

A Development of Training Program to Enhance Job search ability of Graduates students in Chengdu sport university

Peiru Zou*, Dr.Somkiat Tanokssoc and Dr. Chaiwat Suthirat

Nakhon Ratchasima Rajabhat University Thailand, Nakhon Ratchasima, Thailand

Email: 283285840@qq.com

How to cite this paper: Zou, P. R., Tanokssoc, S., & Suthirat, C. (2025). A Development of Training Program to Enhance Job search ability of Graduates students in Chengdu sport university. *Education and Social Work*, 1(3), 176 - 182. ISSN Print: 3079 - 515X; ISSN Online: 3079 - 5168.
<https://doi.org/10.63313/ESW.9047>

Published: 2025-05-23

Copyright © 2025 by author(s) and Erytis Publishing Limited.

This work is licensed under the Creative Commons Attribution International License (CC BY 4.0).

<http://creativecommons.org/licenses/by/4.0/>



Abstract

This research aim to the problem of "dislocation of supply and demand of abilities" in the employment market of graduates of sports majors. With the iceberg model and self-determination theory as the dual-core framework, a "three-dimensional nine-force" job search ability development model is constructed (knowledge retrieval, industry cognition, career planning; stress resilience, motivation management, decision-making ability; structured expression, interpersonal network, situational adaptability). This study aims to through re-search methods (questionnaire survey N=310, expert review N=7, quasi-experimental design N=30), it is found that the core shortcomings of graduates are concentrated in industry dynamics analysis (3.56/5) and high-pressure situation communication (3.63/5). Based on this, the four-stage progressive training program (cognitive reconstruction-pressure melting-skills embodiment-comprehensive practice) is innovatively integrated into the "job skills poker" dynamic evaluation system and stress interview module. Empirical results show that the total score of the trainees' job search ability has increased by 37.2 points, with an improvement rate of 32.35%, and the trainees' job search ability has been significantly improved. This program provides a "theory-tool-scenario" trinity solution for vocational education in sports colleges. Its modular design can be extended to career transition counseling for people with special education backgrounds.

Keywords

Training Program; Job Search Ability; Graduating Students; Sports Colleges

1. Statement of the Problem

Higher education aims to equip students for career success, yet sports major graduates often face a critical "ability-demand mismatch" in the job market. While some students proactively prepare for careers from freshman year, many delay planning until their senior year or lack employment awareness altogether. This disparity

highlights gaps in knowledge retrieval, industry cognition, and high-pressure communication skills—key factors influencing employability.

Against the backdrop of China's evolving employment policies and growing graduate numbers (projected to reach 13 million by 2025), structural unemployment has intensified, exacerbated by the COVID-19 pandemic. Sports college graduates, in particular, struggle with outdated curricula that fail to align with industry demands for dynamic analysis and adaptive decision-making. Current employment guidance courses focus on theoretical knowledge but lack practical, scenario-based training, leaving students ill-prepared for real-world challenges like stress interviews and cross-position adaptation.

2. Objectives

- 2.1.To study Job search ability of Graduates students in Chengdu sport university.
- 2.2To develop Job search ability training program for Graduates students in Chengdu sport university.
- 2.3To evaluate job search ability training program for Graduates students in Chengdu Sport University.
- 2.4To implement and improve job search ability training program for Graduates students in Chengdu Sport University.

3. Scope of the study

This study aims to a development of training program to enhance job search ability for graduates students.

3.1 Population and Sample.

Chengdu Sports University graduating students (fourth/fifth year undergraduates looking for jobs)

3.2Variables of the Study.

The variables of the study encompass both independent and dependent variables.

3.3 Independent Variables

Training Program Components: This variable includes the various components of the designed training program, such as resume writing workshops, interview skill development sessions, networking strategies seminars, and career counseling sessions.

Duration and Frequency of Training: The duration and frequency of the training sessions constitute another independent variable, which may vary in terms of the length of each session and the overall duration of the training program.

3.4 Dependent Variable

Enhanced Job Search Abilities: The dependent variable of the study is the extent to which graduate students' job search abilities are improved as a result of participating in the training program. This variable encompasses competencies such as Knowledge, Personality, and Communication.

3.5 The scope of content in this research.

This study is conducted from the following aspects:

3.5.1 Job search ability of Graduates students.

3.5.2 Development and research of a development of training program to enhance job search ability of graduates students.

3.5.3 training program design includes preliminary investigation, teaching analysis, plot design, resource design, task design and evaluation design.

3.5.4 Quality of training program. The trained students will fill in a questionnaire to evaluate the training program.

3.6 Research period

Development period semester 2, academic year 2023.

4. Methodology

The research process of “Chengdu Sports University’s graduates students’ job search ability improvement training program” mainly includes the following parts:

Part 1 : To study job search ability of graduates students in Chengdu Sport University.

Part 2: To develop job search ability training program for graduates students in Chengdu Sport University.

Part 3 : To evaluate job search ability training program for graduates students in Chengdu Sport University before implementation.

Part 4 : To implement and improve job search ability training program for graduates students in Chengdu Sport University.

5. Results

Research on the job search ability training program for graduates students presents the following findings.

Part 1: Results of explore the current situation and needs of graduates students' job search ability.

Part 2: Results of develop a training program that enhances the job search ability of graduates students.

Part 3: Results of evaluate matters of training programs for job search ability.

Part 4: Results of implement and improve matters of training programs for job search ability.

Part 1 Results of explore the current situation and needs of graduates students' job search ability.

This section shows the current status and needs of job search ability before training at Chengdu Sports University in Chengdu, Sichuan Province, China.

1. Survey results on the current status of job search ability.

This study conducted a questionnaire survey on 310 students of Chengdu Sports University. A sampling survey was used. A total of 310 questionnaires were distributed, and 300 were actually collected, with a recovery rate of 96.77%. The questionnaire consisted of

23 single-choice questions, mainly investigating 4 topics: the current status of students' Job search ability-knowledge, the current status of Job search ability-personality, the current status of students' Job search ability-communication, and comprehensive evaluation of job search ability. As shown in Tables 4.1.

Table 4. 1 shows the overall status of Job search ability

Topic	No.	$\bar{X}$	SD	Meaning
Job search ability-knowledge	1-7	3.56	1.00	High
Job search ability-personality	8-15	3.63	0.86	High
Job search ability-communication	16-20	3.88	0.89	High
Comprehensive assessment of job search ability	21-23	3.61	0.97	High
Total	1-23	3.66	1.15	High

According to the descriptive statistical analysis results of the current status of Job search ability, the lowest mean value of Job search ability-knowledge is 3.56, followed by the average value of Comprehensive assessment of job search ability of 3.63, the average value of Job search ability-communication of 3.88, and the average value of Job search ability-personality traits of 3.61, all of which are lower than 4. The standard deviation is relatively moderate, ranging from 0.86 to 1.00, indicating that there are differences among the respondents. Although the level is "High", there is a lot of room for improvement in all dimensions and abilities of job search.

2. Survey results on the need to improve job search ability.

Through the questionnaire collection, 17 people wrote Question 24, which was mainly divided into 8 aspects of needs. As shown in Table 4.2.

Table 4. 2 shows the results of the need for job search ability

Question	Answer
What additional support or resources would you find most helpful in improving your job search?	1. I don't know where to find reliable recruitment information. There is too little information on the school's official website, and I can't understand the company's official website. 2. There is nothing to write about my resume, and I have too little internship experience. I don't know how to package the course project as an advantage. 3. I get nervous when I interview. I always feel that I am not as good as others. I can't even introduce myself clearly. 4. I don't know what emerging positions there are in the sports industry. For example, what does a 'sports data analyst' do specifically? 5. I don't know whether to take the postgraduate entrance examination, the civil service examination, or work directly. I feel that there are risks in every path. 6. I have heard of grassroots employment subsidies, but I don't know how to apply for them. I am worried that the process is too complicated. 7. I dare not take the initiative to contact alumni or corporate HR, for fear of being rejected or saying the wrong thing. 8. I don't know what a leaderless group interview is.

The above results provide a good basis for formulating job search ability training programs.

6. Conclusions and Recommendations

This study focuses on the development of a training program to improve the job search ability of graduating students from Chengdu Sports University. Through systematic

course design, implementation and evaluation, it aims to solve the shortcomings of graduates in their job search process. The study follows the following steps: (1) Analyze the current situation and needs of graduates' job search ability; (2) Design a targeted training program; (3) Optimize the program through expert evaluation; (4) Implement and verify the training effect. The research subjects are 30 graduating students from Chengdu Sports University who voluntarily participated. The main tools include questionnaire survey, Likert five-level scale, pre-test and post-test comparison and observational evaluation. The data analysis uses mean, standard deviation and content analysis.

6.1 Conclusions

1. Systematic diagnosis of the current status of job search ability.

Through quantitative analysis and qualitative research (N=310), the shortcomings of graduates in the three dimensions of job search ability were identified: industry dynamic analysis ability (3.21/5), high-pressure situational communication ability (3.45/5) and cross-position adaptation decision-making ability (3.32/5). The data verified that the imbalance of "knowledge-personality-communication" ability is the core cause of the phenomenon of "not being able to achieve high or not being able to settle for low".

2. Innovative design of scientific training programs.

Based on the iceberg model and self-determination theory, a "four-stage progressive" training program (cognitive reconstruction → pressure melting → skill embodiment → comprehensive practice) was constructed, and a dynamic assessment tool "job search skill poker" was developed. The program realizes the coordinated training of explicit skills and implicit traits through modular design (such as stress interviews and self-matching microscopes), filling the gap in scenario-based tools for vocational education in sports colleges. The topics are as follows:

Topic 1: Construction of career opportunity system

Topic 2: Forge of mind

Topic 3: Communication equation

Topic 4: Comprehensive practice

3. Effective implementation and effect verification of training program.

A quasi-experimental study of 30 graduates showed that the total score of job search ability of trainees increased by 37.2 points, and the sense of job search ability was significantly improved. From the classroom performance and post-class exams, it can be seen that the trainees have high participation and good test scores, proving that the program has practical application value or effectiveness value.

4. Multi-dimensional verification of hybrid evaluation system.

The three-level evaluation model of "process-result-tracking" (Expert review, post-training exam, and tracking consulting service) is adopted to verify the comprehensive advantages of the program in logical rigor (expert score 4.63/5), behavioral plasticity (questionnaire self-evaluation ability increased by 32.35%) and student action (the vast majority of students continue to take action), providing a quantifiable paradigm for voca-

tional education evaluation.

6.2 Recommendations

1. Deepen the personalized adaptation of ability diagnosis.

It is recommended to embed Holland Code into pre-training test, customize differentiated training modules for students' professional directions (such as sports rehabilitation vs. sports management), and develop AI-driven "ability-position" intelligent matching system to improve individual adaptation efficiency.

2. Expand immersive scenarios of technology integration.

Introduce virtual reality (VR) and augmented reality (AR) technology, build a "metaverse job search simulation platform", replicate real work scenes in the sports industry (such as event planning meetings, fitness center customer disputes), and strengthen behavioral response training under high-pressure situations.

3. Build a long-term tracking mechanism for school-enterprise linkage.

Co-build a "career development tracking database" with leading sports companies (such as Anta and Keep), continuously collect data on job promotion and skill iteration of graduates within 3-5 years, dynamically optimize training content, and explore an integrated cooperation model of "training-internship-employment".

4. Promote the standardization of vocational education evaluation.

It is recommended that the education department refer to the hybrid evaluation model of this study to formulate the "Quality Evaluation Standards for College Job search Skills Training", clarify the three-level indicators of "knowledge mastery, behavior change, and employment quality index", and promote the transformation of vocational education from "experience-oriented" to "evidence-oriented".

References

- [1] The Central Committee of the Communist Party of China. Decision on further deepening reform and promoting Chinese-style modernization[N]. People's Daily, 2024-07-22 (001).
- [2] Schena, David Andrew, II. (2023). Employment search skills and workplace self-advocacy skills of autistic adults (Order No. 30314419). Available from Publicly Available Content Database. (2822631644).
- [3] Mueller, L. N. (2007). Self-help in vocational rehabilitation: Impact of a job search workbook on employment, job search behavior, skill, and self-efficacy (Order No. 3262828). Available from Publicly Available Content Database. (304874113).
- [4] Kukaev, I. (2023). Essays on job search and labor markets (Order No. 30572568). Available from Publicly Available Content Database. (2854805323).
- [5] Glerum, D.R. and Judge, T.A. (2021), "Advancing employability: applying training evaluation to employability development programs", *Career Development International*, Vol. 26 No. 3, pp. 363-390.
- [6] Kulal, A., Dinesh, S., Abhishek, N., & Rahiman, H. U. (2023). Transversal competences and employability: Comparing in-person learning and distance education. *Cogent Education*, 10(1)
- [7] Zhang, H., Zhang, X., & Brewer, G. (2023). Employability is a journey: Conceptualising processual employability as a career identity emergence process. *Education Sciences*, 13(6), 607.

- [8] Sakapurnama, E., & Hasan, S. A. (2023). The effect of internship quality toward self-perceived employability through the mediation of reduced career- entry wor-ries: Evidence from final year students of universitas indonesia. *The Asian Journal of Technology Management*, 16(1), 1-12.
- [9] Md, S. H., Mohitul Ameen, A. M., & Parvin, T. (2023). Factors affecting the em-ployability of private university graduates: An exploratory study on bangladeshi employers. *PSU Research Review*, 7(3), 163-183.
- [10] Sebastião, L., Tirapicos, F., Payan-Carreira, R., & Rebelo, H. (2023). Skill pro-files for em-employability: (mis)understandings between higher education institu-tions and employers. *Education Sciences*, 13(9), 905.
- [11] Adel, S. A., & Benlaria, H. (2023). Bridging higher education outcomes and la-bour mar-ket needs: A study of joun university graduates in the context of vision 2030. *Social Sci-ences*, 12(6), 360.
- [12] Soon, S. B., Talin, R., Rathakrishnan, B., Sharif, S., Nazarudin, M. N., & Zulfhikar, B. R. (2023). Sustainability of graduate employability in the post-COVID-19 era: Initiatives by the malaysian ministry of higher education and universi-ties. *Sustainability*, 15(18), 13536.
- [13] Boothe, C. M. (2023). Study strategies and time management: The broccoli of academics (Order No. 30309532). Available from Publicly Available Content Da-tabase. (2794398886).
- [14] He Ermao. Dimensional construction and improvement strategies of college students' job search abilities - an empirical study based on 4 general undergradu-ate colleges in Henan Province [J]. *Journal of Henan University of Science and Technology*, 2016, 36 (08): 48-51.
- [15] Li Xiaozhong. Ability Psychology[M]. Xi'an: Shaanxi People's Education Press, 1985: 4.
- [16] Ingram B F, Neumann G R. The returns to skill[J]. *Labour Economics*, 2006, 13(1):35-59.
- [17] Dan Herriger, Susan E. Jackson, John W. Slocum Jr. Management: A compe-tency-based approach[M]. Beijing: Tsinghua University Press, 2009: 5.
- [18] Spencer L M, Spencer S M. Competence at work: models for superior perfor-mance[M]. Wiley, 1993: 9.
- [19] Beisen Career Research Institute. Employment Counselor Certification Training (TTT2) [U]. 2024