

# Suggestions for Vocational Education and Training in the Context of the Needs of Returning Migrant Workers and the Rural Revitalization Strategy

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## ABSTRACT

China's urbanization process has been advancing, but now more and more migrant workers working in cities choose to return to their rural hometowns. The return of migrant workers to their hometowns is another manifestation of urbanization development. Returning farmers who have received specialized vocational education and training can accelerate the local industrial development and urbanization process. In the context of the Rural Revitalization Strategy, taking the reasons for the return of rural migrant workers to their hometowns as the starting point, the methods and measures of vocational education and training are proposed, which can not only meet the employment needs of returning migrant workers, but also provide for the development of rural economy and industry. A workforce with knowledge and skills can promote the local urbanization process and realize the revitalization and development of the village.

**Key words:** *Rural Revitalization Strategy, returning migrant workers, vocational education and training, urbanization, reemployment, measures*

## 1. DESCRIPTION AND ANALYSIS OF THE PHENOMENON OF MIGRANT WORKERS RETURNING HOME

Returning migrant workers is a new demographic concept that emerged after the development of urbanization to a certain degree [1], that is, returning rural workers who have returned to their hometowns to work and live in the countryside from the city.

Some places in China, the counter-urbanization has begun, and the scale of migrant workers have decreased. According to Ravenstein's population migration law and E.S. Lee's push-pull theory, the reasons why returning migrant workers decide to return to their hometown can be analyzed from three aspects [2], the increased cost living in city and the increased demand for high-quality skilled labor for industrial upgrading are the main driving forces for migrant workers to return to their hometowns. The easier work, the leisurely atmosphere, and the need to take care of the family are important pulling forces for migrant workers to return to their hometowns. The social and cultural differences between urban and rural areas and the uncertainty of migrant workers about whether they are urbanized as intermediate factors also affect on their decision to return home.

The above-mentioned reasons have made large numbers of migrant workers return to their rural hometowns. The rural government should improve the local infrastructure, and make good use of these returning migrant workers. Human capital theory believes that the total stock of various knowledge and skills is also a kind of capital. The core of human capital is to improve the quality of the population, and education investment is the most important means to improve human capital. Returning migrant workers have urban experience, under the targeted vocational education and training, they can alleviate the labor shortage and promote the urbanization process of their rural hometown.

## 2. ANALYSIS ON THE NECESSITY AND FEASIBILITY OF VOCATIONAL EDUCATION AND TRAINING FOR RETURNING MIGRANT WORKERS

The rural government's vocational education and training is designed to fit the local economic and social status, and it can carry out differentiated training, then efficiently promote the reemployment of them.

### ***2.1. Vocational Education and Training for Returning Migrant Workers Can Promote Local Urbanization***

The three-sector model of American economist Todaro believes that in the early stages of urbanization, due to the large income gap between urban and rural areas, a large number of rural surplus laborers were attracted to work in cities [3]. The modified dual economic structure theory of Fei Jinghan and Ranis predicts that when there are no surplus farmers in the countryside, traditional agriculture will be transformed into commercial agriculture, the dual economic structure of urban and rural areas disappeared. With the saturation of cities, employment opportunities in cities have decreased and living costs have risen, while agricultural economic development has improved, the demand for labor has increased, and the income gap between urban and rural areas has narrowed, which has caused the return of migrant workers in cities [4]. This is a manifestation of the later period of urbanization, that is, the development of the central big city is mature, and some people leave the city to return to the countryside, driving the surrounding villages to achieve urbanization. Therefore, the return of rural residents to their hometowns is also a manifestation of urbanization. Vocational education and training is needed to contribute more demographic dividends to local urbanization and industrial development.

## **3. VOCATIONAL EDUCATION AND TRAINING MEETS THE REEMPLOYMENT NEEDS OF RETURNING MIGRANT WORKERS AND SUGGESTIONS FOR TRAINING MEASURES**

There are roughly three types of employment intentions of returning migrant workers returning to their hometowns: traditional farming or modern agriculture, working in local enterprises and self-employment.

### ***3.1. Existing Vocational Education and Training Is Difficult to Meet the Needs of Returning Migrant Workers***

Current vocational education and training focuses more on the goal of migrant workers to integrate into the city, making it difficult for those migrant workers to obtain knowledge and skills to support their reemployment in rural hometowns. They need special vocational education and training to understand the local industrial structure, economic conditions, and various policies and regulations, so as to meet the local labor demand.

### ***3.2. Vocational Education and Training Measures to Meet the Needs of Returning Migrant Workers for Agriculture***

Nowadays, agricultural production is gradually shifting to a modern mode, the local government should work with some agricultural research institution and agribusiness to provide migrant workers special skills of agricultural products processing and sales, at the same time, lead them to conduct practical operations.

The most intuitive feature of agricultural modernization is the mechanization of the production process. The vocational education and training must also focus on the knowledge of mechanical maintenance. The local government can cooperate with manufacturers and vocational colleges [5]. In addition, this type of vocational education and training should appropriately popularize some local policies regarding land transfer and contracting and agricultural product market sales to returning migrant workers, so that they can smoothly adapt to the local agricultural production environment.

### ***3.3. Vocational Education and Training Measures to Meet the Needs of Returning Migrant Workers for Industry***

The rural government needs to consider whether the professional abilities and employment intentions of returning migrant workers can meet the demand structure of local industrial development for labor, and this requires reasonable guidance through vocational education and training. Vocational education and training for returning migrant workers can be divided into three steps: 1. Introduce the current situation and goals of local industry development. 2. With reference to Holland's career interest theory, people's interest is a huge driving force for career development. Therefore, this type of vocational education and training should also have an in-depth understanding of these people's experience of working in cities, accumulated skills and knowledge, the type of work they are interested in, and then rationally guide them to effectively match their human capital with the labor demand structure of the industrial development in rural hometown. 3. According to their employment intentions to teach them the basic skills that they should have for relevant work.

### ***3.4. Vocational Education and Training Measures to Meet the Entrepreneurial Needs of Returning Migrant Workers***

Some returning migrant workers want to use their capital and experience accumulated in the city to start their own businesses in their home villages. Most of them choose to open leisure family hotels, some to sell their own agricultural products through e-commerce, a few will

invest in the establishment of rural schools and nursing homes [6]. The rural government can work with local financial institutions to provide basic knowledge training on tax filing or financial management , and conduct entrepreneurial risk estimation or management problem response .

#### **4. CONCLUSION**

In summary, the following conclusions can be drawn. First , the return of migrant workers to their hometowns is a natural trend in the later stage of urbanization , not a retrogression in the urbanization process ; while returning migrant workers are facing the dilemma of reemployment , and rural areas lack of labor at the time . The quantitative structure is not compatible with the development of local industries . Second , vocational education and training for returning migrant workers is more targeted and personalized , it can efficiently cultivate labor to meet the needs of local industrial development and meet the re-employment of returning migrant workers . Let them participate in and promote local urbanization , and finally realize their own local citizenship . Third , vocational education and training for returning migrant workers needs to provide differentiated training based on the different employment intentions of returning migrant workers on the one hand , and to arrange training content methods based on the actual situation of the rural area and local characteristics on the other hand , so that the trained returning migrant workers can achieve stable employment in the return area , promote the development of local economy and industry , and accelerate the process of local urbanization .

The return of migrant workers to their hometowns can bring demographic dividends to the returnees . If the promotion and guiding role of vocational education and training is fully utilized , the returning migrant workers will become an important force in promoting local urbanization , the income gap among residents will be realized as local citizens , local rural areas can narrow the gap with big cities .

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