

# Study on Returning Migrant Labors' Education and Training Under the Guidance of "Internet Plus"

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## ABSTRACT

Internet Plus aims to achieve integration and innovation between internet and traditional industries through optimization of resources allocation. As one important industry, education and training possesses fatal importance for human capital's employability under the guidance of industrial structure transformation and upgrading. It's of urgent necessity to combine the above two factors in order to realize the transformation from human resources to human capital and to accelerate China's human capital quality. This paper constructs the education and training ecosystem for returning migrant labors under the guidance of internet, which is composed of Internet + returning migrant labors, Internet + rural enterprises, and Internet + education and training institutions over the upgrading speed mismatching between science and technology and returning migrant labors' employability. The result shows that the construction of returning migrant labors' education and training ecosystem should depend on the promoting role of Internet, the main role of returning college students, the guiding role of rural enterprises, the jointing role of education and training institutions, and the supporting role of government and social resources.

**Keywords:** *Internet plus, Returning migrant labors, Education and training ecosystem, Rural revitalization.*

## 1. INTRODUCTION

Supply-side reform has raised high demand for nurturing new dimension of human capital cultivation, which requests corresponding labors under the care of new economic elements such as big data, AI, etc.. High stock of human capital's benchmarking with Internet plus strategy can surly raise resource allocation efficiency that simultaneously higher professional requirement for microeconomic subject. Recent years have witnessed serious aging trend which got expression on the decrease in working age population, however, the number of migrant labors entering the urban labor market showed an increasing tendency.[1] In the predicable long period of time,

urban employment space could be squeezed due to the large number of migrant labors, which virtually expanded the rural employment space. Such a mutual construction among large number of migrant labors, innovation economic development and urban revitalization could be a catalyst for demographic dividend of returning migrant labors, which certainly proposed suitability requirement for the employability of returning migrant labors.[2]

The foundation of organic connection between returning migrant labors and new economy marked by the Internet will balance the demand and supply for labor force during the rural revitalization, which has become a realistic issue of importance in rural labor market. As a platform for labor productivity improvement, resource allocation optimization and transaction cost reduction, the Internet can solve the imbalance between information verification and dialogue; meanwhile raise the resource utilization efficiency by means of scale effect acceleration. The education and training on the view of Internet can accelerate returning migrant labors' efficient

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professionalization realization; furthermore, promote the transformation from "large country of population number" to "large country of population quality". In order to match Internet education and training and returning migrant labors' entrepreneurship, it's necessary to establish highly synergistic searching mechanism on the one side, on the other side, the cognition should be cultivated that the structural equilibrium of human capital can guarantee high quality economic development. In order to achieve coupling composition between "Internet +" and returning migrant labors, an efficient education and training ecosystem becomes vital.

## 2. LITERATURE REVIEW

### 2.1 Study on Returning Migrant Labors' Entrepreneurship

The scholars have studied returning rural labors' starting business from three angles, including system, subjectivity and surrounding. From the systematic perspective, entrepreneurship should be a behavior bound by spatiotemporal system. Some entrepreneurs choose to return to traditional economic structure,[3] therefore, rural labors' returning entrepreneurship evolves into a trend of mass entrepreneurship which achieves the highly correlation among individuals, surroundings and market. In the view of subjectivity, the returning migrant labors own better capability of obtaining information which makes entrepreneurship possible.[4] Returning embark of rural labors also witnesses migrant labors' realization of autonomy construction that gives full testimony of entrepreneurial subjects' self-efficacy.[5] In the inspect of surrounding, some articles demonstrate the role of environmental heterogeneity through the application of knowledge and experience in the entrepreneurship process. Returning migrant labors' entrepreneurship is inclined to take new economy entry as the prime option,[6] whereas entrepreneurial decision and process are always disturbed by some external factors. [7]

### 2.2 Study on Entrepreneurship Education and Training

Entrepreneurship training is an important means of national policies' implementation, entrepreneurs' capability improvement, access to employment expansion and entrepreneurial confidence strengthening.[8] The relevant studies mainly cover three aspects, namely necessity, policy and pattern

respectively. Entrepreneurship education and training is inevitable which can get certification in the human capital stock increase. Besides, it's possible for the entrepreneur to identify opportunity and inclination as well.[9] As for policy, the UN has issued Entrepreneurship Training in 2000 which emphasized the importance of training. As one of the components of entrepreneurial environment, entrepreneurship education and training policy can accelerate the scientific nature of entrepreneurial project selection and improve the success rate of entrepreneurship; therefore, it's of great importance to construct scientific and effective training policy. In the view of pattern entrepreneurship should be considered an optimal option for innovation-driven development, however, the pattern of in entrepreneurship education and training maintains insufficient which raises a more excellent mode in the future.[10]

## 3. FUNCTIONAL ANALYSIS OF THE INTERNET ON EDUCATION AND TRAINING

As an important impetus for educational revolution, the Internet accelerates optimization of education and training that strengthens its rigid dependence and boosts sustainable development. The object of returning migrant labors' education and training can be divided into three dimensions, namely knowledge acquisition, skill integration and value establishment, which can get demonstration on the Internet's assistance on returning migrant labors' education and training from the above three points.

### 3.1 Knowledge Acquisition

In information era, the Internet endows information sender and acceptor the same control power relying on its volatility, uncertainty, complexity and ambiguity, which helps to achieve information symmetry and Pareto optimality due to its decentralization. The interoperability of Internet makes innovation a characteristic that gets its demonstration through excellent combination with education and training, which embarks itself as a "public resource pool" whose role can get delivery in the accepters' knowledge acquisition; besides, the managerial feature of Internet emphasizes users' participation that boosts a reasonable expectation on account of identification and social capital, however, resource integration autonomy achieves enhancement. As a beneficial supplement to migrant labors' education and training, the Internet

is able to accomplish the goal of skill education objective, which contributes a lot to the migrant labors' operability in knowledge and skill acquisition and enhance this group of people's explicit ability. By means of assistance of the Internet, migrant labors' productive power and development capacity implement the organic combination under the guidance of personalized satisfaction for the society.

### 3.2 Skill Integration

As McKinsey Research Repot (2017) predicted, 2/3 of Chinese labor force would be replaced by automation that forecasted the transition situation in labor market due to scientific and technological development. Therefore, it has become an urgent problem for migrant labors to bridge structural contradiction in employment market in ways of avoiding technical unemployment. Internet education and training acts as a significant means for migrant labors to fulfill skill integration based on original knowledge accumulation, and its operating mechanism focuses on a new mode which integrates internet thinking and technical transformation with traditional education and training. It should be emphasized that internet education and training can accomplish integration of on-line and off-line acquisition, face to face and distance teaching, external learning and internal incentive as well whose reasonable application helps to boost returning migrant labors' bargaining power, which can get demonstration in the concrete operation of migrant labors' capability of information exchange and procession. Thus, internet education and training provides assistance about diversified means of skill mastering that can simultaneously work in externality of education and training resources. Differing from traditional education and training's manner of taking migrant labors as "knowledge container", mutuality of the Internet abandons knowledge inculcation while chooses igniting migrant labors ability of knowledge application as the advisable adoption, which transfers passive attitude to active manner through skill integration and innovation consciousness under the guidance of knowledge and skills mastering.

### 3.3 Value Establishment

As an essential element of new economy, the Internet plays a vital role in the organic connection of rural revitalization and new economy. The new

technique not only improve total factor productivity, but results in weak correlation between new technique and high level of employment owing to the high upgrading speed of technique which leads to the mismatch existing in disharmony of industrial structure and labor quality structure. In such surroundings, migrant labors ought to possess consciousness about the irreversibility of new economy; therefore, they can gain objective estimation in employment. It should be a momentous segment for migrant labors to establish correct values during education and training; besides, the literacy improvement for migrant labors mustn't be neglected due to its importance for the foundation of worth sense and outlook on life. The internet provides an open environment for migrant labors to gain comparatively autonomy through which they can experience the collision of different perceptions, sometimes even contradiction. The integration contributes a lot to the rural revitalization subjects' participation in social activity whose role can get testimony in comparison between traditional education and training and that with Internet as the media. If migrant labors' education and training can achieve accessibility information connection, the goal can be reached that satisfy migrant labors' high level demand based on respect and value realization. The openness and boundary flexibility encourage migrant labors to adopt creative decision which can witness qualitative leap in migrant labors' thought, furthermore, the thinking modes and innovation system can be accumulated that can contribute to the employment ability and comprehensive quality.

The most important function of market lies in the change of resource availability through application of new technique, new product or new organizational form. As the representative of new technique, the Internet does act as the core ignition promoting social, economic and cultural development. The combination with education and training endows internet with strong productivity that can really boost competitive ability for nation, enterprises and individuals. The function of the Internet imposed on returning migrant labors' education and training can get evidence through systematic concordance of the above three aspects, namely through integration of knowledge acquisition, skill integration and value foundation, which makes migrant labors' education and training operative and effective. The relation can be showed in "Figure 1".

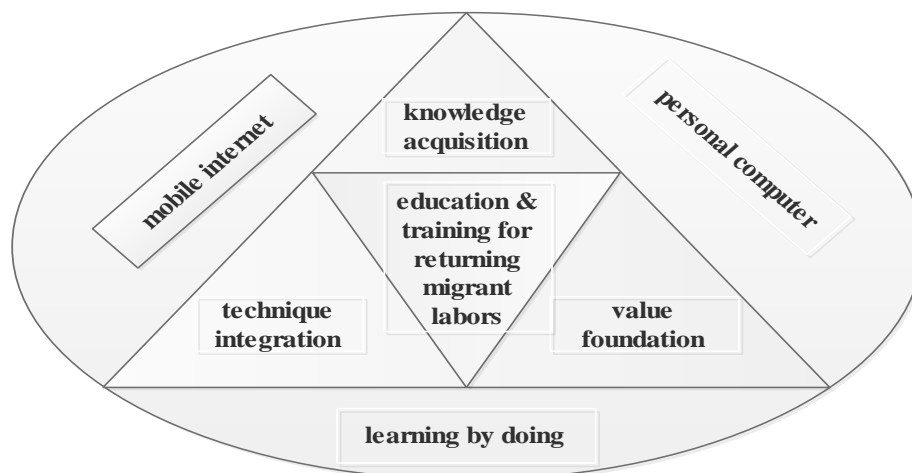


Figure 1 Returning migrant labors' education and training function base on the Internet.

#### 4. CONCLUSION

In this paper we have clarified the internal logic between the Internet and returning migrant labors' education and training. The empirical strategy was based on the detailed analysis that can be concluded as following: firstly, returning migrant labors' education and training should focus on the carrier function of the Internet benefited from its thinking paradigm based on resistance dissipation, which is liable to achieve economic development iteration; secondly, it's necessary to execute principal role of returning migrant labors during education and training based on the fact that the promotion of scientific technological progress and innovation depends on talents virtually; thirdly, the docking role of education and training institutions ought to gain proper attention which can contribute a lot to the returning migrant labors' human capital accumulation; finally, the supporting role of government mustn't be neglected that plays a vital role in the resource planning process which constructs the foundation for education and training mechanism.

Along with the growth of new economy scale and the advance of rural revitalization, "siphon effect" gives impetus to rural construction. Doubtlessly, returning migrant labors can satisfy the labor market demand in rural areas with professionalization as precondition, which can be satisfied by education and training under the guidance of the Internet.

#### AUTHORS' CONTRIBUTIONS

This paper is independently completed by Xiuli Yang.

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