

Problems and Countermeasures of Craftsmen Training in Higher Vocational Colleges

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Abstract: The fundamental task of higher vocational colleges is to put the core values of education through the whole process of skilled personnel training, and cultivate craftsmen with both ability and political integrity. By summing up the current situation of the cultivation of craftsmen in higher vocational colleges, this paper analyzes the problems of the cultivation of craftsmen in higher vocational colleges, and puts forward some suggestions to pay more attention to the cultivation of craftsmen; To explore a new model of craftsman training. This is not only of great significance to grasp the opportunity brought by the "double high" plan, enhance the core competitiveness of higher vocational college graduates and realize the transformation and development of higher vocational colleges, but also contribute to the smooth transition of China to "China Intelligent Manufacturing".

Keywords: Vocational college; Craftsman talent; Problems; Countermeasure

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General Secretary Xi proposed: "We should apply the achievement of fostering virtue through setting up ethics as the fundamental standard for rating the performance of all the college's works, truly implement that idea of educating with culture and morality, and constantly improve the students' ideological level, political awareness, moral character and self-cultivation, so that they are aware of what is noble, obey public morality and strictly follow personal morals"^[1]. The fundamental task of higher vocational colleges is to cultivate craftsmen with both

ability and political integrity. Under the guidance of "craftsman spirit", students can imperceptibly form the excellent quality of preciseness and dedication in the design and production of products, and deepen their love for career and enthusiasm for social service. Craftsman talent is an important carrier of craftsman spirit and an inexhaustible driving force for the country's high-quality development.

1 Analysis on the background of craftsmen training in Higher Vocational Colleges

In December 2016, Premier Li Keqiang stressed "accelerating the cultivation of a large number of high-quality workers and talents with professional skills and craftsmanship spirit"^[2]. Cultivating craftsman talents is not only the potential requirement to improve the quality of skilled personnel training, but also the inevitable requirement of high-quality development of higher vocational colleges, and also the meaning of building a powerful manufacturing country.

At present, the development of higher vocational education has begun to take shape. In terms of the number of higher vocational colleges, as of June 2019, there were 1423 higher vocational colleges, an increase of 0.35% over the previous year^[3]. In terms of teaching staff, as of June 2019, there were 699400 teaching staff in higher vocational colleges, an increase of 2.06% over the previous year. There are 514436 full-time teachers in higher vocational colleges, an increase of 3.37% over the previous year. The proportion of "double qualified" teachers was 30.6%^[4]. In terms of the employment rate of graduates, the employment rate of higher vocational college graduates in 2018 was 92.0%^[5]. In terms of international exchanges, more than 30 higher

vocational colleges have established 33 overseas branches abroad, and 595 professional teaching standards have been implemented abroad^[6]. In 2018, there were 17000 full-time International Students in higher vocational colleges, an increase of 50% over the previous year^[7]. In terms of college-enterprise cooperation, the intensity of college-enterprise cooperation has increased significantly, with 644 colleges participating in the modern apprenticeship pilot^[6]. Higher vocational colleges are playing an increasingly important role in conveying skilled talents, expanding employment and promoting students' development.

Higher vocational colleges are the main front of cultivating craftsmen. Among them, ingenuity and craftsmanship are indispensable parts of cultivating craftsman talents. Ingenuity is the value and pursuit of skilled talents. They are dedicated to their work, perfect, and unique. Craftsmanship is an outstanding skill operation level, which is the basis of making high-precision products. The survey shows that it takes at least five to ten years of practice to achieve outstanding skills^[8]. Higher vocational colleges have obvious advantages in cultivating craftsmen with ingenuity and craftsmanship. One is the construction of "double qualified" teachers. A full-time and part-time teacher team with reasonable structure and outstanding theoretical level and skills can cultivate students' theoretical knowledge and practical ability. The second is the construction of practical training base. Advanced equipment and concepts can help students master practical skills and acquire practical skills in hands-on operation. The third is the holding of teaching skills competition. Students exchange skills in the form of competition, which makes teaching skills competition an effective way to deepen students' practical ability. Fourth, college-enterprise cooperation. Through the in-depth cooperation between colleges and enterprises, we can build a double main body to cultivate talents.

2 Problems in the cultivation of craftsmen in Higher Vocational Colleges

The cultivation of craftsman talents should follow the dialectical law of practice and cognition, which is of great significance for deepening the level of cognition, improving practical ability and high-quality development of higher vocational colleges.

But there are some problems in the process of craftsmen training.

2.1 The emphasis on craftsman training needs to be further improved

The cultivation of craftsman talents needs to be paid attention to, but the current system is not perfect, which restricts the generation of craftsman spirit. At the national level, even though the state attaches great importance to the cultivation of craftsman talents, there are still problems in the communication and connection between vocational education and general education, college-enterprise cooperation, the integration of production and education, and the quality of cultivating students. The concept of "learning to be a good official" and "terminal education" still occupy a dominant position. There are still biases against vocational education and front-line service workers. Some people with money worship pursue short-term and fast ways, while the craftsman spirit of indifferent to fame and wealth and striving for perfection gradually disappears.

2.2 Traditional and diversified craftsman training mode needs to be improved

First, the talent training of Higher Vocational Colleges follows the traditional talent training mode, which is designed according to the training objectives of academic talents, and is not completely suitable for the training of skilled talents. The curriculum system of "basic courses professional basic courses professional courses" is contrary to the characteristics of applied talents. Second, there is a lack of moral cultivation plan of craftsman spirit in higher vocational colleges; Teachers focus on the explanation of knowledge and theoretical content, ignoring the unity of knowledge and practice; Students attach importance to skills and professional courses, while the courses related to craftsman training are not paid attention to by students. Third, the cultivation of craftsman talents is not fully integrated into the teaching and practical training system. There is a phenomenon of "two skins" in the cultivation, teaching and practical training of craftsman spirit in higher vocational colleges, and the "craftsman spirit" is not fully integrated into the talent training system.

2.3 Students' social service ability needs to be further improved

The specialty construction of higher vocational

colleges is not guided by the local economic and industrial structure, and the students' social service ability needs to be improved. First, in the setting of specialties, higher vocational colleges did not give full play to the advantages and characteristics of industrial clusters, did not consider the ability of running a college, and did not set up clustered specialties around an industrial chain. Second, in terms of the matching degree between talent cultivation and market, due to the lack of proper data tracking and prediction, there is a phenomenon that the specialty setting is unreasonable and the number of popular professional talents is excessive. Third, the conversion rate of research results is low. Even if the project is aimed at solving a certain social problem, there is a phenomenon of derailment between theory and practice when the achievements of scientific research are applied to practice. Fourth, the quality of the students is not high, because there is no obligatory evaluation standard to regulate and assess in the college's talent training system, so that some higher vocational graduates' social service ability is not strong.

2.4 The enthusiasm of enterprises to participate in college-enterprise cooperation needs to be further improved

First, the introduction of new ideas, new technologies and crafts and other advanced aspects of enterprises is relatively low, which makes it difficult to build a community of shared destiny. There is a gap between the national regulations and the actual implementation effect of the enterprise system. Second, in the enterprise training, it ignores the integration of students and advanced enterprise culture, the lack of dedication and concentration, and only focuses on the acquisition of students' skills as "professionals". In the period of social transformation, marketization and intellectualization are full of all aspects of life. The social atmosphere of eager for quick success and instant benefit conflicts with the spirit of strict craftsman. Third, enterprises, as profit-making organizations, pay more attention to short-term economic benefits. Enterprises bear various risks in the long-term process of training skilled talents, which weakens the enthusiasm of enterprises to participate in college-enterprise cooperation.

3 Countermeasures for the cultivation of craftsmen in Higher Vocational Colleges

The aim of craftsman talents in higher vocational colleges is to cultivate craftsmen who are moral and artistic and pursue perfect products. Only through the "craftsman spirit" throughout the whole process of product manufacturing and personnel training, can we cultivate the great craftsman who keeps improving, so that China's industrial transformation and upgrading, out of Chinese characteristics.

3.1 Pay more attention to the cultivation of craftsmen

The key to raising the level of attention is to form a consensus: The cultivation of craftsmen is indispensable. The most outstanding performance is to improve the system, through which the cultivation of craftsman talents has principles to follow and rules to obey. Under the premise that the state attaches great importance to vocational education, the construction of modern vocational education system is implemented. We should abandon the idea that vocational education is "terminal education" and improve the communication and connection between vocational education and general education, so that vocational education can be promoted, further studied and recognized by the society. We should improve the framework of vocational education, establish a strict vocational training system and a scientific employment qualification access system. At the same time, the corresponding legal system and human resource system should be improved to provide a solid institutional guarantee for the cultivation of craftsman talents. At the college level, we should formulate the craftsman talent training system and development plan based on the actual situation of our college, and earnestly implement the requirements for craftsman talent training. To enhance the degree of attention, strengthen the top-level design, improve the system is an important guarantee for the cultivation of craftsman talents.

3.2 Exploring a new model of craftsman training

At present, the talent training mode of higher vocational colleges still follows the traditional talent training mode, which is not suitable for the cultivation of application-oriented talents. Therefore, we should explore a new mode in line with the cultivation of craftsman talents. The training logic of "practice before theory" is more in line with

the needs of enterprises. First, the cultivation of craftsman talents is mainly based on moral education. The moral education curriculum system is relatively single, and the interpretation of craftsman spirit is not comprehensive and in-depth. The cultivation of craftsman talents is not only the responsibility of moral education teachers, but also needs to be implemented in each course. Each teacher needs to standardize his own words and deeds in order to play the role of teacher. The second is to create a good campus culture. Based on the cooperation between college and enterprise, we should combine campus culture with enterprise culture to create an atmosphere of "labor equality" on campus. Through some activities to publicize the stories of great country craftsman, such as "great country craftsman enter the campus" and other activities, students can learn about great country craftsman, find examples around them, and enhance their personal identification with the spirit of craftsmen. Through the activities, students can feel the outstanding product technology and the concentrated and realistic personality charm of great country craftsman, visualize and embody the abstract spirit of craftsmen, and put it into action to inherit the spirit of craftsmen.

3.3 Strengthen the construction of famous craftsmen

Teachers play an irreplaceable role in the cultivation of craftsmen. A teacher's words and deeds are model, so teachers should set an example to show the professional attitude of craftsman spirit, the professional spirit of keeping improving and the innovative consciousness of keeping pace with the times. The teacher's own behavior is the most powerful way to promote the spirit of craftsman, leading the spirit of craftsman through the whole process of talent training. Second, in terms of salary and promotion, the relevant fields are inclined to technical and skilled talents, give full play to the role of technical and skilled talents, and truly implement the slogan of "breaking the five only". At the same time, increase the introduction of high skilled talents and improve the relevant supporting measures. The third is to strengthen the construction of a team of professional and part-time craftsmen with reasonable structure. Teachers should use various ways to temper their skills and promote the generation of their craftsmanship spirit. At the same time, schools should pay more attention to teacher training, and teacher

training should be carried out according to the actual needs of each teacher.

3.4 Improve students' social service ability

Students' knowledge and skills should be put into social service to play a role. First, the specialty setting of higher vocational colleges should be guided by the local industrial structure, and fully consider the ability of running a college to start short-term and long-term majors. The second is to apply scientific research achievements to practice. Third, improve the social service consciousness of talents. Pay attention to students' ability of serving the society, dedication, concentration and innovation through practice. Taking part in extracurricular practice activities will be included in the quality evaluation system. Students' participation in social practice activities can fully cultivate their love for labor, the spirit of hard work, and get the opportunity to contact the society, which is helpful to improve the ability of social service. Even if students have certain skills and abilities, they should take social service as the way and industrial transformation and upgrading as the goal, so that craft products can be applied to the society.

3.5 Let enterprises perform in the cultivation of craftsmen

As one of the important ways for the development of higher vocational colleges, college-enterprise cooperation needs to improve the relevant laws and regulations, clarify the responsibilities and rights of the three parties, and provide guarantee and basis for the cooperation between colleges and enterprises. Second, craftsman spirit is the embodiment of spirit. According to the principles of scientificity, systematicness, adaptability and consistency with talent training objectives, enterprises should establish a quality evaluation system of craftsman talent cultivation based on three aspects including nature, quality and quantity. The first level indicators must include craftsman's professional consciousness, craftsman's knowledge ability, craftsman's practical ability, craftsman's service ability and craftsman's ability. There are five indicators of innovation ability. The content of the second and third level evaluation indexes depends on the nature of the specialty. For example, "craftsman's professional consciousness" should have at least four secondary indicators of "political quality", "professional ethics", "professional quality" and "professional ability". At the same time,

we should also pay attention to the introduction of professional third-party institutions to evaluate the quality evaluation system. Thirdly, teachers in enterprises are also a key link in cultivating craftsmen. Enterprises should give certain labor remuneration to the masters who directly participate in the education, so that they can maintain the integrity of being indifferent to fame and wealth and devote themselves to imparting skills.

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