

Strategies of Higher Vocational Colleges in Response to Enrollment Expansion

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Abstract: Recently, the General Office of the Central Committee of the Communist Party of China and the General Office of the State Council issued the "Implementation Plan for Accelerating the Modernization of Education (2018-2022)". Introduction of this program has drawn a five-year development blueprint for China's education industry. Vocational education, as a different type of education with equal importance to general education, is clarified in the national vocational education reform implementation plan. In the coming years, vocational education will provide a talent reserve for the "supply-side" reform, and it is obvious that it will provide more technical and skilled talents for China's economic development.

1. Introduction

The expansion of higher vocational education is an important part of the national vocational education reform. In the 2019 government work report, it is clearly stated that in 2019, the enrollment of higher vocational education will increase by 1 million people. At the same time, the Ministry of Education and other six departments issued the "Special Work Plan for the Promotion of Higher Vocational Enrollment". Faced with such a large-scale expansion, how to seize opportunities and meet challenges has become a topic worth considering by higher vocational colleges.

2. Effective response to enrollment channels

2.1 Government provides support to build an industry talent training platform

The identity of the government in the process of running vocational education is constantly changing with the reform of vocational education. The vocational colleges are transformed from the original government's overall management to social diversification. Regardless of the government's establishment or overall management, the government's authority to grasp the demand for talents in the process of economic and social development and the important position of the government in the process of running vocational education have not wavered. Therefore, it is worth exploring the establishment of an industry talent demand training platform through government bridges.

2.1.1 To carry out the "Double-improvement project" through the government agencies, industry associations, etc.

"Double-improvement project" is to improve the education level of staff and improve the technical skills of employees. The "double-improvement project" is the need to adapt to the economic and social development and the improvement of the quality of the employees themselves. With the development of the economy and society, the requirements for the qualifications of the employees are getting higher and higher, and the demand for the personnel with the technical skills is also increasing. While recruiting new employees, enterprises are indispensable for the continued education of the original personnel. Higher vocational colleges should actively communicate with government agencies and industry associations, formulate employee education promotion plans, and require employees to continue their vocational skills education every year. Only the government and the industry can improve the enthusiasm of the employees in the education and improve the enthusiasm of the employees, so as to achieve education for all.

2.1.2 To build an industry talent pool

Talent reserve is for the long-term development strategy of the enterprise. After accurately grasping the strategic goals and human resource planning of the enterprise, it optimizes the design of talents

from its level, quantity and structure, and implements long-term, persistent and targeted talent inventory, so that the enterprise talents can meet the long-term development goals of the company's human resources strategy. Nowadays, many big enterprises combine their own business development needs, and have positions such as reserve managers and reserve cadres, which increase the burden on enterprises. High vocational colleges should take the responsibility of enterprise talent reserve, and play the role of leverage adjustment of talent supply and training. When economic development accelerates and talent demand increases, vocational colleges can deliver technical talents to enterprises; When the economic development is sluggish and the employees of the company are surplus, the vocational colleges can receive more employees to continue their studies and improve their skills. Therefore, industry associations should actively explore the establishment of a talent pool, build a bridge for enterprises and employees to be employed, and build a platform for two-way selection.

2.2 To encourage school-enterprise cooperation and school-enterprise self-sponsorship

In the 1990s, the factory-run technical school was one of the main ways for the cultivation of technical skills talents in enterprises. Nowadays, some enterprises still retain the traditional practices of factory-run technical schools and are self-sufficient. With time passing by, it is difficult for technical schools to meet the needs of enterprises for talents, and the level of schools is limited by many school-running indicators. Therefore, higher vocational colleges should seize the opportunity of enrolling students in higher vocational colleges to remove the enrollment ratio of secondary vocational students, and actively connect with enterprises. The company's technical school will be set up in higher vocational colleges, become an enterprise's class, actively explore the method of integrating higher vocational education with secondary education, and realize the integrated five-year education, which can effectively reduce the disconnection and talent cultivation content in the 3+2 school system. In this way, the company has reduced the cost of running a school, and the selection of professional and technical personnel at the level of technical skills has been greatly improved, which is conducive to the needs of enterprises and the mutual benefit of school-enterprise cooperation.

2.3 To encourage school-school alliance and set up an inter-school vocational education alliance

Higher vocational education has different types, such as public colleges and private colleges. Different types of higher vocational education have great differences in terms of teacher strength, school environment, tuition fees, admission scores, etc. Applicants are more likely to apply for public colleges and universities, and have a strong desire to pursue further studies. However, students with lower scores are mostly admitted to private colleges.

The expansion of high-level enrollment is over 1 million, and there are 1379 higher vocational colleges in the country. The average enrollment of the school is nearly 800, and the average school-running area, student-teacher ratio, and equipment use will be greatly affected. Faced with this situation, all higher vocational colleges should "stay as a group to expand", establish a regional vocational education alliance, implement mutual recognition of student achievement in the alliance, establish a shared training base, share qualified teachers in the league, and effectively solve the problem of imbalanced number of students caused by enrollment expansion.

3. Effective response to resource allocation

3.1 Teaching Faculty

The student-teacher ratio is one of the important indicators for judging the standards for running higher vocational colleges. In the face of such a large-scale expansion of enrollment, it is imperative to improve the level and quantity of teachers in higher vocational colleges. The traditional methods of recruiting teachers from college graduates in higher vocational colleges have not met the needs of the development of higher vocational education. The reserve plan for higher vocational teachers who have academic knowledge and practical experience is becoming more and more urgent. The National

Vocational Education Reform Implementation Plan states that “from 2019, relevant professional teachers of vocational colleges and applied undergraduate colleges shall be openly recruited in principle from those who have more than 3 years of working experience in enterprises and have higher education or higher.” Higher vocational colleges should actively explore the following four recruitment channels:

3.1.1 Supplementary enterprise part-time teachers in school-enterprise cooperation. The training program for professional talents in higher vocational education includes about 2,600 hours. With the continuous improvement of the requirements for the level of hands-on operation, the proportion of practical operation hours is also increasing. Introducing the front-line employees of the enterprise into the training workshop, combining the actual needs of the enterprise and deepening the training of operational ability, will help the students learn the skills and further need to meet the needs of the enterprise.

3.1.2 Do not hesitate to introduce high-level skilled talents by offering high salary. High-level technical skills talents are popular in the recruitment of higher vocational colleges, but such talents have certain influence in the industry, mostly for high-paying enterprises. In the higher vocational colleges, the policy of introducing talents should be done in a practical way, and these talents can be persuaded to join the higher vocational education and set up a master studio to lead the benign development of the faculty.

3.1.3 Open the door to recruitment for outstanding alumni. Higher vocational education has gone through 20 years since 1999. Higher vocational colleges have trained a large number of technical and skilled talents for the society. Nowadays, a group of higher vocational alumni have embarked on the management team, and some of them are still the backbone of the skills of enterprises and institutions. Nowadays, the battle for talents is in full swing, mostly compete for highly educated and highly skilled personnel. If higher vocational colleges lower their academic qualifications in the talent recruitment policy, open a green channel to outstanding alumni, these alumni can contribute to higher vocational education. It is believed that this is also a better way to solve the shortage of teachers in higher vocational schools.

3.1.4 Invite national contestants to stay in schools. The National Vocational College Skills Competition is the highest platform in China for demonstrating the skills of higher vocational students. The participating students are selected through the competition of school, city, province, and country. They have certain savvy and diligent practice spirit in the professional skill level. For the players who have won the first prize of the National Skills Competition, combined with the needs of the school's professional practice talents, the school should consider giving the policy of inviting them to stay in school and to supply the team of practicing teachers.

3.2 Construction of course platform

Professional construction is the foundation of the development of higher vocational colleges. When professional construction is not able to keep pace with the times, it means that the development of the school is difficult to advance, and curriculum construction is the lifeblood of professional construction. During the “Twelfth Five-Year Plan” period, our country vigorously promoted the construction of national quality resource sharing courses. Because of its advantages of learning through network and sharing resources, it can effectively alleviate the demand for the number of teachers due to the increase in the number of students. Higher vocational colleges should encourage teachers to actively develop vocational education resource sharing courses, build a school teaching resource sharing platform, upgrade traditional classroom teaching to independently learning through the resource sharing platform, and complete the course tasks as credits.

4. Mode conversion

4.1 The conversion of professional group admission mode

The enrollment mode of higher vocational colleges is different from ordinary higher education. The construction of professional groups is the development direction of higher vocational professional

construction. Through the construction of professional groups, it can effectively respond to the needs of different talents in the industry. Therefore, the original admission changes to the admission of professional groups. Through the study of group professional knowledge, students can master a variety of technical skills within the group. This change expands the employment range of students, and makes them more suitable for the development of vocational education.

4.2 Transformation of the application form for graduation certificate

The expansion of enrollment is mainly for the secondary vocational students, laid-off workers, veterans and other groups. The student structure has undergone major changes, and enrollment also faces certain difficulties. The low enrollment standard and high graduation standard are one of the means to solve the difficulty of enrollment in higher vocational colleges. Only by lowering the admission criteria and implementing the “open education” registration method, more students can enter the vocational colleges to learn technical skills. Higher vocational colleges should integrate 1+X certificates, credit banks and millions of enrollment expansions and implant a combination of methods. Students who have completed the required hours of study shall be certified with the credits they have obtained and deposited them in the credit bank; Those who have passed the technical skills level examinations will be issued with technical skill level certificates; those who have obtained general courses and professional skills credits within the specified time period may apply to the education administrative department for a vocational professional qualification certificate. By doing this, it has truly achieved the fundamental goal of vocational education.

The state has stepped up efforts to reform vocational education, upgraded the level of running a vocational college, and stimulated the vitality of vocational colleges. The enrollment of higher vocational education is of great significance, and there will be many uncertain factors in the process. Higher vocational colleges should actively respond to the major guidelines and policies of the national vocational education reform, actively explore the development direction of vocational education, take precautions, take the initiative to study the frontier issues of vocational education, go deep in the practical problems, solve the bottleneck problem in the development of vocational education, cultivate high-quality talents with professional and technical skills, and provide talent reserves for economic and social development.

References:

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