

Necessity and Practice of Vocational Planning for Higher Vocational Talents in Modern Apprenticeship System

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Abstract In order to stabilize the cooperative relationships between the related groups of vocational education interests in the operation of the modern apprenticeship system and promote a more developed balance of the interests of all the participated in the Modern Apprenticeship System. Vocational planning of higher vocational talents has become a key element during the process of personnel training. This paper focused on the training of hotel professionals, based on modern apprenticeship as connotation-oriented, considered the government's demands fully, including the demands of Vocational colleges, enterprises' demands and the demands of trade associations, made an in-depth study on the necessity of vocational planning for hotel professionals in Higher Vocational colleges, solving the problems about the practice process in order to ensure that hotel professionals are fully benefited to meet the needs of high-end hotel talents in the hotel industry of regions, countries or wider regions.

1. INTRODUCTION

In recent years, with the continuous deep developments in economic and social in China, the shortage of skilled personnel, especially high-skilled personnel, became increasingly serious. On August 25, 2014, the Ministry of Education issued Opinions on the Pilot Work of Modern Apprenticeship. It was conducive for industry, enterprises and schools to jointly cultivate technical and skilled personnel to meet the standards of various occupational posts and to realize the docking of professional settings and industrial needs during the whole teaching and production processes, improving the quality of personnel training.

The main bodies of modern apprenticeship education were schools, and the educational component of enterprises was an effective supplement, which constituted a pluralistic and complex subject of education. In order to stabilize the cooperative relationships between the compound training subjects in Vocational Education in the operation of modern apprenticeship, it was necessary to make a thorough analysis of their respective interests, scientifically clarify the scope of responsibilities of all parties, in order to promote the balance of interests of all parties in modern apprenticeship. Modern compound training subjects mainly include: 1.The interest demands of government subjects. government established personnel training system based on developing modern apprenticeship system, strengthening the training of high-quality technical and skilled personnel, comprehensively improving vocational quality of students, enhancing the overall quality level and further serving the economic and social development; 2. The interests of vocational colleges. Talents' social service ability and technology transformation ability of vocational colleges were improved comprehensively through the training of modern apprenticeship, so as to enhance the social reputation of vocational education; 3. The interests of enterprises. In the operation of the modern apprenticeship system, the interests of the main bodies of the enterprise were mainly embodied on three levels: personnel training, staff training and the need for continuous innovation of the enterprise; 4.The interests of trade associations. Industry associations participate in the interests of modern apprenticeship could help train the talents needed in the industry, promoting technological development in the industry, and promote the orderly and stable development of the industry. Taken the four major educational subjects into consideration, a special career planning of each employee was necessary, the employees could understand their own skills realistic conditions, personality characteristics, professional values and their own values, and formed a rational outlook for the future development space, so as to be highly in line with the requirements of the position of

the enterprise in the attitude of group. To improve the internal comprehensive training effect of Higher Vocational talents.

1.1 The Connotation of Talents Planning for Hotel Major in Higher Vocational Colleges

Career was not only the meaning that a job represented, but also the comprehensive display of individual potential and self-expression. The purpose of career planning should have three positive meanings: breaking through obstacles, developing potential and self-realization. Employees' career was not only a problem of personal development of employees, but also a welfare form which enterprises give to employees in the face of the shortage of talents caused by the increasingly frequent flow of talents. Because this welfare form was a potential and increasing welfare, which was conducive to the long-term development of employees themselves, the stability of employees and the reduction of manpower.

In conclusion, the author believed that excellent employees were the most valuable property of the hotel. If employees feel that they have no future in the hotel, sooner or later they would change their jobs. A large number of job-hopping employees directly led to the decline of hotel service quality and labor productivity. In order to gain long-term advantage in the fierce talent competition and market competition, hotels must create conditions for employees to have the opportunity to acquire a sense of achievement and self-fulfilling value, so as to attract and retain excellent employees. The facts showed that attaching great importance to the career development prospects of employees would help to improve employee loyalty and satisfaction of work, reducing employee job-hopping rate and improving the service quality and economic benefits of hotels.

1.2 Necessity of Higher Vocational Talents Planning for Hotel Major

Career planning can help individuals achieve career development goals and directions. Career planning can help individuals conduct a comprehensive analysis of themselves, so as to know themselves, understand their own characteristics and interests, and assess their abilities, strengths and weaknesses. In the process of designing and planning of career, we can make clear the direction of self-career development, correctly choose career goals, and take effective measures to overcome the difficulties and obstacles in career development, find suitable jobs, so that we can make full use of ourselves, achieve career success and achieve life goals. Objectively speaking, for students with disadvantaged groups background, providing education programs for those with excellent qualifications to meet their development needs can effectively compensate for the lack of family cultural resources, and on the contrary, can promote the realization of social equity.

Career can motivate individuals to work hard. With the gradual realization of these planning contents, and enhance their sense of responsibility to achieve their goals, and further promote their own progress towards a new goal, with the gradual realization of the formulated planning, the thinking and working methods of highly skilled personnel will continue to improve.

Career planning was helpful to grasp the focus of work, arrange daily work reasonably, and evaluate the priorities of work. Career planning can stimulate people's inner potential.

2.CONTEXT

2.1 Obstacles to Talents Planning of Hotel Major In Higher Vocational Education

The number of hotel professionals trained in higher vocational schools was quite large, and the planned enrollment was initially macroscopic designed to match the gap of the regional hotel industry. However, why can't the enrolled talents meet the requirements of the actual number of hotel employees? Many of them study hotel management specialty, and even before the end of their internship, they have changed their major. It can be seen that the problem of career planning for hotel professionals in higher vocational colleges needs to be solved urgently. In the face of this problem, research and development has found the following problems:

2.1.1 Pursuing to Reduce Employment Cost

The characteristic of many hotels was to continuously pursue survival and development, and the

number of hotel employees caused by the structure of the hotel was large. In order to achieve good development and innovation, a large number of staff training was necessary. In order to reduce costs, the hotel only carries out simple internal corporate culture training, cross-training between small internal departments but which was lack of staff to go out to study then led to staff awareness reducing the trainee there was so little room for self-development, and ultimately choosing to leave.

2.1.2 Personal Psychological Reasons of Employees

Some employees thought that their service work was inferior to others influenced by traditional prejudices. In addition, hotel work was often understood as a youth occupation. It is generally believed that hotel attendants will be eliminated naturally at a certain age. Many employees then were lax about attending training. Therefore, the career planning that the hotel made for its employees was not suitable for every employee. Under the control of this concept, it was difficult for hotel staff, especially those older employees to work safely. In addition, they were tired of the constant service work. The career planning of hotel talents was difficult to carry out, and the problem of hotel staff turnover remained high.

3. Countermeasure Research on the Problems of Talent Career Design Existing in Hotel Enterprises

3.1 At present, the top-level design of the government in coordinating resources with vocational colleges, industries and enterprises and establishing multi-party joint training mechanism was still insufficient. The government and vocational colleges, industry associations, enterprises and other educational subjects were still in an inefficient state of coordination and self-governing. Under the guidance of the connotation of modern apprenticeship, the vocational planning and design of higher vocational talents requires that at the government level, the development and promotion of modern apprenticeship should be positively corresponded, and the top-level design of incentive mechanism should be done well. The government was the leader in promoting the modern apprenticeship as a whole. It was inseparable from the government's positive action to plan and design the talents' career with the modern apprenticeship for the inherent requirements of the present higher vocational talents. In many European countries, the minimum ratio of female employment to male employment is clearly stipulated, and there are various preferential policies for enterprises that actively absorb female employment. Some enterprises do not allow women to marry and have children within two years of work, which will increase the psychological imbalance of women. Moreover, this rule without humanistic care spreads rapidly. The emergence of such regulations can only be prevented by taking the lead at the government level. Otherwise, it was impossible for any other subject of higher vocational talents training to carry out the career planning of talents smoothly. It can only talk on paper, lacking the policy guarantee of actual implementation.

3.2 At the level of Vocational colleges, teachers were the first ones who were influenced by the concept of Vocational planning. During the school period, they helped students understand their own personality characteristics, skills and operational expertise, and gradually understand the working environment, the functions of job groups, how to connect their interests and work values with suitable positions, all these require vocational college teachers to assist them to recognize. The more in-depth knowledge of the position, the clearer the goal, and the easier it is to form an objective understanding of the occupation as early as possible. Frequently, when students enter higher vocational schools, full-time teachers and counselors will teach students to correctly view the future quality needs of hotel majors from the perspectives of ideological work and skills teaching, so as to help them quickly enter the normal education track of self-exploration and self-design career planning.

3.3 Level of the enterprise

Take an active part in the whole process and give full play to the main role of career planning. Career planning could not be separated from the actual contact knowledge of the actual working environment. During the period of entering the hotel to internship, the influence of enterprises on

their career planning has replaced the school as the main factor.

Create a sense of caring and belonging atmosphere of hotel. That career planning can be carried out smoothly mainly depended on the aspects of employees themselves. Give praise to employees timely and frequently, and expressed gratitude to employees publicly when they made achievements. Made regulations on the system could also benefit the career of employees.

A good career planning should start with the salary problem. The salary scheme should be implemented and adjusted continuously in the process of implementation. Otherwise, employees will only feel it was empty talk.

3.4 Level of the industry

Play the coordination and guidance function among enterprises.

(1) Adjust wage policy: The wage level should be adjusted according to economic development and price level. The wage structure is divided into basic wage and floating wage, which fluctuates within the limited floating wage according to the century of realization of employees, so as to strengthen the work conscientiousness and responsibility of employees.

(2) Improve the working and living conditions of employees: Coordinating the accommodation provided by hotels in the industry as much as possible can reduce the turnover rate of hotel staff to a certain extent.

4.CONCLUSION

With the improvement of China's economic level and the rising demand for hotel services, the hotel industry has become an important part of the tertiary industry. Major enterprises are constantly improving their career planning, making more suitable plans for staff development, reducing brain drain and enhancing enterprise efficiency. Talents training plan should embody prospective, systematic, practical efforts to cultivate innovative ability of Higher Vocational talents. Hotels with such characteristics as "High quality, Diversification, Distinctive Choice" could absorb, mobilize and retain talents, and could maximize the dynamic role of talents.

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