

Research on the Optimization of Talent Recruitment Process in Higher Vocational Colleges under the Background of Double High Plan

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Abstract: In order to elucidate the relationship between talent recruitment and teacher allocation management in higher vocational colleges under the background of the "Double High Plan", this paper studies and analyzes the current status of talent recruitment in Chinese higher vocational colleges in conjunction with the characteristics of talent resource allocation in higher vocational colleges and proposes to elucidate the priorities and improve supporting policies with reasonable planning to improve the optimization guideline of talent recruitment efficiency, so as to better accomplish the building of the national "double high plan" and improve the ability of higher vocational colleges to nurture more outstanding talents for the society.

Keywords: Double high education plan; Higher vocational colleges; Recruitment optimization

Publication date: February, 2021

Publication online: 28 February, 2021

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1 Introduction

The implementation of the "Double High Plan" education strategy for higher vocational colleges by the Chinese government aims to focus on building a group of higher vocational colleges with Chinese characteristics, supporting development, leading reforms, and with standards comparable to the world-level, so as to realize China's "educational revitalization" strategy and goals of education reform. The implementation and execution of the "Double High Plan" is inseparable from the selection,

recruitment and acquisition of outstanding talents, and teachers are the keys to shaping higher vocational talents and the intellectual guarantee for practicing high-quality talent nurturing and sustainable development of the school. Cheng Mingjun^[1] used the talent-job matching model to apply talent recruitment in private higher vocational colleges, thereby optimizing recruitment methods and processes, giving full play to the advantages of hiring autonomy, and accurately selecting talents based on the job-competency model to introduce talents to universities and lay the foundation for sustainable development. Scholar Qin Nana^[2] aimed to build characteristic higher vocational colleges with the application of "Internet +" technology in the recruitment mechanism of talent hunting in colleges, bypassing the issues of monolithicity and low fairness etc. in traditional recruitment methods, thereby enhancing the success rate of recruitment and providing a guarantee for the optimization of teacher resource allocation. Based on the premise of optimizing the allocation of faculty in higher vocational colleges and in response to the bottlenecks encountered in the recruitment process of higher vocational colleges, Wang Xiuli^[3] proposed to establish an inclusive and shared "Internet +" recruitment concept in conjunction with the practical and targeted needs of job recruitment to construct a talent evaluation system, and improve recruitment efficiency through online screening platforms. Therefore, this paper puts forward some personal suggestions on the recruitment of talents in higher vocational colleges based on the research of the above-mentioned scholars in hope of serving as a

reference.

2 Analysis on the Characteristics of Talent Resources in Higher Vocational Colleges

Compared with the recruitment and allocation of talents in other industries, higher vocational colleges have the following characteristics in the allocation of talent resources: First, the timeliness of talent resources in higher vocational colleges. Higher vocational colleges usually use scientific research and quality teaching as the medium of education and teaching activities to cultivate more outstanding talents for them, so as to make outstanding contributions to the development of our society and realize their value. However, the 21st century is an era of rapid development in knowledge and internet technology, where all kinds of information and products need to be rapidly updated. Higher vocational colleges must keep pace with the times, adapt to the changing development of the times, and update the educational and teaching resource database in time to ensure constant progressing with the times, or else personal value will gradually decrease over time. Therefore, the professional requirements for college talents are: the allocation of teacher resources needs to be optimized and improved, so as to ensure the sustainability of the acquisition of teacher talent resources. The second is the high value of human resources in higher vocational colleges. The human resources of higher vocational colleges are the inheritors and creators of knowledge, as well as the disseminators of knowledge. Therefore, for higher vocational colleges, regardless of which subject, it consists of human resources of different majors. These talents must not only possess knowledge in their own professional field, but also master knowledge of other inter-professional subjects, so as to nurture more professional talents with high quality and strong ability for the society. The third is the high mobility of human resources in higher vocational colleges. The human resources of higher vocational colleges have the characteristics of high education and high quality. They have higher pursuits of self-worth, wealth and income. Therefore, when optimizing the allocation of talent resources in colleges, there must be a clear mechanism for attracting, retaining and deploying talents to ensure the optimization of the allocation of talent resources in higher vocational colleges, thereby

reducing the flow of high-level talent resources and saving costs on talent acquisition.

3 The Status of Talent Recruitment in Vocational Colleges under the "Double High Plan"

3.1 Talent Recruitment Lacks Scientificity and Comprehensive Planning

Blind recruitment of talents is a common phenomenon in some higher vocational colleges. Due to the lack of detailed planning for the medium and long-term development of the school, such as faculty building, talent structure, scientific research plan, etc., a secondary college is usually used as the talent structure reference to meet the basic requirements of human resource allocation; or some colleges are only recruiting for the sake of talent recruitment in order to reach the national recruitment targets and obtain more preferential policies from the state. These are typical lack of scientific planning. On the one hand, the recruitment of talents is not actually carried out in conjunction with the development plan of the school's faculty, resulting in the inability to fully utilize the value of talent acquisition, resulting in waste of resources and funds; on the other hand, due to the open recruitment mechanism, the talents are recruited only based on academic qualifications, work experience and academic achievements as rigid assessment indicators, and there is a lack of assessment on the talents' literacy, ethics, collaboration skills, and leadership skills, resulting in mismatching of personnel and positions, making it impossible to integrate them into the team, thereby affecting the effects of talent recruitment and intake.

3.2 Lack of Talent Recruitment Policy and Mobility Issues

Compared with colleges and universities, higher vocational colleges cannot compare with them in terms of funding sources, social status and platform development, so they have obvious disadvantages in recruiting high-quality talents. For example, in some provincial-run higher vocational colleges, it cannot be compared with municipal colleges and universities, and it is difficult for them to gain strong support from the local government, which makes it more difficult for them to recruit high-level talents. Therefore, many higher vocational colleges focused on the

preferential policies in the recruitment of talents. Higher vocational colleges initially offered high salaries, settled positions, high resettlement subsidy, apartment housing and promised scientific research funds, etc., and also included solving problems such as jobs for accompanying family members and children's education etc., but the actual lack of concerns, supervision and assessment after the intake of talents resulted in the talents being unclear about their future career planning, lack of work enthusiasm and passion, which makes them unable to fully express their personal value of life. The huge psychological gap in the long-term will eventually result in the flow of talents, which defies the original talent acquisition and recruitment mechanism.

4 Optimization Strategy for Talent Recruitment in Higher Vocational Colleges under the “Double High Plan”

Reasonable talent recruitment mechanism and goal-setting are the key to deploying, retaining and nurturing talents. In view of the above-mentioned talent recruitment problems in some higher vocational colleges in China, this paper mainly discusses the following aspects.

4.1 Plan Reasonably, Clarify Main Points

The recruitment of high-level talents must be based on the positioning of the school's future development goals, so as to formulate a reasonable recruitment plan to fully tap the potential value of high-level talents. Higher vocational colleges usually focus on cultivating high-quality professional and technical talents as the main teaching purposes. Therefore, when recruiting vocational education talents, they should not only use professional titles and academic qualifications as the criteria for assessing talents, but also pay attention to comprehensively consider their career ethics, professionalism, professional knowledge, work coordination and leadership capabilities, etc., carry out comprehensive research on them before recruitment, so as to formulate a talent acquisition recruitment plan that matches the development of the faculty. Insist on highlighting the key points and taking into account the overall talent structure recruitment model to enhance faculty building, upgrade professional entities, and cultivate more high-quality, highly-skilled talents for local economic development.

4.2 Strengthen Supporting Policies and Improve, Enhance Talent Acquisition Recruitment Efficiency

Strengthening the management after the recruitment of talents requires the establishment of a well-established policy mechanism. Two suggestions are given here: One is the construction of a hardware platform. It mainly includes the purchase of scientific research equipment, sufficient scientific research funding, and the building of scientific research teams and experimental training platforms. Meanwhile, some unnecessary administrative interventions are reduced, providing excellent scientific research conditions for high-quality talents, and letting their self-worth be expressed on the basis of achieving a win-win situation; the second is the building of a soft environment. When recruiting high-quality talents, it is necessary to sign a talent recruitment and intake agreement to confirm the talent acquisition target plan, so as to agree on the rights and obligations of both parties. Meanwhile, it is necessary to clarify the job responsibilities, job goals and related violations etc. within the talents' service period with regard to the agreement. In addition, the building of relevant systems should be improved so that the recruitment, application and cultivation of talents can be closely integrated, the efficiency after the intake of talents be genuinely brought into play, and the overall competitiveness of the school be improved.

To sum up, strengthening the recruitment of talents in higher vocational colleges and scientifically formulating talent acquisition plans are the primary tasks of higher vocational human resources management. It is necessary to combine the development of the times and the needs of faculty building, and prepare a talent recruitment strategic plan with high standards and requirements. Taking the characteristics of the area where the school is located into consideration, actively construct a flexible and differentiated employment strategy, establish a job position model that conforms to the development of the faculty, and optimize the recruitment process, so as to select high-quality teaching personnel suitable for the sustainable development of higher vocational colleges.

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