



Influencing Factors on the Graduates' Employment Quality at Higher Vocational Colleges in Guizhou Province, China

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Abstract

This research consists purposes were 1. to Study the current status and problems of employment quality for graduates from higher vocational colleges in Guizhou Province, China 2. to Explore the Influencing factors on the employment quality of graduates from higher vocational colleges in Guizhou Province, China 3. to Analyze the employment quality indicators of graduates from higher vocational colleges in Guizhou Province, China 4. to Propose guidelines and countermeasures for improving the employment quality of vocational college graduates in Guizhou Province, China. The study population comprised all graduates from higher vocational colleges in Guizhou Province from 2023 to 2025, totaling approximately 429,475 individuals (121,651 in 2023, 150,606 in 2024, and 157,218 in 2025). this study used simple random sampling and collected valid responses from 591 graduates finally. The results of the research were as follows 1) The overall employment quality of higher vocational college graduates in Guizhou Province was at a moderate level. Among the five dimensions, employment rate and working conditions were the strongest, while salary level and social security coverage were identified as weaker aspects.2) There were no significant differences in most employment quality dimensions across gender, major, place of origin, or graduation year, except that male graduate rated their employability higher than female graduates 3) The main reasons for job changes were dissatisfaction with salary (45.18%), lack of professional development opportunities (27.29%), and job mismatch (18.85%). Most graduates reported medium to high levels of employability, with student leadership and scholarship experience linked to higher capabilities and 4) Expert evaluation confirmed the scientific validity and practical feasibility of the five-dimension employment quality framework. Based on the findings, the following recommendations are proposed: Strengthen policy support and improve social security coverage for graduates. Promote cooperation between employers and colleges to expand workplace training and career development opportunities. Optimize vocational college curricula to better meet labor market needs. Provide targeted career guidance for



graduates with lower employability. Regularly update employment quality evaluation indicators to reflect changes in the labor market.

Keywords: Employment Quality, Vocational Colleges, Guizhou Province

Introduction

In recent years, China has placed increasing emphasis on vocational education as a strategic component of its economic transformation and talent development. As the country shifts toward high-quality development and industrial upgrading, the demand for skilled and technically competent workers has surged. The government has responded by expanding vocational education pathways, particularly through higher vocational colleges, which are expected to bridge the gap between secondary education and professional employment (State Council of China, 2019). In 2019, the State Council issued the “National Vocational Education Reform Implementation Plan,” positioning vocational education on equal footing with general education. Subsequently, a series of national initiatives have reinforced the importance of improving the employability and career outcomes of vocational graduates. (Unger, M., Zaussinger, S., Hartl, J., 2020)

Despite these reforms, challenges persist. While employment rates among vocational graduates often appear statistically adequate, deeper issues related to the quality of employment—such as job stability, remuneration, professional alignment, and social security—remain underexplored. Most evaluation systems still rely heavily on employment quantity indicators, without sufficient attention to whether vocational graduates are securing meaningful, sustainable, and developmentally aligned employment. (Chen, Y., Fang, H., 2023) This misalignment between national policy emphasis and practical outcomes underscores the need for research that shifts the focus from mere job acquisition to employment quality (Guo, 2008). Guizhou Province, located in southwestern China, represents one of the country’s less economically developed regions. It has made notable progress in expanding access to vocational education, with multiple higher vocational institutions serving a growing number of students from rural and minority backgrounds. These colleges are under increasing pressure to produce not just employable graduates, but graduates who can thrive in the workplace, secure stable incomes, and contribute to regional development (Wang and Sun, 2020).

However, anecdotal evidence and early surveys suggest that many graduates from these colleges face substantial challenges in achieving high-quality employment. (De Witte et al., 2020). Common issues include job mismatch, limited career progression opportunities, inadequate access to social security benefits, and low satisfaction with employment outcomes. Moreover, many local vocational institutions lack comprehensive



mechanisms for tracking employment quality, and often have insufficient collaboration with employers to align curricula with labor market needs (Liu & Huang, 2021). For educational leaders, faculty, and policymakers within these colleges, understanding and improving employment quality is no longer a peripheral concern—it is a central institutional priority. Addressing this issue can directly influence student recruitment, institutional reputation, and the long-term socioeconomic mobility of graduates, particularly in a province like Guizhou that seeks to overcome regional inequalities through education (Li and Tang, 2021).

The growing national emphasis on high-quality employment for vocational graduates, combined with the specific developmental needs of higher vocational colleges in Guizhou Province, makes this study both timely and necessary. It responds to an urgent call for better measurement, deeper analysis, and more effective intervention in the employment outcomes of vocational education. By focusing on both the structural dimensions and the influencing factors of employment quality, this research aims to contribute practical insights for institutional improvement and regional policy design

The Purposes

1. To study the current status and problems of employment quality for graduates from higher vocational colleges in Guizhou Province, China.
2. To explore the influencing factors on the employment quality of graduates from higher vocational colleges in Guizhou Province, China.
3. To analyze the employment quality indicators of graduates from higher vocational colleges in Guizhou Province, China.
4. To propose guidelines and countermeasures for improving the employment quality of higher vocational college graduates in Guizhou Province, China.

Literature Review

This research on employment quality and influencing factors affecting vocational college graduates. It introduces the framework for the case study that comprises the main focus of the research described in this doctoral project. It is important to set the context of the literature review work by first providing the theoretical foundation related to employment, education, and vocational development, followed by clarifying the key concepts that form the backbone of this study. The review then explores the historical evolution and contextual background of employment quality as a multidimensional construct. Lastly, it presents a synthesis of both domestic and international research, identifying significant trends, contradictions, and gaps in existing literature



in this chapter. The main purpose of the literature review is to establish a theoretical and conceptual framework that informs the research model, supports the development of relevant variables and indicators, and highlights the gaps this study seeks to fill. By examining past studies and major theoretical contributions, the chapter offers a solid basis for understanding how employment quality has been approached, measured, and improved in different contexts, with special emphasis on the situation in Guizhou Province, China.

Methodology

The research methodology used to achieve the objectives of this study. It includes the research design, research instrument, quality of research instrument, population and sample, data collection, data analysis and statistics analysis as following

1. Population and Sample: The study population comprised all graduates from higher vocational colleges in Guizhou Province from 2023 to 2025, totaling approximately 429,475 individuals (121,651 in 2023, 150,606 in 2024, and 157,218 in 2025). This study used simple random sampling and collected valid responses from 591 graduates finally.

2. Research tools include: This study adopts a mixed-methods research design combining both quantitative and qualitative approaches to explore and assess the quality of employment among higher vocational college graduates in Guizhou Province. The purpose of this design is twofold: (1) to construct a multi-dimensional evaluation index system for employment quality, and (2) to identify and empirically test the factors that influence employment outcomes across different levels of the graduate ecosystem.

3. Data Collection: This study utilized the online survey platform WenJuanXing, a widely used professional tool in China for designing and distributing electronic questionnaires. The platform was chosen for its ease of use, data security features, and built-in capabilities for automated data validation and export in various formats.

4. Data and Statistics Analysis:

This study employed a combination of descriptive and inferential statistical techniques to analyze the collected data and test the proposed hypotheses. The data analysis process was designed to align closely with the research objectives and the structure of the conceptual framework.

4.1 Correlation and Regression Analysis: Pearson correlation coefficients were used to examine the relationships between independent variables (influencing factors) and the dependent variable (employment quality). Subsequently, multiple linear regression analysis was conducted to identify the key predictors of employment quality and assess the strength and direction of their effects.



4.2 Qualitative Supplementary Analysis: To contextualize the quantitative findings, responses from structured interviews were analyzed using thematic coding. This qualitative layer provided depth to the interpretation of statistical results and offered insight into stakeholder perceptions not captured by numeric data alone.

Through this multi-method approach, the study ensured a robust and nuanced analysis of the factors influencing employment quality among higher vocational college graduates in Guizhou Province.

5. Statistical used in research: Descriptive statistics were first applied to summarize demographic characteristics, educational background, and employment status of the respondents. Frequencies, percentages, and standard deviations were calculated to provide an overview of the sample distribution and key employment-related indicators.

Results

This Research The researcher can classify the research results as follows

This study systematically examined the employment quality of graduates from higher vocational colleges in Guizhou Province through the integration of quantitative data from 591 valid questionnaires and in-depth qualitative interviews. The results of the data analysis about the basic demographic information of graduates showed that among the 591 valid responses, 61.25% were male and 38.75% were female. The majority of respondents majored in Science and Engineering (84.09%), followed by Humanities and Social Sciences (12.52%), and Sports and Arts (3.38%). The respondents' graduation years were mainly 2025 (64.97%), followed by 2024 (18.27%) and 2023 (16.75%). The results of the data analysis about employment rate of graduates showed that most respondents found jobs within six months of graduation, indicating a high level of employment rate among higher vocational college graduates in Guizhou Province. The timing of initial employment varied slightly by graduation year and major, but the majority achieved employment quickly. However, a significant portion of rural graduates experienced early job changes, reflecting some instability in initial employment. The results of the data analysis on each core dimension are summarized as follows:

1. Current Status and Problems of Employment Quality for Graduates from Higher Vocational Colleges in Guizhou Province, China

1.1 The results of the data analysis about working conditions of graduates indicated that most graduates reported favorable physical working environments, including workplace hygiene and natural conditions. However, a substantial number of respondents expressed dissatisfaction with their monthly income, and some



reported frequent overtime and high work intensity, suggesting challenges remain in salary and workload despite positive environmental factors.

1.2 The results of the data analysis about labor relations showed that a large majority of graduates reported having signed labor contracts, and many had access to trade unions. Nevertheless, some graduates encountered unclear contract terms or informal agreements, especially in private enterprises or small companies, leading to legal and workplace rights concerns.

1.3 The results of the data analysis about social security coverage of graduates revealed that over half of the respondents received “five insurances and one fund” through their employers, while a considerable portion had only partial or no social security coverage. The lack of comprehensive social security was especially prominent among those employed by small enterprises or in non-core positions.

1.4 The results of the data analysis about employment satisfaction of graduates suggested that while a majority were satisfied with their current job, a notable number expressed frustration with limited promotion opportunities and lack of workplace training. The frequency of vocational training and time to promotion varied considerably among graduates, reflecting differences in employer support and career progression mechanisms.

2. Influencing Factors on the Employment Quality of Graduates from Higher Vocational Colleges in Guizhou Province, China

2.1 The results of the data analysis about X4: Government-level factors ($= 4.12$, S.D. = 0.93) emerged as the most influential. Graduates consistently recognized the decisive role of government in shaping employment outcomes through policy formulation, financial subsidies, and regulatory enforcement. Initiatives such as public-sector job creation, employment guidance platforms, and the expansion of social insurance access significantly enhanced graduates' sense of employment security and opportunity. These interventions are particularly critical in economically less-developed areas like Guizhou, where government action can directly mitigate market limitations and labor imbalances.

2.2 The results of the data analysis about X3: Employer-level factors ($= 3.94$, S.D. = 0.79) also played a major role in influencing employment quality. Graduates highlighted the importance of fair compensation systems, clear promotion pathways, supportive onboarding practices, and professional development opportunities. When employers offered structured training and transparent career advancement, graduates reported higher job satisfaction and stronger alignment between their roles and long-term career goals. These findings underscore the need for deeper collaboration between enterprises and vocational institutions to ensure mutual understanding of workforce expectations.



2.3 The results of the data analysis about X2: School-level factors ($= 3.82$, S.D. $= 0.73$) followed closely, indicating the important role of vocational institutions in facilitating successful employment transitions. The effectiveness of curriculum design, quality of internship programs, and relevance of skills training were among the most cited aspects by graduates. Those who had access to career guidance services, industry-linked courses, and mentorship during their studies were more likely to find jobs aligned with their majors and report better working conditions. This highlights the need for schools to take a more proactive role in aligning educational outputs with labor market demands.

2.4 The results of the data analysis about X1: Individual-level factors ($= 3.76$, S.D. $= 0.85$) showed that personal characteristics and competencies have a meaningful impact on employment quality. Graduates with strong job-readiness skills, career planning awareness, adaptability, and realistic job expectations tended to secure higher-quality employment. Factors such as communication skills, internship experience, professional certifications, and proactive job-seeking behavior were positively associated with higher employment satisfaction and job stability. Furthermore, those with leadership experience or scholarship backgrounds demonstrated stronger employability profiles. These findings confirm the central role of human capital in shaping initial job outcomes and long-term career development.

2.5 The results of the data analysis about X5: Societal-level factors ($= 3.50$, S.D. $= 0.84$) were seen as moderately influential but still relevant. These include broader contextual variables such as public attitudes toward vocational education, regional economic development, and the saturation of local job markets. While these elements are largely beyond the control of individual graduates or schools. For instance, lingering stigma against vocational education and limited industrial diversity in certain parts of Guizhou continue to constrain upward mobility, despite improvements at the institutional and policy levels.

2.6 The results of the data analysis on the differences in factors influencing employment quality based on demographic and academic background show that: By gender: There were no significant differences between male and female graduates across most employment quality dimensions, except for employability level, where males scored higher ($t = 2.09$, $p = 0.037$). This indicates that gender mainly influences self-perceived employability, not external factors. By academic major: One-way ANOVA showed no significant differences in any employment quality dimension or the total score by major, reflecting a high degree of consistency across disciplines. By place of origin: Urban and rural graduates reported nearly identical scores across all five dimensions, with no statistically significant differences, indicating similar perceptions of employment quality regardless of origin. By political stance: No significant differences were found in employment quality scores



among Communist Party members, Youth League members, and the general population, suggesting political affiliation does not play a decisive role in these perceptions.

3. Employment Quality Indicators of Graduates from Higher Vocational Colleges in Guizhou Province, China

3.1 The results of the data analysis about Y2: Working Conditions show that the job turnover reasons provide insight into the perceived quality of working conditions among graduates. Notably, 45.18% of respondents reported dissatisfaction with salary as the primary reason for leaving their first job, followed by 27.29% who cited a lack of professional development opportunities. An additional 18.85% left due to mismatches between job content and their field of study. Other concerns such as poor work environment (6.21%), contract disputes (1.07%), and inadequate social security (1.40%) were less frequently mentioned. More than 60% of job changers left their initial employment within one year, suggesting a high degree of early-career instability. These findings reflect widespread dissatisfaction with compensation structures and limited advancement opportunities key elements under the working conditions dimension.

3.2 The results of the data analysis about Y5: Employment Satisfaction show the high rate of job changes and the mismatch between job content and academic background indicate low levels of employment satisfaction among a significant portion of graduates. Subjective satisfaction—especially regarding professional alignment, advancement prospects, and perceived job value emerged as a critical concern. Although not all graduates left their jobs immediately, dissatisfaction related to personal growth and self-fulfillment strongly influenced career decisions, demonstrating the relevance of this subjective dimension.

3.3 The results of the data analysis about Y1: Employment Rate show that the majority of graduates successfully secured employment, the early turnover rate suggests that initial employment does not always translate into sustained employment. The data showed that although graduates are entering the workforce at a reasonable rate, the long-term sustainability and quality of these positions remain questionable. This supports the view that employment rate alone is insufficient as a standalone indicator and must be interpreted in conjunction with other dimensions.

3.4 The results of the data analysis about Y3: Labor Relations though relatively few graduates cited legal or contractual disputes (1.07%) as the main reason for changing jobs, this still points to gaps in labor rights awareness or enforcement. Some graduates reported ambiguity regarding contract terms or the absence of formal contracts, which negatively impacted their perception of job security and employer legitimacy. These issues underscore the need to strengthen institutional support for legal labor protections.



3.5 The results of the data analysis about Y4: Social Security show Only 1.40% of graduates explicitly attributed their job change to social security concerns. However, qualitative feedback suggests that incomplete coverage of pension, health insurance, and unemployment benefits remains a concern—especially in private sector jobs or smaller enterprises. The lack of comprehensive social protection reduces employment stability and long-term satisfaction, particularly for graduates from economically vulnerable backgrounds.

4. Guidelines and Countermeasures for Improving Employment Quality of Graduates from Higher Vocational Colleges

The results of the qualitative analysis reveal that, across interviews with school staff, employers, and students, several themes emerged:

4.1 Graduates often experience a mismatch between their job and professional training, as well as initial job instability.

4.2 Working conditions and access to social security are strongly linked to the type of employer and the graduate's ability to navigate the labor market.

4.3 The formalization of labor relations and understanding of contractual rights is inconsistent, especially for those in small enterprises.

4.4 Recommendations from interviewees include strengthening career guidance, labor rights education, expanding internship opportunities, and fostering supportive organizational cultures to improve both immediate and long-term employment outcomes.

Conclusion

This Research The researcher can summarize the results of the research study according to the following objectives

1. The overall employment quality of higher vocational college graduates in Guizhou Province was at a moderate level. Among the five dimensions, employment rate and working conditions were the strongest, while salary level and social security coverage were identified as weaker aspects.

2. There were no significant differences in most employment quality dimensions across gender, major, place of origin, or graduation year, except that male graduate rated their employability higher than female graduates.

3. The main reasons for job changes were dissatisfaction with salary (45.18%), lack of professional development opportunities (27.29%), and job mismatch (18.85%). Most graduates reported medium to high levels of employability, with student leadership and scholarship experience linked to higher capabilities.



4. Expert evaluation confirmed the scientific validity and practical feasibility of the five-dimension employment quality framework. Based on the findings, the following recommendations are proposed: Strengthen policy support and improve social security coverage for graduates. Promote cooperation between employers and colleges to expand workplace training and career development opportunities. Optimize vocational college curricula to better meet labor market needs. Provide targeted career guidance for graduates with lower employability. Regularly update employment quality evaluation indicators to reflect changes in the labor market.

Discussion

This Research The researcher can discuss the research results as follows

1. Current Status and Problems of Employment Quality for Graduates from Higher Vocational Colleges in Guizhou Province, China

The current status of employment quality among graduates from higher vocational colleges in Guizhou Province presents a complex and multifaceted picture, consistent with the issues highlighted in the literature. As outlined in the literature review, numerous scholars have noted that while employment rates among vocational graduates in China are generally high, the underlying quality of employment—including job stability, relevance to field of study, workplace environment, and opportunities for advancement—remains uneven. These prior studies also identified structural issues such as the mismatch between vocational training and labor market needs, insufficient social security coverage, and a prevalence of informal employment as persistent challenges for graduates nationwide.

Overall, the present study's findings confirm that the employment quality of higher vocational graduates in Guizhou Province, while high in terms of entry rates, is hampered by significant shortcomings in job relevance, salary, job stability, and access to social protection. These challenges align with those documented in the national and international literature, highlighting the need for further reforms in both the educational system and labor market regulation to ensure that employment outcomes are not only plentiful but also of high quality and sustainable in the long term.

2. The Influencing Factors on the Employment Quality of Graduates from Higher Vocational Colleges in Guizhou Province, China

Recent research on employment quality has shifted away from single-variable explanations and toward a multidimensional and systemic understanding of the factors shaping graduates' employment outcomes. The literature has consistently emphasized that employment quality is shaped not only by external structures such



as labor markets and policy, but also by internal attributes such as individual competence, adaptability, and expectations. This study adopts a five-factor framework comprising individual-level (X1), school-level (X2), employer-level (X3), government-level (X4), and societal-level (X5) influences.

3. The Employment Quality Indicators of Graduates from Higher Vocational Colleges in Guizhou Province, China

The present study adopts five key employment quality indicators employment rate, working conditions, labor relations, social security, and employment satisfaction which align closely with the theoretical and empirical models identified in previous research. The data analysis in Chapter 4 confirms the importance and validity of this multidimensional framework for the Guizhou context.

Employment Rate remains a headline measure, with this study reporting a very high score (3.79), indicating that most graduates secure work shortly after graduation. However, as noted by both national policy and academic commentators, high employment rates often mask deeper problems such as frequent job changes and widespread job-major mismatch. This study's finding that over 70% of respondents found jobs within six months is positive, yet a significant proportion also reported changing jobs in their first year or accepting positions outside their area of specialization. This echoes the literature's call to look "beyond the numbers" in assessing graduate outcomes

Finally, Employment Satisfaction encompassing job-major match, promotion opportunities, and overall contentment was revealed to be highly variable. Only 16.41% of respondents had received a promotion within six months, and a significant minority reported no workplace training or advancement. The satisfaction scores reinforce the view that subjective well-being and career development are not guaranteed simply by securing employment. This supports recent arguments that holistic measurement of employment quality must include psychosocial and developmental factors

4. Guidelines and Countermeasures for Improving Employment Quality of Graduates from Higher Vocational Colleges

Improving the employment quality of higher vocational graduates requires not only identifying existing challenges but also formulating targeted and practical guidelines for intervention. The literature review and empirical findings from this study both highlight the necessity for multi-level, collaborative approaches involving educational institutions, employers, government agencies, and the broader society

First, it is essential to enhance the alignment between vocational education and labor market needs. The results of this study confirm that mismatches between graduates' skills and job requirements remain a central problem. Countermeasures should include the regular updating of curricula, the introduction of modular and



flexible training programs, and the strengthening of industry-college partnerships. By engaging employers in curriculum development and expanding internship opportunities, vocational colleges can ensure that their graduates possess both the technical and soft skills needed for high-quality employment.

Second, strengthening career guidance and employment services within vocational colleges is critical. The findings show that institutional support, such as career counseling, job placement services, and practical skills workshops, are key predictors of positive employment outcomes. Colleges should establish comprehensive, individualized career support systems, including early career planning, mentorship programs, and continuous employability assessment. These services can equip students with the confidence, networks, and job search skills necessary to achieve stable and satisfying employment.

Third, policy support and regulatory enforcement by government departments must be reinforced. As this study indicates, government factors exert the strongest influence on employment quality perceptions among graduates. Policies should focus on increasing public investment in vocational education, providing targeted subsidies or incentives for employers who offer high-quality jobs to graduates, and ensuring rigorous enforcement of labor contracts and social security coverage. Additionally, local governments should develop and promote job fairs, entrepreneurship programs, and employment information platforms specifically tailored to vocational graduates.

Fourth, employers must be encouraged to adopt fair and transparent human resource practices. This includes providing clear job descriptions, formal labor contracts, comprehensive social security benefits, and transparent promotion pathways. Employers should also invest in employee training and professional development, which not only improves employment quality but also enhances organizational performance and retention.

Fifth, efforts should be made to improve the public image and social status of vocational education. Societal attitudes still play a significant role in shaping both job opportunities and graduates' self-perceptions. Public campaigns, media engagement, and success stories of vocational graduates should be leveraged to increase recognition of vocational skills and the value of "blue-collar" work in regional economic development. In summary, improving the employment quality of vocational college graduates in Guizhou Province demands coordinated action on multiple fronts. Only through the joint efforts of schools, employers, governments, and society can systemic barriers be overcome and sustainable, high-quality employment outcomes be achieved for all graduates.



New finding or knowledge

Strengthening career guidance and employment services within vocational colleges is critical. The findings show that institutional support, such as career counseling, job placement services, and practical skills workshops, are key predictors of positive employment outcomes. Colleges should establish comprehensive, individualized career support systems, including early career planning, mentorship programs, and continuous employability assessment. These services can equip students with the confidence, networks, and job search skills necessary to achieve stable and satisfying employment.

Suggestion

1. Suggestions for use

1.1 Strengthen Data-Driven Decision-Making in Vocational Colleges: Educational institutions should systematically collect, analyze, and utilize employment quality data for continuous improvement. Regular graduate tracking, satisfaction surveys, and labor market analysis can help colleges identify emerging trends and adapt curricula and training programs accordingly. By establishing dynamic feedback mechanisms between employers, alumni, and faculty, colleges can ensure their educational offerings remain relevant and responsive to market needs.

1.2 Integrate Employment Quality Indicators into Performance Assessment: Government agencies and schools should incorporate the five core employment quality indicators employment rate, working conditions, labor relations, social security, and employment satisfaction into their evaluation systems for both institutions and programs. This approach moves beyond single “employment rate” metrics, promoting a holistic view that values both quantity and quality in graduate outcomes.

1.3 Inform Policy Formulation and Funding Allocation: Research findings should serve as an evidence base for developing targeted policies and resource allocation strategies. For example, results indicating deficiencies in social security coverage or contract clarity should guide funding for enhanced regulatory enforcement or pilot projects supporting vulnerable graduates. Provincial authorities can use this model as a benchmark to evaluate the impact of employment policies over time.

1.4 Foster Multi-Level Collaboration: The four-factor framework identified in this study government, employer, school, and societal factors should be leveraged to facilitate coordinated efforts among stakeholders. Formal platforms for dialogue and partnership, such as education-employment alliances, joint research projects, and local employment councils, can bridge gaps between training and work and ensure shared responsibility for graduate outcomes.



1.5 Enhance Public Awareness and Recognition of Vocational Education: Effective dissemination of research results is key to changing societal attitudes. Publicizing successful cases and positive data through media, employer networks, and government channels can elevate the status of vocational graduates and attract greater support from both the public and private sectors.

1.6 Guide Future Research and Continuous Model Refinement: Finally, the validated employment quality model and indicators can be used as a basis for ongoing monitoring, cross-regional comparison, and academic research. Institutions and policymakers are encouraged to update the framework in response to new economic conditions, technological changes, and policy reforms, ensuring its long-term relevance and impact. In conclusion, applying the results of this study in practice will not only enhance the employment quality of vocational college graduates in Guizhou Province but also provide a reference framework for similar regions across China.

2. Suggestions for next research

2.1 It is essential to broaden the regional and institutional scope of future research on employment quality. By incorporating a more diverse range of vocational colleges from different provinces and various socioeconomic backgrounds, researchers can uncover regional disparities and common trends across China. Expanding the research field in this way will yield more representative and generalizable results, supporting the development of targeted strategies that are sensitive to local context while informing national policy.

2.2 Future studies should adopt longitudinal and mixed-methods designs to capture the complex dynamics of graduate employment quality. Long-term tracking of vocational graduates supplemented by in-depth interviews, case studies, and other qualitative approaches will provide richer insights into how employment quality evolves over time. Such designs can identify critical transition points, reveal causal relationships between educational experiences and job outcomes, and deepen understanding of the challenges faced at different career stages.

2.3 Labor market continues to undergo rapid change, research must address the impact of new trends such as digitalization, flexible work arrangements, and the growth of emerging industries. Exploring how these developments affect employment opportunities, skill requirements, and career progression among vocational graduates will ensure that academic models and policy recommendations remain relevant in an increasingly dynamic economic environment.

2.4 There is a strong need to rigorously evaluate the effectiveness of existing policy and institutional interventions. Systematic assessment of government initiatives, educational reforms, and school-enterprise collaborations will help identify which strategies produce the greatest improvements in graduate employment



quality. Evidence-based evaluations can support the scaling-up of best practices and guide the allocation of resources to where they are most effective, ultimately contributing to sustainable improvements in vocational education outcomes.

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