continue to explore and improve the employment management and service mechanism. At the school level, we will strengthen students' vocational skills training and personalized employment counseling, provide abundant internship and training opportunities, and offer employment guidance services (Yuqiu, 2024) .At the social level, expand employment opportunities in the political and legal industry and other channels, and optimize the social cognitive environment (Jingwen, 2023).At the same time, in combination with the new trend of industrial structure upgrading and technological change, high vocational certificate program should also strengthen cooperation with

enterprises and industries, and jointly develop talent training programs and teaching plans to better adapt to market demand and industry development (Bingxi, 2022).

Therefore, the educational background and employment status of students of high vocational certificate program in politics and law are diversified and complicated. While facing challenges, we should also recognize the opportunities and potential contained within them. By constantly optimizing the educational background, enhancing the quality of talent training, improving the employment management and service mechanism, and strengthening cooperation with enterprises and industries, we can create broader employment space and career development opportunities for students of high vocational certificate program in politics and law.

2. The importance of enhancing vocational skills and its role in employment

In today's society, the enhancing of vocational skills is of vital significance to students of high vocational certificate program in politics and law. With the increasingly fierce competition in the job market, possessing excellent vocational skills has become the key for students to stand out and achieve smooth employment. This article will focus on the six key aspects of professional knowledge skills, technical operation skills, interpersonal and communication and collaboration skills, self-management, analytical skills, and legal professional ethics and conduct skills, discuss the importance of enhancing vocational skills and its role in employment, and put forward guidelines for enhancing the employment vocational skills of students of high vocational certificate program in politics and law for improving students' employment vocational skills in political and legal vocational colleges in combination with relevant literature.

2.1 Enhancement of Professional Knowledge and Skills

Professional knowledge skills play a vital role in the employment competition of students of high vocational certificate program in politics and law, which is particularly prominent in the framework of modern vocational education and has been widely recognized by many researchers. (Lihua, 2022) emphasizes that professional knowledge is not only the stepping stone for job seekers to enter specific career fields, but also the core competitiveness for their continuous progress and promotion in their careers. For

students majoring in politics and law, a deep understanding and mastery of professional knowledge such as laws, regulations, and policy theories is the first step towards becoming qualified legal professionals. This requires students not only to be proficient in memorizing legal provisions, but also to have the ability to flexibly apply legal knowledge to solve practical problems, so as to make accurate judgments when facing complex and changing legal situations.

At the same time, (S. & R., 2024)also emphasized the importance of enhancing multiple skills, including professional knowledge, to enhance students' employment competitiveness. They pointed out that in addition to professional knowledge, communication ability, analysis and problem solving ability, innovation ability, emotion regulation ability, self-awareness and self-management ability, and team cooperation ability are all key factors to improve the employability of vocational college students. The enhancing of these skills will help students better adapt to the needs of the workplace and meet the expectations of enterprises and the market.

(Yuna, 2020)further emphasized the importance of innovative vocational education talent cultivation methods. She proposed that through various teaching methods such as case teaching, simulated court, and internship training, students' practical abilities can be effectively enhanced, enabling them to accumulate valuable practical experience while mastering theoretical knowledge. This combination of theory and practice teaching mode can not only enhancing students' professional quality, but also stimulate their learning interest, cultivate their innovative thinking and problem-solving ability, so as to stand out in the job market and have stronger competitiveness.

Therefore, in the course of curriculum design and teaching implementation, high vocational certificate program in politics and law should fully consider the needs and development trends of the industry, and draw on the research recommendations of (S. & R., 2024), not only optimize the professional curriculum system to ensure that students can systematically and comprehensively grasp professional knowledge, but also strengthen cooperation with enterprises, law firms and other practice bases to provide more internship opportunities for students, so that they can exercise and enhancing themselves

in a real working environment. At the same time, emphasis should be placed on cultivating students' professional ethics and sense of social responsibility, making them composite talents with both professional knowledge and good professional qualities, laying a solid foundation for their future careers. In a word, high vocational certificate program in politics and law should keep pace with the times, constantly innovate the education model, and strive to cultivate outstanding political and law talents who meet the needs of social development and have solid professional knowledge and practical ability.

2.2 Enhancing of technical operation skills

With the continuous optimization and upgrading of the economic structure, the demand for highly skilled and high-quality professionals has increased significantly, and technical operation skills play an important role in the employment of students of high vocational certificate program in politics and law. Especially in today's rapidly advancing technology, the field of politics and law has placed unprecedented emphasis on cultivating the ability to apply technology.(Xiaolian, 2024) emphasized that vocational college students must master professional skills closely related to future job demands, especially in the field of technology application, which is particularly urgent. For students majoring in political science and law, they are not only required to have a solid theoretical foundation of law, but also need to master core technical operation skills such as writing legal documents and case analysis. These skills are the cornerstone of their professional ability and enhancing work efficiency in the future workplace.

However, the enhancing of technical operation skills is a gradual process, which depends on systematic education and training and the continuous accumulation of practical experience.(Ming & En, 2017)pointed out that the school enterprise cooperation teaching model provides students with opportunities to gain valuable experience and carry out post practice in a real work environment, which is of vital significance for their enhancing of technical operation skills. School enterprise cooperation not only builds a bridge for students to combine theoretical knowledge with practical abilities, but also promotes resource sharing and complementary advantages between schools and

enterprises, creating more favorable conditions for the cultivation of students' technical application abilities.

Therefore, enhancing vocational college students' technical operation skills is a complex systematic project, which requires the joint efforts and cooperation of all participants and practitioners. First of all, we should establish a dynamic enhancing mechanism to promote the enhancement of students' professional core competence from multiple dimensions, including stimulating students' enthusiasm for self-learning and self-management. Secondly, a collaborative education mechanism should be established to gather the strengths of all parties involved, such as improving the mechanism for professional teachers to receive training in enterprises, providing diversified vocational skills courses, and establishing a student skills training model that involves both schools and families. Through these measures, not only can students' technical operation skills be effectively improved, but also can they better adapt to market demand, thus improving their employment competitiveness.

High vocational certificate program in politics and law should actively respond to the needs of industry development, comprehensively enhancing students' technical operation skills through school enterprise cooperation and other ways, and lay a solid foundation for their future employment.

2.3 Enhancing of interpersonal and communication and collaboration skills

In the education system of high vocational certificate program in politics and law, interpersonal and communication and collaboration skills also occupy a comparative position. They are indispensable cornerstones for students to enter the workplace. The study by (Indrawati et al., 2023) clearly reveals the significant positive impact of interpersonal communication skills on job readiness, further highlighting the critical role of these skills in career development.

For students majoring in politics and law, good interpersonal communication and collaboration skills are not only the seasoning of daily work, but also the bridge to build harmonious relationships with colleagues and clients. In the field of politics and law, whether dealing with cases, mediating disputes, or providing legal advice, a high level of

communication and coordination skills and teamwork spirit are essential to ensure smooth work and effective problem-solving.

(Hongbin, 2021) emphasized the importance of adaptability in the workplace, and interpersonal and communication and collaboration skills are an important part of adaptability. This includes demonstrating a cooperative attitude, a sense of professional responsibility, and the ability to effectively communicate with others within the team, all of which are essential qualities for political and legal students in their future careers.

Therefore, high vocational certificate program in politics and law should attach great importance to the enhancing of interpersonal and communication and collaboration skills in the process of cultivating students. To achieve this goal, schools can take various measures, such as offering specialized communication skills courses, organizing team building activities, providing practical opportunities such as mock courts, and strengthening cooperation with practical departments such as enterprises and law firms. Through these ways, students can exercise and enhancing these skills in a real work environment, and make full preparations for their future career.

(S. & R., 2024) also pointed out that curriculum design and practical activities closely integrated with the industry are crucial to enhancing students' employability. This view is also applicable to the efforts of high vocational certificate program in politics and law in cultivating students' interpersonal and communication and collaboration skills. By closely collaborating with the industry, schools can ensure that the skills taught match market demand, thereby providing students with more targeted training and practical opportunities.

High vocational certificate program in politics and law should deeply realize the importance of interpersonal and communication and collaboration skills for students' future employment, and take effective measures to cultivate them. This can not only help students smoothly transition to the workplace, but also lay a solid foundation for their personal career development.

2.4 Enhancement of self-management

As a core competence, self-management plays an important role in students' future career. It not only affects students' academic achievements during their school years, but also has a profound impact on their decision-making and behavioral regulation, as emphasized in the research by (Al-Abyadh & Abdel Azeem, 2022).

For students majoring in politics and law, excellent self-management ability is the key to success in the workplace. It can help students to maintain efficiency and focus in a high intensity, fast-paced work environment, effectively cope with work pressure, and thus enhancing the overall work performance. The characteristics of the political and legal industry determine that practitioners need to have excellent self-management ability to remain calm and clear in the complex interpersonal relationships and high intensity thinking challenges.

(Yuna, 2020)research further highlights the importance of time management and emotional management in self-management. These abilities are crucial to enhance students' employment competitiveness and promote career development. In the learning process of high vocational certificate program in politics and law, students not only need to accumulate professional knowledge, but also need to learn how to plan time scientifically and regulate emotions effectively to meet various challenges in the workplace.

Therefore, high vocational certificate program in politics and law should put the enhancing of self-management ability in an important position when training students. This can be achieved by offering courses related to self-management and teaching practical skills such as time management and emotion regulation. At the same time, the school should organize practical activities and social practice, so that students can exercise and enhancing these abilities in the real work scene. In addition, strengthening cooperation with enterprises, law firms and other practical departments to provide more internship and employment opportunities for students is also an effective way to enhancing students' self-management ability.

(Hongya, 2024)also pointed out the importance of improving vocational college students' career planning ability, and the enhancing of self-management ability is the key link in this process. By building a dynamic enhancing mechanism and a collaborative education mechanism, students' self-management and career planning ability can be comprehensively promoted. The implementation of these mechanisms not only helps students better plan their careers, but also helps them develop good work and life habits, laying a solid foundation for their future career development.

Self-management is the core competence of students of high vocational certificate program in politics and law in employment, which plays a vital role in enhancing students' employment competitiveness and promoting career development. High vocational certificate program in politics and law should strengthen the cultivation of students' self-management ability through various ways to make full preparations for their future career.

2.5 Enhancement of analytical skills

In this era of information explosion, analytical skills have become an extremely important competitiveness. Faced with massive amounts of data and information, possessing excellent analytical skills means being able to quickly capture key information, effectively process data, and thus stand out in the professional field. In the research of(Jackson & Wilton, 2017), it was clearly pointed out that career management ability and perceived employability have a profound impact on students' satisfaction with career choices, and analytical skills are an indispensable part of career management ability. This finding highlights the importance of developing analytical skills in enhancing students' employment competitiveness and career satisfaction.

For students majoring in politics and law, excellent analytical skills are the cornerstone for them to face challenges, accurately identify problems, and propose effective solutions in their future careers. Political and legal work often involves complicated interpretation of legal provisions, in-depth case analysis and rigorous logical reasoning, which require students to have keen analytical thinking and solid analytical skills.

(Lihua, 2022) study further emphasizes that experienced job seekers are usually able to adapt to the work environment faster and handle problems more proficiently, which is supported by strong analytical skills. This view once again proves the key role of analytical skills in workplace adaptability and problem solving. For students in high vocational certificate program in politics and law, enhancing their analytical ability and problem-solving ability through case analysis, simulation training and other teaching methods will not only help them to achieve excellent academic results, but also lay a solid foundation for their future career.

In order to effectively train students' analytical skills, high vocational certificate program in politics and law can take a series of measures. First of all, we can design courses closely related to the actual industry, introduce real cases and simulation training, so that students can constantly exercise and enhancing analytical skills in the process of solving practical problems. Secondly, strengthen cooperation with enterprises to provide more internship and employment opportunities for students, so that they can constantly hone and enhancing their analytical ability in practice. In addition, the school can also set up special analytical skills training courses to teach students how to use logical reasoning, data analysis and other methods to solve problems.

Analytical skills is one of the core competencies of students of high vocational certificate program in politics and law in employment, which plays a vital role in improving students' employment competitiveness and career satisfaction. High vocational certificate program in politics and law should strengthen the cultivation of students' analytical skills through case analysis, simulation training, enterprise cooperation and other ways to make full preparations for their future career. These measures not only help students better adapt to future career development challenges, but also meet the needs of enterprises and markets, thus enhancing students' employment competitiveness(S. & R., 2024).

2.6 Legal professional ethics and conduct skills

In the field of legal profession, professional ethics and ethical skills have always been the core issues of concern for legal education and practitioners. In recent years, with the continuous promotion of the rule of law society and the increasingly standardized legal

profession, for students of high vocational certificate program in politics and law, mastering solid legal professional ethics and conduct skills has become the key to enhancing their employment competitiveness and achieving long-term professional development.

Numerous scholars have conducted in-depth research and exploration on this topic. (Li, 2014) pointed out in her research that local universities' legal education should not only cultivate students' legal professional skills, but also attach importance to the cultivation of legal professional ethics. She believes that the cultivation of legal professional skills not only requires law students to master legal theory knowledge and practical operation skills, but also requires them to possess noble professional ethics and firm legal beliefs. This view provides a strong theoretical support for the importance of legal professional ethics and conduct skills.

(Gangshan et al., 2019) conducted empirical research to deeply analyze the current situation and problems of cultivating legal professional ethics among law students in Chinese universities. They found that some students currently have many shortcomings in their understanding, recognition, and practice of legal professional ethics, such as shallow cognition, weak understanding, lack of recognition, and lack of specialization in practice. These issues not only affect the cultivation of students' legal professional ethics, but also have a negative impact on the construction of the legal professional team. Therefore, they call on universities to strengthen legal professional ethics education and help students establish correct professional and moral values.

In addition, (Juan & Yanli, 2014) also emphasized the importance of legal professional ethics and conduct skills when discussing the professional skills training in law undergraduate education. They believe that undergraduate education in law should clarify its goal of cultivating applied talents and focus on the comprehensive cultivation of students' legal skills, legal ethics, and professional ethics. Among them, legal professional ethics and conduct skills, as an important part of professional quality, should be included in the core curriculum system of law undergraduate education.

Legal professional ethics and conduct skills play an important role in the field of legal profession. It not only concerns the personal professional ethics and moral qualities of legal practitioners, but also directly affects the credibility and social image of the entire legal profession. Therefore, in the process of cultivating students, high vocational certificate program in politics and law should regard it as the top priority. Through strengthening professional ethics education, improving the curriculum system, strengthening practical teaching and other ways, they should constantly enhancing students' level of legal professional ethics and conduct skills, and contribute more outstanding talents to the construction and development of the rule of law society.

The overall enhancing of vocational skills is crucial to the future development of students of high vocational certificate program in politics and law. In this era of rapid change, simple book knowledge has been difficult to meet the social needs. Students need to achieve significant enhancing in six major aspects, including professional knowledge, technical operation, interpersonal communication, self-management, analytical skills, and legal professional ethics and conduct skills. Only in this way can they stand out in the job market and achieve dual enhancing of personal and social values.

Professional knowledge is the foundation of political and legal students, which requires them not only to master legal provisions proficiently, but also to deeply understand the spirit and principles behind the law. Technical operation skills enable students to remain competitive in the digital era, whether writing legal documents or collecting and analyzing electronic evidence. Interpersonal and communication skills enable students to effectively communicate with clients and colleagues in the workplace, demonstrating excellent teamwork spirit. Self-management skills help students plan their time reasonably, maintain physical and mental health, and lay a solid foundation for long-term career development. Analytical skills, as the core competitiveness of political and law students, are the key capabilities for them to peel off the cocoon and reveal the truth in complex cases. And legal professional ethics and conduct skills are the necessary qualities of political and law students. It requires students to firmly believe in the law, uphold noble professional ethics, stick to the bottom line in their work, and uphold fairness

and justice. This skill is related to personal professional qualities and also affects the image of the legal profession. Students should constantly reflect on themselves and ensure that their behavior conforms to professional ethical standards.

Therefore, high vocational certificate program in politics and law should keep pace with the development of the times, actively innovate the talent training mode, and break the shackles of traditional education. By strengthening deep cooperation with enterprises and industries, we provide students with more practical and diversified practical opportunities and vocational training. School enterprise cooperation, social practice and other ways can enable students to exercise their skills in real work scenes and enhancing their comprehensive quality. At the same time, schools should also focus on cultivating students' innovative and critical thinking abilities, encouraging them to explore and constantly try in their studies. Only in this way can high vocational certificate program in politics and law cultivate more outstanding talents who meet the market demand and have strong competitiveness, and contribute wisdom and strength to the construction of the rule of law and harmonious development of society.

3. Formulation and implementation of employment guidelines

The formulation and implementation of employment guidelines is particularly important in the process of discussing how to enhancing the employment skills of students of high vocational certificate program in politics and law. This stage not only relates to whether students can obtain effective career preparation, but also directly affects their employment competitiveness and future career development.

The formulation of employment guidelines requires comprehensive consideration of multiple factors, including market demand, student characteristics, educational resources, etc. By comparing research data from 2020 and 2021,(Tao et al., 2022) pointed out the changes in students' employment status under the background of the epidemic, which provides important reference for formulating targeted employment guidelines.(Qian, 2020) analyzed the employment issue of Chinese college students from a historical and policy perspective, emphasizing the importance of policies in employment guidance. Therefore, the formulation of employment guidelines should be based on

national employment policies, market trends, and the actual needs of students, ensuring the scientific and practical nature of the guidelines.

The implementation of employment guidelines is a key link in ensuring their effectiveness. (Haibin & Xiaohui, 2018) proposed to build a smart employment service system for college students, and enhancing the efficiency and quality of employment guidance through information technology. This reflects the technological and model innovation in the implementation process of employment guidance policies. (Lu, 2015) pointed out the problems in the employment guidance work of universities through empirical research, and proposed corresponding improvement measures, such as improving the quality of employment guidance courses and perfecting the employment service system, providing valuable suggestions for the specific implementation of employment guidance policies.

The employment guidance policies can be classified according to different dimensions, and each policy under each classification has its unique characteristics and implementation methods.

3.1 Classification based on employment goals

(Lu, 2015) divided the employment guidance objectives of universities into three levels: primary, intermediate, and advanced, corresponding to different employment guidance policies. The primary goal is guided by employment rate and emphasizes the cultivation of professional survival ability; The intermediate goal emphasizes the quality of employment, aiming at enhancing students' employment competitiveness; The advanced goals focus on the national strategic needs and guide students to find employment in grassroots and key industries. This classification method reflects the hierarchical and progressive nature of employment guidance policies.

3.2 Classification based on employment skills

(Shufang, 2018) divided the employability into professional ability, social integration ability, career planning ability and other dimensions, and proposed corresponding enhancing strategies for different dimensions. This classification method makes employment guidance more specific and refined, which helps students achieve

balanced development in different fields. For example, for students of high vocational certificate program in politics and law, we can focus on strengthening their legal literacy, communication skills and logical thinking.

3.3 Classification based on educational models

When exploring employment guidance strategies based on educational mode classification, (Shouhui et al., 2024) jointly proposed a novel "three-level+three feature+eight dimension" comprehensive employment guidance model. The core goal of this model is to comprehensively enhance students' employability through systematic planning and effective implementation, ensuring that they can achieve high-quality and full employment.

The mode first focuses on the construction of "three levels", that is, from the awakening of starting point consciousness, enhancing of node capacity, to the selection of key jobs, targeted guidance measures are designed at each stage. At the starting stage, stimulate students' career planning awareness through compulsory courses and rich activities; In the node stage, relying on professional teaching, subject competition and social practice, students' professional ability will be comprehensively improved; In the critical stage of career selection, special activities such as "resume competition" can help students accurately position themselves and further enhance their employment competitiveness.

In addition, the "three characteristics" - specialization, personalization, and socialization - constitute the essence of this model, ensuring the accuracy and practicality of guidance services. At the same time, the "eight dimensions" comprehensively construct a three-dimensional framework for employment guidance from stage coverage, resource integration, rich content, flexible forms, diverse channels, support services, feature matching to hierarchical progression.

The proposal of this model echoes with the smart employment service system of (Haibin & Xiaohui, 2018) and the modular teaching design of (Yi, 2015), and jointly demonstrates the innovative exploration of employment guidelines under different education models. The smart employment service system emphasizes the use of

information technology, while modular teaching design emphasizes the structuring and flexibility of educational content, injecting new vitality into the theory and practice of employment guidance.

Under the guidance of modern educational concepts, continuous innovation and optimization of employment guidance models are particularly important. These explorations not only improve the pertinence and effectiveness of employment guidance, but also lay a solid foundation for students' career development, helping them better meet future challenges.

3.4 Classification based on market demand

(Shuwen, 2024) emphasized in his research that precise employment guidance should follow the basic principles of accurate classification, comprehensive coverage, and consideration of individuality. This concept is deeply integrated into the consideration of students' differentiated backgrounds, categorical characteristics, and diversified needs. The core lies in achieving precise alignment between employment guidance and job requirements through detailed analysis of students' professional backgrounds, abilities, and strengths, as well as accurate grasp of employers' actual needs. The aim is to ensure the optimal allocation of educational resources and help students smoothly advance their careers.

The research results of (Tao et al., 2022) further highlight the core position of market demand in the process of student employment. They observed that the rapid development of the economy and society has brought about constant changes in market demand, which are directly related to students' employment prospects. Therefore, when formulating employment guidance strategies, it is necessary to closely track the latest developments in market demand to ensure that educational content is highly consistent with market demand.

Especially for high vocational certificate program of politics and law, given their dual emphasis on students' professional knowledge and practical ability, measures such as deepening school enterprise cooperation and promoting practice training can not only effectively enhancing students' professional skill level, but also significantly enhance their

ability to solve practical problems, so as to gain stronger competitiveness in the employment market. This classification guidance method based on market demand not only helps students better prepare for the future workplace, but also points out the direction of reform for higher education institutions - to cultivate high-quality talents that are in line with market demand.

Therefore, the formulation and implementation of employment guidance policies is a systematic project that requires comprehensive consideration of multiple factors. Meanwhile, developing targeted guidelines based on different classification methods can help better meet students' employment needs and market demands. In the future, with the continuous changes in the job market and the continuous development of educational technology, employment guidelines will also be constantly innovated and improved.

4. Related studies

The guidelines for enhancing the employment vocational skills of students of high vocational certificate program in politics and law for improving the employment skills of students in higher vocational colleges of politics and law can be summarized as the following key aspects in combination with previous research literature:

4.1 Strengthen the cultivation of professional knowledge, skills, and technical operation skills

Strengthening the cultivation of professional knowledge skills and technical operation skills plays a vital role in enhancing the employment competitiveness of students at all levels. In the field of vocational education, this concept is particularly crucial.(Hua, 2017) clearly pointed out that in order to effectively improve students' practical abilities, a scientific education system should be constructed, closely following the needs of the job market, continuously optimizing the professional structure, and adding practical courses. Professional practical teaching should be closely integrated with on-the-job internships to form an integrated teaching mode. At the same time, high vocational certificate program should also strengthen cooperation with enterprises, aim at the superb technology mastered by enterprises, and increase efforts to build off campus training bases, so as to

achieve win-win between schools and enterprises and further enhance students' professional skills.

(Qian, 2023)also pointed out the important role of practical skills in the ability cultivation of vocational college students. She believes that in order for vocational college students to stand out in the fierce job market, they must possess a specialized skill and master solid professional abilities.

For high vocational certificate program in politics and law, it is also of great significance to focus on the accumulation of students' professional knowledge skills and the enhancing of their technical operation ability.(Yuna, 2020) pointed out that enhancing the vocational ability of students in high vocational certificate program is an important link in the process of vocational education reform.(Jianhui, 2018) further proposed that in order to solve the problem of insufficient employment ability of vocational college students, it is necessary to start from multiple aspects, including expanding employment channels, establishing full process employment guidance, and expanding vocational practice.

Therefore, high vocational certificate program in politics and law should actively respond to these ideas and ensure that students can firmly master professional knowledge and technical operation skills through systematic curriculum design and practical teaching. As suggested by (Zhongjian, 2020), employment guidance courses should meet the common and individual needs of college students, including cultivating professional qualities that are suitable for the job, reviewing theoretical background knowledge, conducting skill proficiency training, and using relevant tools and media to continuously carry out learning and innovation literacy. These measures will help students occupy a favorable position in the future job market. Through systematic curriculum design and practical teaching, a solid foundation is laid for students' future employment.

4.2 Strengthen the cultivation of interpersonal and communication and collaboration skills

Strengthening the cultivation of interpersonal and communication and collaboration skills is of great significance for enhancing students' comprehensive quality

and employment competitiveness.(Qian, 2023) pointed out that vocational college students often feel powerless when dealing with complex interpersonal relationships, so he suggested enhancing students' interpersonal communication ability by organizing cross grade student symposiums, carrying out outward bound training, enriching collective activities and other ways. These activities not only help students enhance mutual understanding, but also exercise their teamwork and communication skills.

(Zhongjian, 2020)further emphasizes that career guidance courses should become an important component of students' interpersonal communication orientation. The course should include knowledge of communicative psychology and skills, focusing on resolving conflicts and problems in interpersonal communication, and cultivating students' ability to handle various interpersonal relationships properly. Specifically, the curriculum should guide students to pay attention to the cultivation of external expression ability, strengthen the charm of language, and enhancing their ability to speak in public and communicate; At the same time, attention should be paid to cultivating students' emotional intelligence and team spirit, so that they can identify their own positioning, actively become members of the group, and continuously strive for common goals.

In addition, the research of (Yanxia & Yingying, 2020)shows that social practice can enhancing students' general vocational skills and career development ability, including interpersonal and communication and collaboration skills.(Abdullah et al., 2020) also pointed out that social and cross-cultural skills are crucial for vocational college students' competitiveness in the job market.

Therefore, high vocational certificate program in politics and law should actively organize various social practice activities, such as voluntary service, social research, etc., to provide students with opportunities to communicate and cooperate with others. Through these activities, students can train their teamwork spirit and communication and coordination ability, so as to enhancing their competitiveness in the workplace. At the same time, high vocational certificate program should also focus on integrating the cultivation of interpersonal and communication and collaboration skills into daily teaching, so as to lay a solid foundation for the comprehensive development of students.

4.3 Pay attention to the cultivation of self-management ability

Paying attention to the cultivation of self-management ability plays a vital role in the planning and positioning of students' career. (Guozhang & Jinyong, 2016) pointed out that students often have problems with unclear career planning and positioning, as well as weak execution ability. Therefore, colleges and universities should help students improve their self-management ability through career guidance and education, including time management, goal setting and the ability to implement plans. The enhancing of these abilities will help students better plan their career and realize their personal values.

At the same time, (Zhongjian, 2020) did not directly mention the cultivation of self-management ability, but he emphasized the importance of meeting students' individual growth needs, such as spiritual care demands, survival needs, information acquisition needs and self-enhancing needs. The satisfaction of these needs actually helps students to carry out effective self-management and self-construction development, which indirectly reflects the importance of self-management ability training.

Self-management ability is an important guarantee for the sustainable development of students after employment. (Jian, 2018) pointed out that high vocational certificate program students have certain defects in the cultivation of professional quality and employment competitiveness. In order to make up for these shortcomings, high vocational certificate program in politics and law should introduce career planning education. As stated by (Suqian, 2021), career planning education can stimulate students' awareness of career planning and help them establish correct career goals. In this process, students can not only clarify their career direction, but also enhance their self-management ability, laying a solid foundation for their future career. Therefore, it is of great significance to pay attention to the cultivation of self-management ability for enhancing students' professional quality and employment competitiveness.

4.4 Training of enhancing analytical skills

Enhancing the cultivation of analytical skills is a crucial link in higher education, which aims to enable students to make correct judgments and decisions in a complex and changing work environment (Xianjuan, 2019). (Guozhang & Jinyong, 2016) pointed out

that colleges and universities should develop such analytical skills through courses and practical activities to ensure that students can better adapt to the needs of the workplace. In this process, employment guidance courses play an important role, which should not only include knowledge of communicative psychology and skills, but also focus on effectively resolving conflicts and problems in interpersonal communication (Zhongjian, 2020). This requires students not only to master theoretical knowledge, but also to have the ability to apply theory to practice, analyze problems and solve problems, so as to continuously enhancing their analytical skills in practice.

(Xianjuan, 2019) further proposed that through the modern mentoring education model, students' professional skills can be comprehensively improved, which covers the cultivation of students' ability to analyze problems in practical work. This mode emphasizes the combination of practice and theory, so that students can exercise and enhancing their analytical skills in real work scenes. Therefore, high vocational certificate program in politics and law should pay special attention to the application of case analysis, simulation training and other methods in the teaching process. These methods can not only deepen students' understanding of theoretical knowledge, but also effectively enhancing their ability to analyze and solve problems. In conclusion, through diversified teaching methods and practical activities, colleges and universities can effectively enhancing students' analytical skills and lay a solid foundation for their future career.

4.5 Cultivation of legal professional ethics and conduct skills

In the field of legal professional skills training, legal professional ethics and conduct skills have attracted much attention. (Li, 2014) pointed out that local universities' legal education should attach importance to the cultivation of legal professional ethics to meet the high requirements of the legal profession. (Gangshan et al., 2019) found through research that current law students have deficiencies in their understanding and practice of legal professional ethics, which affects their professional development (Juan & Yanli, 2014) emphasized that undergraduate education in law should have a clear goal of cultivating applied talents and focus on the cultivation of legal ethics and professional ethics. These studies provide theoretical guidance and practical reference for enhancing

the legal professional ethics and conduct skills of students of high vocational certificate program in politics and law students.

4.6 Implementation of School Enterprise Cooperation and Industry Education Integration Model

The implementation of school enterprise cooperation and integration of production and education has become an important way to enhancing students' employment skills. (Hua, 2017) emphasized the importance of school enterprise cooperation, by establishing off campus training bases and implementing the "order education, order training" model, students can obtain learning opportunities closely integrated with the actual working environment of enterprises. This model not only helps students adapt to the workplace environment in advance, but also makes the educational content more consistent with the industrial needs.

(Qian, 2023) further pointed out that high vocational certificate program should build a school enterprise cooperation platform to achieve the deep integration of schools and enterprises, which is an effective strategy to enhancing the employability of higher vocational students. (Guozhang & Jinyong, 2016) also hold the same view, they believe that universities should cooperate with enterprises to implement the integration of industry and education model, in order to provide practical work experience and enhance students' vocational adaptability.

(Zhongjian, 2020) mentioned that universities should optimize employment guidance courses based on the comprehensive needs of college students, which often involves the implementation of school enterprise cooperation and industry education integration models. Through this model, the actual needs of enterprises and industry standards can be introduced into teaching, so that students can better adapt to the future working environment and requirements.

The research of (Ming & En, 2017) and (Silu, 2023) also supports the effectiveness of school enterprise cooperation and industry education integration models. They believe that this model provides new ideas and methods for employment guidance

in high vocational certificate program, and is helpful to enhancing students' vocational skills.

Therefore, high vocational certificate program in politics and law should actively seek cooperation with enterprises. Through practice, training, project cooperation and other ways, students can be trained in the real work environment, so as to enhancing their employment skills. The implementation of school enterprise cooperation and the integration of industry and education is undoubtedly an effective way to achieve this goal.

The guidelines for enhancing the employment vocational skills of students of high vocational certificate program in politics and law for improving the employment professional skills of students in higher vocational colleges of politics and law should include strengthening the cultivation of professional knowledge skills and technical operation skills, strengthening the cultivation of interpersonal and communication and collaboration skills, focusing on the cultivation of self-management ability, enhancing the cultivation of analytical skills, the cultivation of legal professional ethics and conduct skills, and the implementation of school enterprise cooperation and integration of industry and education. These aspects together constitute a complete system for enhancing students' employment and vocational skills.

CHAPTER 3

METHODOLOGY

1. Research Design

The purpose of this study is to deeply explore the employment status of students of high vocational certificate program in politics and law, and based on this, put forward suggestions to optimize employment guidance strategies. To ensure the accuracy and depth of data analysis, the study adopted a rigorous and comprehensive approach, integrating quantitative and qualitative analysis. The research design is comprehensive and diverse, with the following specific steps:

First of all, we carefully designed and implemented a questionnaire survey for the group of junior students who are about to graduate from high vocational certificate program in politics and law. The questionnaire adopts the Likert scale format, accurately capturing the personal tendencies and true feelings of the respondents in multiple dimensions such as employment preparation, mastery of vocational skills, and clarity of career planning, providing detailed and reliable basic data for subsequent data analysis.

Secondly, we had in-depth exchanges with the partners of high vocational certificate program in politics and law, including enterprises and institutions in the traditional legal field, as well as enterprise legal departments and social organizations in the emerging employment field. Through semi-structured interviews, we have fully understood the actual demand and recognition of the current society for graduates of high vocational certificate program in politics and law, as well as the real situation of the employment market, which provides a strong support for the depth and breadth of research.

In terms of qualitative research, we adopted a focused group approach. Students of high vocational certificate program in politics and law, teachers and heads of enterprises and institutions from higher vocational colleges of politics and law with similar background or experience were convened to have in-depth discussions on core issues such as employment status, problems and solutions. The discussion content is recorded

in detail, including opinions, suggestions, and modification plans from all parties, ensuring the completeness and traceability of the information.

To sum up, this study, through the comprehensive use of quantitative and qualitative research methods, deeply analyzes the employment status of students of high vocational certificate program in politics and law, and puts forward suggestions for optimizing employment guidance strategies. These research results provide strong scientific basis for the formulation and implementation of relevant policies.

In the in-depth investigation of the employment status of students in students of high vocational certificate program in politics and law, the following content will clearly describe the research methods, covering participants' profiles, specific research methods, data collection channels and data analysis processes, to ensure the comprehensiveness and rigor of the research.

1.1 Participants of the Study

The core of this study focuses on the students in high vocational certificate program in politics and law, especially those who are about to graduate and enter the society and face employment challenges. To this end, we have carefully selected two high vocational certificate program of politics and law as research bases. A total of 2000 students from these two schools are about to graduate, starting their career. These graduates' views on employment issues, their preparation for employment, their proficiency in vocational skills and the clarity of their career planning are of vital significance for us to formulate and improve the employment guidance strategies for students of high vocational certificate program in politics and law students.

To ensure the depth of the research and the accuracy of the data, we adopted a rigorous and scientific sample selection method. Select a typical major from multiple departments of these two schools for in-depth research. According to the formula $n = \frac{N}{1+N \times e^2}$, where n is the sample size, N is the population size, and e is the sampling error, the sample error is strictly controlled within 5%, and the sample size is calculated to be at least 333 students.

During the actual data collection process, we distributed questionnaires and successfully collected 370 responses. To ensure the accuracy and reliability of the research results, we conducted strict screening and cleaning of the collected data, removing data that did not meet the requirements such as incomplete filling and logical confusion. After this meticulous and rigorous process, we finally obtained 348 high-quality and effective questionnaires that can be used for in-depth analysis, laying a solid foundation for subsequent research. This flexible and rigorous strategy enables us to better address various challenges in the research process, ensuring smooth progress and ultimately yielding high-quality research results.

1.2 Research Instruments

1.2.1 Questionnaire survey

1) Questionnaire Design

This research has elaborately created a self-assessment questionnaire on employment preparation and vocational skills specially designed for new graduates of high vocational certificate program in politics and law. The questionnaire content is carefully arranged and includes two core parts: one is personal basic information, such as gender, age, and whether there is internship experience, providing necessary background information for data analysis; The second is to conduct in-depth evaluations of students' employment readiness, vocational skills, and career planning and expectations, covering key areas of research comprehensively. The questionnaire is written in a combination of Chinese and English to ensure that students can accurately understand the questions.

2) Questionnaire Content

Assessment of Employment Preparation: The focus is on examining students' understanding of the current job market, proficiency in job seeking skills, and the quality of job seeking materials (such as resumes and cover letters).

Vocational skill self-assessment module: closely focusing on the core skills of the political and legal industry, such as precise writing of legal documents,

depth and breadth of case analysis, communication and coordination, and problem-solving abilities, for in-depth evaluation.

Career Planning and Expectation Exploration: Deeply explore students' future career planning blueprints, specific goal settings, as well as their profound understanding and expectations of the selected industry.

3) Questionnaire Validity and Reliability

After the final draft of the questionnaire design, in order to ensure the accuracy of the questionnaire quality and research objectives, we cordially invite three senior experts in the industry to conduct a rigorous content validity review of the questionnaire content. Experts, with their professional perspectives and rich experience, carefully consider the rationality, pertinence, and comprehensiveness of each question in the questionnaire, striving to accurately focus on the research topic and reflect the actual situation without bias.

At the same time, to ensure the stability and high reliability of the collected data, we have also carefully organized and implemented pre testing. The reliability of the questionnaire was rigorously and meticulously evaluated based on the data collected through pre testing. The Cronbach's reliability analysis method (Table 1) was used to rigorously verify the reliability of the questionnaire data. The final result showed that the reliability coefficient value was as high as 0.890, significantly exceeding the standard line of 0.8, which fully proves the excellent internal consistency of the data and its high reliability.

TABLE 1 Cronbach's reliability analysis

CRONBACH RELIABILITY ANALYSIS		
NUMBER OF ITEMS	Sample size	Cronbach α coefficient
35	348	0.890

Based on such a solid reliability foundation, we can further and comprehensively analyze the current situation of students of high vocational certificate

program in politics and law in terms of employment skills. Based on the detailed data and first-hand information obtained from the actual research, this paper puts forward the guidelines for enhancing the employment vocational skills of students of high vocational certificate program in politics and law for improving the employment skills of students in higher vocational colleges of politics and law. These policies are rich and comprehensive in content, covering many key aspects such as professional knowledge skills, technical operation skills, interpersonal communication and cooperation ability, etc., aiming to comprehensively enhancing students' employment competitiveness through systematic and scientific training strategies, lay a solid foundation for their career development, and help them stand out in the future employment market.

1.3 Data Collection

The purpose of this research is to study the current employment situation of students in students of high vocational certificate program in politics and law. In the research, 348 new graduates from two high vocational certificate program in politics and law will be investigated in terms of employment preparation, professional skills, etc. To comprehensively collect and analyze relevant data, this study used questionnaire survey and literature analysis as data collection methods. The following is a detailed data collection procedure:

1.3.1 Questionnaire survey method

1) Send a letter to the leaders of the two high vocational certificate program in politics and law, asking for permission to collect data and conduct a questionnaire survey on 348 new graduates of high vocational certificate program in politics and law, and clearly inform them of the research purpose, content and data confidentiality measures.

2) Design a multidimensional questionnaire that includes information on employment readiness, self-assessment of vocational skills, etc., to ensure that the questionnaire content is scientific, reasonable, and in line with the research objectives.

3) During class breaks or designated time periods, researchers may visit student activity areas or dormitory areas to conduct electronic surveys and answer students' questions about the questionnaire content.

4) After the questionnaire is collected, preliminary screening and cleaning are carried out to eliminate invalid questionnaires and ensure data quality.

5) Conduct a comprehensive questionnaire survey on the collected students, analyze the research questions comprehensively, and draw research conclusions.

6) Finally, after data collection and completion, process and use charts, graphs, etc. to visually display the research results in the research report, enhancing the readability and persuasiveness of the report.

1.4 Data analysis

In the research of the survey on the employment status of students in politics and law higher education institutions, data collation and analysis are the key steps to obtain research conclusions. The following is a detailed data organization and analysis program:

1.4.1 Sorting and analysis of student questionnaire data:

1) Data entry and cleaning: Encode the collected student questionnaire data and enter it into statistical software (such as SPSS, Excel, etc.). During the input process, invalid questionnaires are excluded, such as incomplete filling or obvious arbitrary responses, to ensure data quality.

2) Descriptive statistical analysis: Conduct descriptive statistical analysis on the demographic data of participants (such as gender, age, etc.) and report it in percentage (%) form. Analyze the various evaluation indicators in the questionnaire (employment readiness, self-assessment of vocational skills, career planning and expectations, etc.) to understand the overall distribution of the sample.

3) Use the Likert five point scale to rate participants' job readiness, proficiency in vocational skills, and career planning. According to Likert's criteria, the following scales were used in the questionnaire (Performance situation (Perf. Situ.)):

Grade	Perf. Situ.	Average level range
5	Extremely outstanding	4.21 - 5.00
4	More outstanding	3.41 - 4.20
3	Intermediate	2.61 - 3.40
2	Slightly insufficient	1.81 - 2.60
1	Clearly insufficient	1.00 - 1.80

4) Analysis of Variance: In response to the research question "Is there a significant difference in vocational skill self-assessment among students with different levels of employment preparation (such as whether they have had internships)", the analysis of variance method is used to compare the differences between the means of each group, in order to test whether the differences between different groups are statistically significant.

5) t-test: For the comparison of two independent samples involved in the research question (such as differences in gender and student employment readiness), the independent sample t-test method is used to compare whether there is a significant difference in the mean values of the two groups of samples.

2. Participants of the Study

In the in-depth study of optimizing the employment guidelines of high vocational certificate program in politics and law, the following content will clearly describe the research methods, covering participants' profiles, specific research methods, data collection channels and data analysis processes, to ensure the comprehensiveness and rigor of the study.

In order to comprehensively and deeply explore the optimization of employment guidelines in high vocational certificate program in politics and law, this study carefully selected a group of participants with rich experience and unique perspective. They are from the teaching front line, student groups and enterprises and institutions of high vocational certificate program in politics and law, and will provide valuable advice and suggestions for optimizing employment guidelines from different perspectives. The following is a detailed introduction of the participants:

2.1. Semi structured interviewees

2.1.1 Direct leaders of the enterprise (one leader from each enterprise):

These direct leaders directly manage the employees graduated from high vocational certificate program in politics and law, and have specific evaluations and expectations on their work performance, professional quality and career development. Through interviews, this study will be able to gain a deeper understanding of the actual requirements of employers for graduates, as well as the shortcomings and improvement directions of current employment guidelines in cultivating talents that meet market demand.

2.1.2 Enterprise HR (one HR for each enterprise):

As a professional responsible for recruitment and staff development, corporate HR has a clear understanding of the recruitment needs, selection criteria and career development path of graduates from high vocational certificate program in politics and law. Their participation will provide valuable information for this study on market talent demand, employment guidance services, and the integration of enterprise recruitment needs.

2.2 Focus on Group Participants

2.2.1 Teachers in high vocational certificate program in politics and law (2 persons):

Both teachers have long been committed to teaching and student guidance in high vocational certificate program in politics and law, and have accumulated rich experience in social practice and employment guidance. They not only understand the learning status of students, but also closely monitor their employment needs and career development, thus providing profound insights into the current situation, problems, and improvement directions of employment guidance for this study.

2.2.2 Graduating student (1 person):

As a representative student of high vocational certificate program in politics and law, this graduating student has a direct experience and feeling of the employment guidance service of the current school. His participation will enable this study to better meet the actual needs of students, reflect their confusion and expectations in the employment process, and provide important references for optimizing employment guidance policies.

2.2.3 Head of Enterprise and Institution (1 person):

This participant is from an enterprise and public institution that has a close cooperation relationship with high vocational certificate program in politics and law. As an important leader, he has a comprehensive and in-depth understanding of the recruitment standards, training paths and career development of graduates. His rich industry experience and unique management insights will provide a valuable perspective for this study, helping us to understand the actual needs and expectations of employers for graduates of high vocational certificate program in politics and law.

2.2.4 Company HR (1 person):

The participant is the head of the human resources department of an enterprise or institution, directly responsible for the recruitment and selection of graduates. They have a keen insight into the dynamic changes in the job market, job demands, and talent matching. In this way, we can directly obtain first-hand market feedback, evaluate the adaptability and effectiveness of the current employment guidelines in the market, and provide strong support for optimizing the employment guidance strategies of high vocational certificate program in politics and law.

3. Research Instruments

3.1 Semi structured interviews

3.1.1 Interview purpose: In order to deeply understand the actual needs and expectations of enterprises for the graduates of high vocational certificate program in politics and law, this study selected two enterprises that cooperate closely with high vocational certificate program in politics and law for interviews.

3.1.2 Interview Content: The interview outline is designed around the company's admission standards for graduates, expected abilities, and performance feedback in actual work, including:

3.1.3 Admission criteria: The main factors considered by enterprises when recruiting graduates in the field of politics and law.

3.1.4 Expected Ability: Specific requirements of enterprises for graduates majoring in politics and law in terms of professional knowledge, practical skills, comprehensive qualities, etc.

3.1.5 Job Performance Feedback: The company evaluates the job performance of hired political and legal graduates and provides improvement suggestions.

3.1.6 Interview Implementation: The interview adopts a semi-structured form, allowing for flexible adjustment of questions based on the interviewee's answers to obtain more in-depth information. The interview records will be recorded using a combination of audio and notes to ensure the completeness and accuracy of the interview content.

3.2 Focus Group

3.2.1 Discussion Topic

Relevant employment status: analyze the current employment situation of students of high vocational certificate program in politics and law, including employment rate, employment industry distribution, etc.

Challenges faced: Explore the main obstacles that students encounter in the employment process, such as skill mismatch and asymmetric employment information.

Possible solutions: Discuss and propose specific solutions to the above issues, such as curriculum reform, optimization of employment guidance services, etc.

Optimized employment guidelines: in-depth discussion on how to optimize the employment guidelines of high vocational certificate program in politics and law to better meet the needs of students and the market.

3.2.2 Discussion Process

Opening introduction: Briefly introduce the research purpose, discussion topic, and rules.

Free Discussion: Encourage participants to speak freely and share their opinions and experiences.

Guiding Discussion: Based on the progress of the discussion, timely raise guiding questions and delve deeper into the topic.

Summary: Summarize and generalize the discussion content, extract the main viewpoints and suggestions.

3. Data collection

3.1 Semi structured Interview Method:

3.1.1 Selected objects: carefully select enterprises that maintain close cooperation with high vocational certificate program in politics and law and have a deep understanding of political and law graduates as interviewees.

3.1.2 Design interview outline: Develop a semi-structured interview outline that clearly defines the purpose, core content, and expected outcomes of the interview.

3.1.3 Conduct Interview: Agree on the interview time with the interviewee in advance to ensure that the interview can proceed smoothly. During the interview process, strictly follow the interview outline to guide the conversation, while maintaining flexibility and adjusting questions in a timely manner according to the progress of the interview, in order to explore key topics in depth and record key information in detail during the interview.

3.2 Focus Group Method:

3.2.1 Set up a group: call a focus group composed of students of high vocational certificate program in politics and law, teachers and the recruitment directors of enterprises and institutions to ensure that the members of the group have diverse backgrounds and perspectives.

3.2.2 Determine topics: Design a focused group discussion framework around core topics such as admission criteria, expected abilities, and feedback on actual work performance that were initially revealed during the company interview.

3.2.3 Discussion: In the group discussion, members are encouraged to express their views freely, stimulate new thoughts and opinions through interactive exchanges, and record the contents of the discussion in detail, including the opinions, suggestions and consensus of all parties, as well as the suggestions on improving the employment guidelines of high vocational certificate program in politics and law.

4. Data analysis

In the research on optimizing the employment guidelines of high vocational certificate program in politics and law, data sorting and analysis are the key steps to obtain research conclusions. The following is a detailed data organization and analysis program:

4.1 Preliminary data organization

4.1.1 Semi structured interview method data organization: Convert interview recordings into written records, classify the interview content of each company for subsequent analysis.

4.1.2 Focus group data organization: Record in detail the discussion content of the focus group, including the viewpoints, controversial points, consensus, etc. of all parties. After the discussion, organize the records and extract key information and suggestions.

4.2 Data Analysis and Synthesis

4.2.1 Content analysis: Conduct content analysis on enterprise interview records and focus group discussion records to identify themes, patterns, trends, etc.

4.2.2 Comparative analysis: Compare and analyze the enterprise needs mentioned in the interview with the discussion results of the focus group, identify differences and commonalities, and explore the reasons behind them.

4.3 Propose optimization suggestions

Based on the analysis results: combining the actual needs of the enterprise and the discussion suggestions of the focus group, put forward specific optimization suggestions to improve the employment guidelines for high vocational certificate program in politics and law.

4.4 Writing Research Reports

Integration of research results: Integrate data analysis results, optimization suggestions, and their implementation paths into a research report, ensuring that the report content is logically clear and organized.



CHAPTER 4

RESULTS OF THE STUDY

The purpose of this study is to investigate the impact of vocational skills of students of high vocational certificate program in politics and law on employment. Students in students of high vocational certificate program in politics and law are classified according to whether they have experienced practice or not. This study attempts to answer whether experiencing internships has an impact on future employment and whether there are significant differences in employment outcomes.

This chapter introduces the findings of the collected data related to the research question. The first part of this chapter introduces the demographic data of the participants and whether they have experienced internships. The second part introduces the application of professional skills of students of high vocational certificate program in politics and law. The results of the semi-structured interview in the third part. The fourth part is the results of the semi focused group, and the last part is the summary of this chapter.

1. Demographic data

The first part of the questionnaire contains demographic data on gender, age, and whether or not there is an internship. All information is displayed in the form of participant frequency and percentage as follows:

TABLE 2 Demographic characteristics of participants demographic analysis

Category		Frequency	Percentage
Gender	Male	156	45%
	Female	192	55%
Age	21 years old	75	22%
	22 years old	166	48%
	23 years old	107	31%
Internship experience	Have internship experience	246	71%
	No internship experience	102	29%

According to table 2, a total of 348 participants participated in the study. Participants in the study included 192 women (55%) and 156 men (45%). 75 selected participants (21%) were 21 years old, 166 (48%) were 21 years old, and 107 (31%) were 22 years old. The table also shows that 71% of the participants have internship experience, and 29% of the participants have no internship experience.

2. Application of vocational skills of students in politics and law higher education institutions

The second part of the questionnaire is based on self-assessment questions. All the information has been measured to elicit the application of professional skills of students of high vocational certificate program in politics and law. Use a series of closed ended questions and Likert 5-point scale to measure the degree of vocational skill application. Comparison of research results on internship and comparison through mean (\bar{X}) and standard deviation (S.D.)

Research question 1: What are the main problems and challenges faced by students of high vocational certificate program in politics and law in the process of employment?

TABLE 3 Whether you have participated in the internship of students in politics and law higher education institutions

Job readiness	Have internship experience			No internship experience		
	\bar{X}	S.D.	Perf. Situ.	\bar{X}	S.D.	Perf. Situ.
I have a comprehensive understanding of the current job market.	3.09	0.79	Intermediate	2.61	0.66	Intermediate
I have made sufficient preparations for employment, including resume writing and interview skills.	2.95	0.84	Intermediate	2.65	0.71	Intermediate
I am aware of my career interests and strengths.	2.88	0.9	Intermediate	2.63	0.76	Intermediate

Table 3 (Continue)

Job readiness	Have internship experience			No internship experience		
	\bar{X}	S.D.	Perf. Situ.	\bar{X}	S.D.	Perf. Situ.
I am aware of and closely follow the latest developments in the target employment field.	2.83	0.8	Intermediate	2.67	0.68	Intermediate
I think the employment guidance services provided by the school have been very helpful for my job preparation.	3.03	0.92	Intermediate	2.57	0.75	Slightly insufficient

According to Table 3, have you participated in the employment preparation of vocational college graduates who have completed internships.

Fully understand the current employment market, students of high vocational certificate program in politics and law with internship experience (\bar{X} = 3.09), and students of high vocational certificate program in politics and law without internship experience (\bar{X} = 2.61); Fully prepared for employment, including resume writing and interview skills, students of high vocational certificate program in politics and law with internship experience (\bar{X} = 2.95), and students of high vocational certificate program in politics and law without internship experience (\bar{X} = 2.65); Be clear about their professional interests and advantages, students of high vocational certificate program in politics and law with internship experience (\bar{X} = 2.88), and students of high vocational certificate program in politics and law without internship experience (\bar{X} = 2.63); Understand and pay attention to the latest target employment field, students of high vocational certificate program in politics and law with internship experience (\bar{X} = 2.83), and students of high vocational certificate program in politics and law without internship experience (\bar{X} = 2.67); I think the employment guidance service provided by the school is very helpful to my employment preparation. students of high vocational certificate program in politics and law with internship experience (\bar{X} = 3.03), and students of high vocational certificate program in politics and law without internship experience (\bar{X} = 2.57). From the above, it can be seen

that students without internship experience exhibit insufficient understanding of the current job market and inadequate job preparation. They often lack in-depth understanding and attention to the target employment field, and also appear inadequate in preparing for key aspects such as resume writing and interview skills. This directly makes it difficult for them to stand out in the job search process, increasing the difficulty of employment.

TABLE 4 Have you participated in the practice of professional knowledge and skills of students in politics and law higher education institutions

Professional knowledge skills	Have internship experience			No internship experience		
	\bar{X}	S.D.	Perf. Situ.	\bar{X}	S.D.	Perf. Situ.
I have a solid grasp of professional theoretical knowledge.	3.11	0.9	Intermediate	2.66	0.74	Intermediate
I am able to apply my professional knowledge to practical case analysis.	3.13	0.93	Intermediate	2.56	0.75	Slightly insufficient
I often update my professional knowledge through reading or research.	3.05	1.03	Intermediate	2.63	0.69	Intermediate
I actively participate in academic activities or competitions related to my profession.	3.08	0.98	Intermediate	2.51	0.84	Slightly insufficient
I believe that my professional skills are at a relatively high level among my peers.	3.22	1	Intermediate	2.67	0.62	Intermediate

According to Table 4, have you participated in the internship of professional knowledge skills of vocational college graduates

For students of high vocational certificate program in politics and law who have mastered solid professional theoretical knowledge and had internship experience (\bar{X} =3.11), and students of high vocational certificate program in politics and law who have

no internship experience ($\bar{x}=2.66$); Be able to apply professional knowledge to actual case analysis, students of high vocational certificate program in politics and law with internship experience ($\bar{x}=3.11$), and students of high vocational certificate program in politics and law without internship experience ($\bar{x}=2.66$); I often update my professional knowledge through reading or research. students of high vocational certificate program in politics and law with internship experience ($\bar{x}=3.05$), and students of high vocational certificate program in politics and law without internship experience ($\bar{x}=2.63$); Actively participate in professional related academic activities or competitions, students of high vocational certificate program in politics and law with internship experience ($\bar{x}=3.08$), and students of high vocational certificate program in politics and law without internship experience ($\bar{x}=2.51$); Professional skills are at a higher level among peers. students of high vocational certificate program in politics and law ($\bar{x}=3.22$) have had internship experience, and students of high vocational certificate program in politics and law ($\bar{x}=2.67$) have no internship experience.

From this, it can be seen that students with internship experience have significant advantages in the application of professional knowledge, participation in academic activities, and self-assessment of skills (with a difference of 0.42-0.57), indicating that internships promote the transformation of professional knowledge into practice. In terms of standard deviation, some intern students had a standard deviation of 0.10 in their "professional skill self-assessment", which was higher than that of non intern students (0.62). This may be due to differences in the matching degree between internship content and major, leading to significant differences in self-assessment.

TABLE 5 Have you participated in the practice of technical operation skills of students in politics and law higher education institutions

Technical operation skills	Have internship experience			No internship experience		
	\bar{X}	S.D.	Perf. Situ.	\bar{X}	S.D.	Perf. Situ.
I am proficient in recording court proceedings to ensure accuracy and correctness.	3.13	0.91	Intermediate	2.4	0.81	Slightly insufficient
I am skilled in verifying legal documents and am able to identify and correct errors and inaccuracies within them.	3.09	0.94	Intermediate	2.4	0.76	Slightly insufficient
I am proficient in the application of office software (such as Word, Excel, etc.) in legal work.	3.06	0.89	Intermediate	2.36	0.78	Slightly insufficient
I have efficient legal search ability and can quickly and accurately find relevant legal provisions and cases.	3	0.89	Intermediate	2.66	0.8	intermediate
In simulated legal work scenarios, I efficiently complete tasks such as transcription, database construction, legal article retrieval, and document proofreading.	3.04	0.89	Intermediate	2.68	0.72	Intermediate

According to Table 5, have you participated in the internship of technical operation skills of vocational college graduates.

I can skillfully record court trials to ensure that the records are accurate. students of high vocational certificate program in politics and law with internship experience (\bar{x} =3.13), and students of high vocational certificate program in politics and law without internship experience (\bar{x} =2.40);Be good at checking legal documents, and be able to find and correct errors and inappropriateness. students of high vocational certificate program in politics and law with internship experience (\bar{x} =3.09), and students of high vocational

certificate program in politics and law without internship experience ($\bar{x}=2.40$); Proficient in the application of office software (such as Word, Excel, etc.) in legal work, students of high vocational certificate program in politics and law with internship experience ($\bar{x}=3.06$), and students of high vocational certificate program in politics and law without internship experience ($\bar{x}=2.36$); Have the ability to search laws and regulations efficiently, and be able to quickly and accurately find relevant laws and cases. students of high vocational certificate program in politics and law with internship experience ($\bar{x}=3.00$), and students of high vocational certificate program in politics and law without internship experience ($\bar{x}=2.66$); In the simulated legal work scene, I efficiently completed the tasks of transcription, database construction, legal article retrieval and document school, students of high vocational certificate program in politics and law with internship experience ($\bar{x}=3.04$), and students of high vocational certificate program in politics and law without internship experience ($\bar{x}=2.68$).

From this, it can be seen that technical operation skills are the most prominent field with internship students' advantages (the difference is 0.35-0.73), especially in the field of court trial records, document verification, office software application and other practical links, the average of which is nearly 0.7 points ahead, reflecting the direct enhancing of practice on technical proficiency. The standard deviation shows that there are interns with a standard deviation of 0.89 in the "rule retrieval", slightly higher than the non interns (0.80), which may be due to the complexity and frequency differences of technical operations during internships.

TABLE 6 Have you ever participated in the internship of interpersonal communication and communication and cooperation ability of students in politics and law higher education institutions

Interpersonal communication and collaboration skills	Have internship experience			No internship experience		
	\bar{X}	S.D.	Perf. Situ.	\bar{X}	S.D.	Perf. Situ.
I am good at effective communication with others.	3.08	0.89	Intermediate	2.69	0.64	Intermediate
I am able to actively collaborate and contribute within the team.	3.17	0.91	Intermediate	2.67	0.72	Intermediate
I am good at handling interpersonal conflicts in work.	3.1	0.88	Intermediate	2.67	0.68	Intermediate
I often participate in team activities to improve my collaboration skills.	3.16	0.95	Intermediate	2.6	0.81	Slightly insufficient
I believe that my interpersonal skills are crucial for my career development.	3.08	0.86	Intermediate	2.49	0.74	Slightly insufficient

According to Table 6, whether or not they have participated in the interpersonal communication and communication cooperation ability of vocational college graduates in internship, the average advantage of interns in interpersonal communication and cooperation ability is significant (the difference is 0.39-0.59), especially in the "cognition of the importance of interpersonal communication" (3.08 vs. 2.49, the difference is 0.59) and "team activity participation" (3.16 vs. 2.60, the difference is 0.56), which indicates that the team cooperation scenes in internship (such as case discussion, cross department cooperation) directly enhancing students' communication awareness and participation enthusiasm.

In terms of standard deviation, the standard deviation of "team activity participation" among interns is 0.95, which is higher than that of non interns (0.81). This may be due to the different complexities of team tasks during internships - large projects require high-frequency collaboration, while simple internship positions may lack team

interaction, leading to polarized evaluations. The standard deviation of 'handling interpersonal conflicts' for students without internships is 0.68, which is lower than that of students with internships (0.89), but the mean is only 2.67, indicating a lack of conflict management experience and cognitive retention at the theoretical level.

TABLE 7 Have you participated in the practice of self-management skills of students in politics and law higher education institutions

Self-management skill	Have internship experience			No internship experience		
	\bar{X}	S.D.	Perf. Situ.	\bar{X}	S.D.	Perf. Situ.
I can effectively manage my time and tasks.	3.2	0.95	Intermediate	2.54	0.79	Slightly insufficient
I am able to maintain efficient work habits even when facing pressure.	3.19	0.86	Intermediate	2.74	0.76	Intermediate
I often set and strive to achieve personal and professional goals.	3.07	0.89	Intermediate	2.68	0.71	Intermediate
I am capable of self motivation, continuous learning, and growth.	3.21	0.88	Intermediate	2.62	0.78	Intermediate
I think self-management skills are crucial to my career development.	3.22	0.92	Intermediate	2.62	0.73	Intermediate

According to Table 7, in terms of self-management skills, students with internship experience also showed a higher level. In the category of 'I can effectively manage my time and tasks', students with internship experience scored an average of 3.20 (standard deviation 0.95), while students without internship experience scored an average of 2.54 (standard deviation 0.79), with a significant difference between the two (difference 0.16). In addition, in terms of "goal setting and realization" and "stress coping ability", students with internship experience also showed stronger self-management ability (3.07 vs. 2.68, difference 0.39; 3.21 vs. 2.62, The difference is 0.59), which indicates that internship experience can help students enhancing self-management skills and better cope with workplace challenges.

TABLE 8 Have you participated in the practice of analytical skills of students in politics and law higher education institutions

Analytical skills	Have internship experience			No internship experience		
	S.D.	Perf. Situ.		S.D.	Perf. Situ.	
I am able to quickly understand and analyze complex problems or cases.	3.02	1.01	Intermediate	2.64	0.77	Intermediate
I often use critical thinking to evaluate information and viewpoints.	3.18	0.9	Intermediate	2.77	0.69	Intermediate
I am good at extracting key information from large amounts of data.	3.02	1.12	Intermediate	2.38	0.77	Slightly insufficient
I think my analytical skills will be very useful in the future work.	3.13	0.89	Intermediate	2.49	0.74	Slightly insufficient
I often practice and enhancing my analytical skills.	3.19	0.85	Intermediate	2.58	0.79	Slightly insufficient

According to Table 8, in terms of analytical skills, students with internship experience show stronger ability. In the category of 'I am able to quickly understand and analyze complex problems or cases', students with internship experience scored an average of 3.02(standard deviation1.01), while students without internship experience scored an average of 2.64(standard deviation 0.77), with a significant difference between the two (difference 0.57).In addition, students with internship experience also showed higher levels in "frequently using critical thinking to evaluate information and viewpoints" and "being good at extracting key information from large amounts of data" (3.18vs.2.77, difference0.41; (3.02vs.2.38, difference0.64), which indicates that the internship experience can help students enhancing analytical skills and deal with complex problems and data better.

TABLE 9 Have you participated in the career planning and expectations of students in politics and law higher education institutions

Career Planning and Expectations	Have internship experience			No internship experience		
	<i>X</i>	S.D.	Perf. Situ.	<i>X</i>	S.D.	Perf. Situ.
I have a clear career plan and have developed implementation steps for it.	3.04	0.93	Intermediate	2.38	0.86	Slightly insufficient
I understand the skills and qualifications required for my desired career field.	3.02	0.88	Intermediate	2.42	0.81	Slightly insufficient
I think the career planning services provided by the school have been very helpful for my career choices.	3.06	0.96	Intermediate	2.51	0.69	Slightly insufficient
I often pay attention to and understand the development trends in my desired career field.	3.05	0.87	Intermediate	2.67	0.76	Intermediate
I am full of expectations and confidence for the development of my future career.	3.05	0.85	Intermediate	2.55	0.79	Slightly insufficient

According to Table 9, have you ever participated in the internship of career planning and expectations of students in students of high vocational certificate program in politics and law

Students with internship experience demonstrate clearer career goals and plans. In the section "I have a clear career plan and have developed implementation steps for it", students with internship experience scored an average of 3.04 (standard deviation 0.93), while students without internship experience scored an average of 2.38 (standard deviation 0.86), with a significant difference between the two (difference 0.52). In addition, students with internship experience also showed higher clarity in "career interest cognition" and "career goal setting" (3.06 vs. 2.51, difference 0.55; 3.05 vs. 2.67, The difference of 0.38 indicates that internship experience helps students clarify their career direction earlier and develop practical career plans. At the same time, students with internship experience also showed higher cognitive levels in terms of "I understand the

skills and qualifications required for the desired career field" (3.02 vs.2.42, difference 0.60), which further proves the positive role of internship experience in students' career planning.

It can be seen from the table that the main problems and challenges faced by students of high vocational certificate program in politics and law in the process of employment include: insufficient preparation for employment, poor mastery of professional knowledge and skills, lack of technical operation skills, weak interpersonal communication and communication and collaboration skills, self-management skills and analytical skills to be enhancing, and unclear career planning. The existence of these problems and challenges requires high vocational certificate program in politics and law to attach great importance to students' employment guidance and vocational skills training, and help students better adapt to market demand and achieve smooth employment and career development by refining data analysis, strengthening practical teaching, improving employment guidance services and other ways. At the same time, schools should strengthen cooperation and communication with enterprises, provide more practical opportunities and employment channels for students, and jointly promote their comprehensive development.

3. Semi structured interviews

Research question 2: How to effectively introduce and apply advanced employment guidance concepts to enhancing the vocational skills of students of high vocational certificate program in politics and law?

In the process of in-depth research on optimizing the employment guidelines of high vocational certificate program in politics and law, opinions and suggestions from various perspectives such as enterprise leaders and corporate HR were widely collected through semi-structured interviews. The interview mainly focuses on the employment status of graduates of high vocational certificate program in politics and law, professional skills demand, school enterprise cooperation and other aspects.

In the semi-structured interview session, multiple questions were asked to two immediate leaders of the company. In response to the question of "the main challenges

faced by graduates of high vocational certificate program in politics and law when they first enter the workplace?", leaders pointed out that graduates face challenges such as insufficient professional quality, disconnection between theory and practice, difficulties in changing professional roles and ceiling effect of academic qualifications; With regard to the issue of "the most important skills of high vocational certificate program in politics and law in cultivating students", leaders emphasize the cultivation of key skills such as practical skills, legal practice, information technology application, professional ethics, emergency response and cross departmental cooperation; When asked about "graduates' performance in actual work", the leaders said that graduates had performed well in discipline, legal knowledge and other aspects, but still needed to be enhancing in legal interpretation flexibility, mass work methods, policy interpretation and the use of digital rule of law tools; When discussing "Suggestions for high vocational certificate program in politics and law to strengthen cooperation with enterprises", leaders believed that graduates should have a variety of skills and qualities, which inspired cooperation. At the same time, they proposed that graduates should have literacy skills, computer skills, policy and regulation mastery, communication skills, digital law governance capabilities, grass-roots governance sensitivity, compound knowledge structure and public opinion response qualities. In view of the problem of "special skills or qualities that political and law graduates should have under the current employment market", leaders also mentioned these skills and qualities; As for the "suggestions on the educational reform of high vocational certificate program in politics and law", leaders proposed that courses should be adjusted, workstations should be established, dynamic course packages should be developed and virtual simulation teaching should be introduced; Finally, referring to "the future career development potential or opportunity of graduates of high vocational certificate program in politics and law", leaders believe that graduates have broad development space in grass-roots rule of law construction, emerging fields, lifelong learning enhancing and subdivision fields.

Subsequently, we raised multiple questions to the company's HR regarding the relevant situation of political and legal graduates. In response to the question "What skills

and qualities do you value the most when recruiting political and legal graduates?", HR stated that they value communication and expression abilities, teamwork and coordination skills; As for the question "What common problems or shortcomings do you think the graduates of high vocational certificate program in politics and law have in the process of job hunting?", HR pointed out that the graduates have weak language skills, insufficient resume and interview skills, and weak awareness of continuous learning; When asked "How does your company support the growth of political and legal graduates through induction training or career development plans?", HR said that the company will provide systematic induction training, provide continuous learning opportunities, and arrange graduates to participate in actual cases or projects, accumulate practical experience, and enhancing practical ability; When discussing "how do you think high vocational certificate program in politics and law should adjust their curriculum and teaching methods to better meet market demand?", HR proposed to increase practical courses and interdisciplinary courses related to law; In response to the question "What performance will make political and legal graduates stand out during the interview process?", HR believes that solid professional knowledge, positive learning attitude, and good communication skills will give graduates more advantages; With regard to the question "How do you think high vocational certificate program in politics and law should strengthen cooperation with enterprises to enhancing students' employment competitiveness?", HR suggested to cooperate with enterprises to establish internship bases, provide more internship opportunities, and carry out employment guidance; When it comes to "How do you think political and legal graduates should position their career development in the current job market environment?", HR believes that graduates should have clear career goals, expand their network, and accumulate experience; Finally, when asked "What specific job search suggestions or advice do you have for the political and legal students who are about to graduate?", HR suggested that graduates make job search preparations in advance, improve their resumes, and enhancing their interview skills; Clear goals, maintain a positive attitude, and make good use of surrounding resources.

Through semi-structured interviews, we have in-depth understanding of the views and expectations of enterprise leaders and company HR on graduates of high vocational certificate program in politics and law. Enterprise leaders emphasized the challenges faced by graduates in terms of professional competence, integration of theory and practice, and career role transformation, and put forward suggestions such as strengthening school enterprise cooperation and adjusting curriculum settings. The company's HR focuses more on the communication and expression skills, teamwork and coordination abilities, as well as practical issues in the job search process such as resumes and interview skills of graduates. These opinions and suggestions provide an important reference basis for high vocational certificate program in politics and law to optimize employment guidelines.

4. Focus Group

Research question 3: How to formulate specific and effective employment guidelines according to the actual situation of students in students of high vocational certificate program in politics and law?

Based on the above interview results, we organized a focus group discussion, gathered multiple perspectives, such as student representatives, teacher representatives and recruitment directors of enterprises and public institutions from students of high vocational certificate program in politics and law, to jointly explore new ideas and strategies for enhancing students' employment competitiveness. During the discussion, student representatives expressed the dilemma of being at a disadvantage in the job search process due to a lack of specific vocational skills and practical experience. They called on schools to provide more vocational related skills training and high-quality internship opportunities, and strengthen personalized career planning guidance. Teacher representatives, from a teaching perspective, pointed out that curriculum design and teaching methods need to further adapt to market demand, increase the proportion of interdisciplinary courses and practical teaching, and emphasize the importance of career planning education. The recruitment manager of enterprises and institutions shared their expectations for students' comprehensive quality and practical ability, pointing out that

some students have shortcomings in legal document writing, legal logic analysis, etc., and suggested that schools strengthen cooperation with enterprises, establish a joint training mechanism between schools and enterprises, and provide students with more real project practice opportunities.

Based on the opinions and suggestions of all parties, the focus group proposed the following strategies to optimize the employment guidelines of high vocational certificate program in politics and law: first, strengthen the cultivation of comprehensive quality, incorporate the cultivation of comprehensive quality into the curriculum system, and enhancing the non-technical skills of students by offering general education courses, organizing community activities, etc; The second is to deepen the reform of practical teaching, increase the proportion of practical teaching, establish a school enterprise joint training mechanism, and provide students with more real project practice opportunities; The third is to improve the career planning guidance system, providing career planning education from the beginning of enrollment, establishing personalized career planning files, and regularly tracking and evaluating students' career development; Fourthly, strengthen vocational skills training and offer specialized vocational skills training courses to address the skill gaps reported by enterprises; The fifth is to establish an employment feedback mechanism, regularly collect evaluation feedback from enterprises and institutions on graduates, and adjust employment guidance policies and teaching content in a timely manner.

Through focus group discussion, we gathered a variety of perspectives and jointly discussed new ideas and strategies to enhancing the employment competitiveness of students of high vocational certificate program in politics and law. During the discussion, representatives from all parties put forward specific suggestions such as strengthening vocational skills training, deepening practical teaching reform, and improving the career planning guidance system. These suggestions not only aim at the practical problems in the process of students' job hunting, but also take into account the market demand and the actual situation of school teaching, providing strong support for high vocational certificate program in politics and law to optimize the employment

guidelines. In the future, high vocational certificate program in politics and law should actively adopt these suggestions, constantly optimize the curriculum and teaching methods, strengthen cooperation and exchanges with enterprises, and strive to cultivate more high-quality political and law talents who meet the social needs.

5. Summary of this chapter

Through the analysis of the results of questionnaire survey, semi-structured interview and focus group discussion of students of high vocational certificate program in politics and law, this chapter deeply discusses the impact of internship experience on the enhancing of students' employment skills. The results show that internship experience plays a significant role in enhancing students' professional quality, professional knowledge skills, analytical skills, and interpersonal and communication and collaboration abilities.

Specifically, students with internship experience demonstrate higher proficiency and accuracy in professional skills such as courtroom recording, legal document writing, and legal practice operations. They can better apply theoretical knowledge to practical work, and exercise and enhancing analytical skills by solving real problems. In addition, internship experience enhances students' professional competence and adaptability to the workplace, making them more competitive in the job search process.

In contrast, students without internship experience face greater difficulties in enhancing their professional skills. They lack practical training and have insufficient grasp of the pace of court trials and legal practice, resulting in poor performance in analyzing court content and writing legal documents. This not only affects their employment competitiveness, but also limits their future career development.

Further analysis also shows that the curriculum and teaching methods of high vocational certificate program in politics and law need to be further improved to better meet the needs of students' professional skills. The school should strengthen cooperation and exchange with enterprises, and combine theoretical knowledge with practice through school enterprise cooperation, project training and other ways to enhancing students' practical operation ability.

To sum up, internship experience plays a vital role in enhancing the employment professional skills of students of high vocational certificate program in politics and law. Schools should attach great importance to the internship process and provide students with more high-quality internship opportunities to help them better adapt to the workplace environment and achieve smooth employment.



CHAPTER 5

CONCLUSION AND DISCUSSION

This study determined the difference between the professional skills of students of high vocational certificate program in politics and law with or without internship experience. In addition, this study also develops guidelines for students of high vocational certificate program in politics and law. This chapter also introduces the summary of the research and the main findings, followed by a discussion. It also provides the meaning and limitations of the study, as well as recommendations for further research.

1. Research Summary

Through a questionnaire survey, this study has a comprehensive understanding of the employment status of students of high vocational certificate program in politics and law. Through the collection of 348 valid questionnaires, the analysis data set was formed through screening, and the employment status of students in students of high vocational certificate program in politics and law was studied from the perspective of whether they have internship experience. It was found that students have significant differences in many aspects. It also provides solid data support for high vocational certificate program in politics and law to formulate scientific and reasonable employment guidelines.

In terms of employment preparation, research data shows that students with internship experience have an average score of 3.09 ± 0.79 on their understanding of the current job market, which is significantly higher than the 2.61 ± 0.66 score of students without internship experience. This data indicates that internship experience enables students to be closer to the actual work environment, gain a deeper understanding of market demand, and thus have a greater advantage in the job search process. Similarly, in terms of resume writing and interview skills, students with internship experience scored significantly higher on average (2.95 ± 0.84) than those without internship experience (2.65 ± 0.71). Especially in terms of mastering interview skills, students with internship experience are more confident and composed, which undoubtedly adds important weight to their job search journey.

In terms of professional skills, the impact of internship experience is particularly significant. Students with internship experience have significantly higher average scores in mastering professional theoretical knowledge (3.11 ± 0.90) and application ability (3.13 ± 0.93) compared to students without internship experience. Especially in terms of technical operation skills, such as court records, the average score of students with internship experience (3.13 ± 0.91) is much higher than that of students without internship experience (2.40 ± 0.81), which shows their high accuracy and proficiency in practical operation. In the verification of legal documents, the average score of students with internship experience (3.09 ± 0.94) is significantly higher than that of students without internship experience (2.40 ± 0.76), indicating that they can more effectively discover and correct errors and inadequacies in documents. In addition, students with internship experience also performed well in office software application and law retrieval, with average scores significantly higher than students without internship experience, which fully demonstrates the important role of internship experience in enhancing students' practical ability.

Interpersonal communication skills, as one of the key factors for workplace success, have also been fully demonstrated in research. Students with internship experience scored significantly higher on average in communication with others (3.08 ± 0.89 vs 2.69 ± 0.64), teamwork (3.17 ± 0.91 vs 2.67 ± 0.72), and conflict resolution (3.10 ± 0.88 vs 2.67 ± 0.68) compared to students without internship experience. These data show that internships not only enhancing students' professional skills, but also significantly enhance their interpersonal skills, enabling them to better adapt to the workplace environment and establish good interpersonal relationships.

In terms of self-management, students with internship experience also show a higher level. Their average scores in time management (3.20 ± 0.95 vs 2.54 ± 0.79), goal setting (3.07 ± 0.89 vs 2.68 ± 0.71), and self motivation (3.21 ± 0.88 vs 2.62 ± 0.78) were significantly higher than those of students without internship experience. This indicates that internship experience cultivates students' self-discipline and self motivation, enabling

them to manage their time and tasks more efficiently, laying a solid foundation for achieving career goals.

In terms of analytical skills, students with internship experience also outperformed students without internship experience in understanding and analyzing complex problems (3.02 ± 1.01 vs 2.64 ± 0.77), using critical thinking (3.18 ± 0.90 vs 2.77 ± 0.69), and extracting key information (3.02 ± 1.12 vs 2.38 ± 0.77). These data show that internship experience not only enhances students' professional skills and practical ability, but also significantly enhances their analytical ability and critical thinking, providing strong support for their future career development.

In terms of career planning and expectations, students with internship experience have significantly stronger understanding of their career field (3.02 ± 0.88 vs 2.41 ± 0.81) and confidence in their future career (3.05 ± 0.85 vs 2.55 ± 0.79). They have a clearer understanding of their career goals, the necessary skills and qualifications, and have developed practical and feasible implementation steps. This shows that internship experience not only enhances students' employment competitiveness, but also enhances their awareness and ability of career planning, enabling them to face their future career more confidently. Based on the in-depth analysis of the current employment situation of students, this study puts forward suggestions to optimize the employment guidelines of high vocational certificate program in politics and law.

1. We should strengthen the cultivation of comprehensive quality, incorporate comprehensive quality courses into the compulsory system, and enhance students' non-technical skills through general education, community activities and other ways.

2. Deepen the reform of practical teaching, increase the proportion of practical teaching, establish a school enterprise joint training mechanism, provide students with more real project practice opportunities, enhance their vocational skills and practical experience.

3. Improve the career planning guidance system, provide personalized career planning education from the beginning of enrollment, help students clarify career goals, and develop reasonable development paths.

4. Strengthen vocational skills training, set up special courses for the skills weaknesses fed back by enterprises, and enhancing students' employment competitiveness.

5. Establish an employment feedback mechanism, regularly collect evaluations from enterprises and institutions on graduates, adjust employment guidelines and teaching content in a timely manner, and ensure effective alignment between education and social needs.

The implementation of these measures will help enhancing the employment skills of students of high vocational certificate program in politics and law, and promote their smooth employment and career development.

2. Research discussion

In the context of the increasingly severe employment market, the employment quality of graduates from high vocational certificate program in politics and law has become the focus of attention. In order to enhancing students' employment competitiveness, it is particularly important to optimize the employment guidelines of high vocational certificate program in politics and law. This study aims to comprehensively optimize employment guidance policies by strengthening comprehensive quality training, deepening practical teaching reform, improving the career planning guidance system, enhancing vocational skills training, and establishing employment feedback mechanisms, ensuring close alignment between school talent cultivation and market demand, and improving the employment quality and career development potential of graduates.

2.1. Strengthen the cultivation of comprehensive qualities

Fully integrating comprehensive quality cultivation into the curriculum system is the key to enhancing students' overall competencies. In terms of curriculum design, in addition to professional courses, general education courses covering multiple fields such as humanities, social sciences, arts, and psychology should be added. For example,

offering mental health counseling courses to guide students in mastering emotional management and stress coping skills, and cultivating their positive mindset and psychological resilience(Lihua, 2022); setting up self-management and development courses to enhance students' abilities in time management, goal setting, and self-motivation, and stimulate their inherent potential.

Organizing a variety of club activities is also an important approach. For instance, establishing a debating club and regularly hosting debate events can hone students' logical expression and adaptability; forming a volunteer club and encouraging students to participate in community service, public welfare activities, etc., can enhance their sense of social responsibility and teamwork spirit. Simultaneously, various academic lectures and cultural exchange activities can be organized to broaden students' horizons and expose them to cutting-edge knowledge and cultural concepts in different fields.

In the implementation process, a scientific evaluation system should be established, focusing not only on students' course grades but also on a comprehensive assessment of their performance in club activities and practical projects. For instance, a combination of teacher evaluation, student self-evaluation, and peer evaluation can be adopted to comprehensively and objectively evaluate students' overall quality enhancement. Based on the evaluation results, teaching and activity arrangements can be adjusted in a timely manner to ensure the achievement of comprehensive quality cultivation goals(Shuwen, 2024).

2.2 Deepen the reform of practical teaching

To deepen the reform of practical teaching, it is essential to first increase the proportion of practical teaching in the curriculum system. For instance, in the field of law, the number of hours allocated for simulated courtroom practice courses can be increased from the original 10% to 20% of the total class hours. This will provide students with more opportunities to apply their learned legal knowledge in simulated real-life scenarios, thereby enhancing their practical legal operation abilities.

Establishing a joint training mechanism between schools and enterprises is crucial for providing students with opportunities for real-world project practice. Schools

can establish long-term and stable partnerships with political and legal systems, law firms, corporate legal departments, and so on. For example, collaborating with the legal departments of large enterprises to jointly carry out "corporate compliance project practice", where enterprises provide actual cases and data, and schools organize students to participate in project research, analysis, and solution formulation, allowing students to understand the legal needs and compliance requirements of enterprises through practice(Xiaolian, 2024).

Meanwhile, schools can invite senior legal personnel from enterprises to serve as off-campus mentors, regularly organizing lectures and guiding practical projects for students. For example, off-campus mentors are invited to conduct 2-3 special lectures each semester, sharing experiences and cases from practical work, and providing one-on-one guidance for students' practical projects, helping them solve problems encountered in practice and enhancing their practical abilities and professional qualities.

2.3 Improve the career planning guidance system

Improve the career planning guidance system by providing systematic career planning education from the very beginning of student enrollment. During the orientation period for new students, industry experts and alumni can be invited to give career planning lectures, allowing students to understand the career development paths and prospects in the political and legal industry, and guiding them to reflect on their own career interests and goals(Xiaolian, 2024).

Establish personalized career planning profiles to record information such as hobbies, strengths, and career goals for each student. For example, collect student information through questionnaire surveys, one-on-one interviews, and other methods, and enter it into the career planning profile system. Based on the student's profile information, provide personalized career planning advice and guidance to help students develop short-term and long-term career development plans.

Regularly track and evaluate students' career development, and assess the implementation of their career planning once every semester. Through interviews with students, reviewing their practical achievements and academic performance, and other

methods, understand the problems and difficulties students encounter in their career development process, and adjust career planning schemes in a timely manner. At the same time, provide students with continuous career development support, such as holding job search skills training, corporate recruitment fairs, and other activities, to help students achieve their career goals smoothly(S. & R., 2024).

2.4 Strengthen vocational skills training

To enhance vocational skills training, it is necessary to offer specialized vocational skills training courses tailored to the skill shortcomings reported by enterprises. For example, through communication with multiple partner enterprises, it has been learned that graduates are deficient in legal document writing and legal logic analysis. Therefore, schools can offer specialized courses such as "Practical Training in Legal Document Writing" and "Enhancing Legal Logic Analysis Skills".

In the "Practical Training in Legal Document Writing" course, lawyers or judges with rich practical experience are invited to serve as instructors. Actual cases are used for teaching, allowing students to write and revise legal documents, with on-site comments and guidance from the instructors. For the "Enhancing Legal Logic Analysis Skills" course, students can be organized to participate in activities such as case debates and logical reasoning exercises, to improve their legal logic analysis skills.

Meanwhile, an evaluation mechanism for the effectiveness of vocational skills training should be established. After the course is completed, students' skill enhancement can be tested through examinations, practical project assessments, and other methods. For example, for a legal document writing course, students can be required to complete a complete legal document, which will be jointly graded by teachers and industry experts. Based on the feedback from the grading results, adjustments can be made to the training course content and methods to ensure the effectiveness of the training (Shouhui et al., 2024).

2.5 Establish an employment feedback mechanism

To establish an employment feedback mechanism, it is essential to regularly collect evaluation feedback from enterprises and institutions on graduates. Schools can

conduct a graduate evaluation survey on their partner enterprises and institutions every six months through methods such as questionnaire surveys, on-site visits, and telephone interviews. The questionnaire can include evaluations on graduates' professional skill levels, professional ethics, teamwork abilities, as well as suggestions and opinions from enterprises and institutions on school talent cultivation.

Based on the feedback collected, promptly adjust employment guidance policies and teaching content. For instance, if enterprises and institutions indicate that graduates are lacking in the application of digital legal tools, the school can incorporate relevant courses and practical projects into the curriculum to enhance training in digital legal technology. Simultaneously, integrate employment feedback into the teaching quality evaluation system, serving as a crucial basis for teacher improvement and professional development within the school.

In addition, schools can establish a regular communication meeting system with enterprises and institutions, convening a communication meeting every semester to jointly explore new demands and trends in talent cultivation with enterprises and institutions, and jointly formulate talent cultivation plans and employment guidance strategies to ensure a close alignment between school talent cultivation and market demand, thereby enhancing the employment quality and competitiveness of graduates (Tao et al., 2022).

3. The impact and suggestions on students, teachers, and schools

3.1 Influence and Suggestions on Students

Students should fully recognize the importance of internship experience and actively participate in various internship activities (Haibin & Xiaohui, 2018). Through practice, students can apply their knowledge to practical work and enhancing their professional skills and professional quality. (Buqing, 2024; Na & Xinglin, 2024) pointed out that the optimization of employment guidance path under the modern academy education mode emphasizes the importance of practice, and students can better understand the workplace environment and enhancing employment competitiveness through practice. At the same time, students should also pay attention to self-learning and enhancing, and

constantly broaden their knowledge and vision through reading, attending lectures, participating in community activities and other ways(Na & Xinglin, 2024).

It is recommended that students plan their career paths reasonably, clarify their career goals and development directions(Yaxin, 2023).When selecting internship positions, we should pay attention to the relevance between the position and the major we have learned, and practice and enhancing our professional skills through internship (Hongbin, 2021).In addition, students should strengthen communication and exchange with teachers and enterprises, timely obtain industry information and employment trends, and make full preparations for their career development (Tianwen, 2022).

3.2 Influence and Suggestions on Teachers

Teachers should actively pay attention to industry trends and enterprise needs, and adjust teaching content and methods in a timely manner (Yuqiu, 2024).By combining theoretical knowledge with practice through case teaching, simulated training, and other methods, students' practical operational abilities can be improved(Hua, 2017).At the same time, teachers should strengthen their connections and cooperation with enterprises, and provide students with more internship and employment opportunities (Yanxia & Yingying, 2020).

It is recommended that teachers pay attention to cultivating students' professional ethics and comprehensive abilities, not only focusing on their mastery of professional knowledge, but also on their communication skills, teamwork skills, and innovation abilities(Shuang & Shuang, 2018).In addition, teachers should strengthen their career planning and employment guidance for students, help them clarify their career goals and development directions, and provide strong support for their career development (Biqi et al., 2022).

3.3 Impact and Suggestions on Schools

Schools should attach great importance to the internship process and strengthen cooperation and communication with enterprises (Buqing, 2024).By means of school enterprise cooperation and establishing internship bases, we aim to provide students with more high-quality internship opportunities (Yuqiu, 2024)At the same time, schools should

strengthen curriculum construction and teaching reform, focus on practicality and pertinence, and cultivate students' vocational skills and professional qualities(Qixuan, 2024).

It is recommended that schools strengthen cooperation and communication with government, industry associations, and other institutions, timely understand industry trends and policy directions, and provide strong support for the school's curriculum design and teaching reform(Jian, 2018).In addition, schools should also focus on campus culture construction and the cultivation of students' comprehensive qualities, creating a good learning and living environment for students, and promoting their all-round development(Xu & Yijun, 2024).Enhancing students' employment competitiveness and career development ability by optimizing employment guidelines(Binbin, 2024).

4.4 Limitations of the study

This study has certain limitations in sample selection, data collection, and analysis methods. The sample size is relatively small, which may not fully reflect the overall situation of students of high vocational certificate program in politics and law. In addition, data collection and analysis methods may also have certain subjectivity and bias, which can affect the accuracy and reliability of research results.

4.5 Suggestions for further study

Future research can further expand the sample size, improve the representativeness and reliability of the data. At the same time, more scientific and objective data collection and analysis methods can be adopted, such as big data analysis, artificial intelligence assisted analysis, etc., to improve the accuracy and reliability of research results. In addition, we can also pay attention to the differences and commonalities between students of different majors and grades to provide more comprehensive and in-depth reference and reference for the employment guidance work of high vocational certificate program in politics and law.

Further research can also deeply explore the specific mechanism and path of the internship experience to enhancing students' professional quality and comprehensive ability, and provide more scientific basis and reference for the internship arrangement and

curriculum of high vocational certificate program in politics and law. At the same time, attention can also be paid to the impact of internship experience on students' career planning and employment choices, providing strong support for their career development.



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APPENDIX

GUIDELINES FOR ENHANCING THE EMPLOYMENT VOCATIONAL SKILLS OF
STUDENTS OF HIGH VOCATIONAL CERTIFICATE PROGRAM IN POLITICS AND LAW

IOC reviewers

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Innovative Learning Center, Srinakharinwirot University

Dr.Nichapat Javisoot,

Panyapiwat Institute of Management Demonstration School

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QUESTIONNAIRES

Part I: Demographic Data: Personal profile

Instruction: Please answer all the questions below by making a check mark (✓) for your answer or writing your answers in the space provided. ◦

1. Gender:

£ Male £ Female

2. Age: _____

3. Whether or not you have an internship : £ Yes £ No

Part II: Self-assessment questions

Instruction: Please answer all questions below by making a check mark (✓) for each statement that comes closest to reflecting your opinion with each of the following.

	Strong Agree	Agree	Moderate Agree	Disagree	Strong Disagree
Preparation for employment					
1. I have a good understanding of the current job market.					
2. I have been well prepared for employment, including CV writing and interview skills.					
3. I am clear about my career interests and strengths.					
4. I know and follow the latest developments in my target employment field.					
5. The career guidance services provided by my school have helped me prepare for employment.					

	Strong Agree	Agree	Moderate Agree	Disagree	Strong Disagree
Professional knowledge skills					
6.I have a solid theoretical knowledge of my profession.					
7.I can apply my expertise to practical case studies.					
8.I often update my expertise through reading or research.					
9.I am actively involved in academic activities or competitions related to my major.					
10.My professional skills are at a high level among my peers.					
Technical operation skills					
11.I can proficiently transcribe court hearings and ensure that the transcripts are accurate.					
12.I specialize in proofreading legal documents and can identify and correct errors and improprieties.					
13.I am proficient in using office software (e.g., Word, Excel, etc.) in legal work, such as producing documents and managing case information.					
14.I have efficient legal search skills and am able to quickly and accurately locate relevant legal texts and cases.					
15.I have efficient legal search skills and can quickly and accurately locate relevant legal texts and cases.					
Interpersonal and communication and collaboration skills					
16.I am good at communicating effectively with others.					

	Strong Agree	Agree	Moderate Agree	Disagree	Strong Disagree
17.I can collaborate and contribute positively within a team.					
18.I am good at handling interpersonal conflicts at work.					
19.I regularly participate in team activities to improve my collaboration skills.					
20.My interpersonal skills are essential to my career development.					
Self-management skills					
21.I can manage my time and tasks effectively.					
22.I can maintain productive work habits, even in the face of stress.					
23.I regularly set and work towards personal and professional goals.					
24.I can self-motivate and continue to learn and grow.					
25.I consider self-management skills to be vital to my career development.					
Analytical skills					
26.I can quickly understand and analyze complex problems or cases.					
27.I often use critical thinking to evaluate information and ideas.					
28.I specialize in extracting critical information from large amounts of data.					
29.My analytical skills will be beneficial in my future job.					
30.I often practice to hone and improve my analytical skills.					

	Strong Agree	Agree	Moderate Agree	Disagree	Strong Disagree
Career Planning and Expectations					
31.I have a clear career plan and have set steps to achieve it.					
32.I understand the skills and qualifications required for my desired career field.					
33.The career planning services offered by the school have helped me in my career choices.					
34.I am constantly watching and learning about trends in my desired career field					
35.I am excited and confident about the future of my career.					

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Semi structured interview information

Directly affiliated leaders of the enterprise

1. Li Xiang

Supervisor of a certain public institution in Beijing

2. Li Mengqi

Head of a law firm in Beijing

Enterprise HR

1. Chen Hao

Human Resources Manager of Liren (Huai'an) Enterprise Management Co., Ltd

2. Geng Dongdong

Huai'an Jingjian Enterprise Management Co., Ltd. is recruiting personnel

OF HIGH VOCATIONAL CERTIFICATE PROGRAM IN POLITICS AND LAW

Focus on the information of group participants

Two teachers from politics and law higher education institutions

1. Tang Xiaowei and Xie Liping

Teacher at a political and legal vocational college in Beijing. Tang Xiaowei is the teacher of the career planning course at the school

Graduating students

2. Qiu Mingyue

A junior student majoring in Judicial Secretarial at a certain political and legal vocational college in Beijing

Leaders of enterprises and institutions

1. Li Xiang

A person in charge of a public institution in Beijing, who often accepts internships from politics and law higher education institutions.

Company HR

1. Chen Hao

Human Resources Manager of Liren (Huai'an) Enterprise Management Co., Ltd. The unit regularly recruits fresh graduates from politics and law higher education institutions.

VITA

