



Research on the Cultivation Path of Craftsmanship Spirit of Skilled Talents Based on Professional Post Group

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Abstract. Influenced by the transformation of production mode, the shackles of traditional concepts and the lack of top-level design, various vocational colleges have not achieved good results in the cultivation of craftsmanship spirit of skilled talents. The specific connotation of craftsmanship spirit is closely related to the different needs of professional post groups. It is important to position the professional post groups and avoid the generalization of contemporary craftsmanship spirit. Therefore, guided by the talent demand of the vocational post group, we will explore a new way to cultivate the craftsmanship spirit of skilled talents from three aspects: defining the training objectives based on the vocational post group, innovating the curriculum system based on the vocational post group, and innovating the teaching methods based on the vocational post group, so as to make a beneficial exploration for promoting the quality of talent training in vocational colleges and even the adaptability of skilled talents to their posts.

Keywords: Occupational post group · Skilled talents · Craftsman spirit · Cultivation path

1 Introduction

With the continuous deepening of reform in China, our country is gradually moving forward from “Made in China” to “Created in China” [1]. With the rapid development of economy, the demand for talents is gradually changing from “Extensive Type” to “Fine Type”, and cultivating “Craftsman Type” skilled talents has become an inevitable requirement of the development of The Times. Based on this new historical position and historical background, what value propositions should be expanded into “craftsman spirit”, what practical problems will be encountered in its cultivation process, and how to effectively integrate the training of skilled talents and the development of vocational education for the construction of a skilled society? Based on the demand of occupational post group, this paper discusses the cultivation and optimization path of “craftsman spirit” for skilled talents.

2 The Connotation and Essence of Contemporary Craftsman Spirit

The generation of craftsman spirit is not achieved overnight, but sublimated in long-term practice, which can be traced back to human's transformation of tools and pursuit of technological innovation. Chinese craftsman spirit and craftsman culture have a long history. In the agricultural civilization period, many skilled craftsmen emerged. On the basis of inheriting and promoting the traditional craftsman spirit, in order to meet the development needs of the new era, we can analyze the internal propositions of the contemporary craftsman spirit from the two aspects of individual and group.

2.1 Individual Level

The individual level of craftsman spirit mainly focuses on the understanding of professional identity, work loyalty, skill proficiency, product lean and other aspects, which can be further explored from the two aspects of "technology" and "Tao" [2].

"Technology" represents the knowledge level and the craftsman spirit at the natural level. It reflects the craftsman spirit with the practice orientation of diligence and hard work, which can be divided into three parts: declarative knowledge, operational knowledge and strategic knowledge. The acquisition of declarative knowledge is conducive to improving the craftsman's cognitive ability and making theoretical reserve for practice. The study of operational knowledge is conducive to improving the craftsmen's technical ability and laying the foundation for deepening the practice [3]. The study of strategic knowledge is conducive to improving the practical effect of the craftsman, especially the improvement of aesthetic ability will greatly optimize the practical results. Therefore, "technology" not only puts forward requirements for the craftsman's theoretical knowledge and practical operation ability, but also puts forward expectations for the craftsman's aesthetic ability, which is the due meaning of the craftsman spirit in the new era.

"Tao" corresponds to the part of human quality and is the artisan spirit of ethical level. Exquisite and unique "technology" is the focus of inheritance, focus and excellence of "art" is the core of inheritance [4]. The ultimate pursuit of life can be divided into selfless dedication spirit and keeping the new spirit, the whole reflects the pursuit of perfection and beauty of life. The spirit of selfless dedication reflects the craftsman's feelings of home and country, which is the concrete embodiment of the spirit of responsibility. The spirit of keeping the new spirit is the spirit of innovation and creation, which reflects the ultimate pursuit of personal skills and thinking. In the goal requirements, the craftsman stresses excellence, the pursuit of perfection, and strive to achieve the best. Endless skills and unremitting pursuit are the highest level of craftsman spirit and the cornerstone of their success. For the skillful craftsmen who truly internalize the "spirit of craftsman", work is not a means of competing for fame and wealth, but a kind of progressive attitude that does not miss any details.

2.2 Group Level

The “craftsman spirit” at the group level is the comprehensive embodiment of “Tao” and “skill”, which can be explored from the two aspects of team spirit and service consciousness.

The teamwork spirit advocated in the new era is no longer to excessively advocate the weak link effect and sacrifice oneself advantage to make up for the weak link, but to encourage individuals with a certain advantage or specialty to give full play to their strengths, promote the complementary advantages between teams, and promote the efficient completion of organizational goals. The basic characteristics of traditional craftsman are: single craftsman, independent completion, manual operation, manual labor, oral instruction, learning while working; The basic characteristics of modern craftsmen are: a large number of craftsmen, centralized training, social cooperation, advanced equipment, intelligent labor, knowledge transmission, separation of industry and education. For example, China’s self-developed high-speed railway “Fuxing” requires the smooth completion of more than 37,000 working procedures before a carriage can be made. These 37,000 working procedures cannot be completed by a single person, but must be completed by a number of workshops or teams, “the team”. The core of team spirit is “sincere cooperation”, rather than individual fighting. Therefore, having “sincere teamwork spirit” is the essential meaning of “craftsman spirit” in the new era [5].

As economic development has entered a new normal, consumption has become more sophisticated and personalized and diversified consumption has become the mainstream. The importance of ensuring product quality and safety and stimulating demand through innovative supply has increased significantly. After entering the modern large-scale industrial production, the consumer demand is mainly personalized and diversified, and it is more important to have the service spirit above the user. The “Craftsman spirit” emphasizes responsibility for customers, the pursuit of high-quality products and services, and the pursuit of exquisite skills, which will create an atmosphere for employees and enterprises to cope with complex market and production situations smoothly, and encourage employees to achieve higher goals through unremitting learning and innovation.

3 The Practical Dilemma of Cultivating the Craftsman Spirit of Skilled Talents

Since the “craftsman spirit” has been highly valued by the national top-level design, the theoretical circle of vocational education has also tried to study it from various dimensions, but it is “dabbler” and “difficult” in the practical operation level. The reason is that the craftsman spirit has long been hampered by economic foundation, cultural concepts, institutional policies and other aspects, which can be called “thorns”.

3.1 Changes in the Mode of Production

In the age of traditional handicraft industry, based on the production conditions and modes of production at that time, a single laborer was almost responsible for all the labor

from the initial design to the completion of the entire process of production [6]. Craftsmen carefully polish and carefully polish every process, step and detail, strictly follow the industry rules and teachers, keep improving on the products they produce, and achieve self-transcendence in the pursuit of perfection. Artisans who pursue excellence often prefer to stick to “grinding a sword for ten years” rather than give up quality. It is precisely this focus and persistence on product quality that condense the spirit of craftsmanship in the process of labor. Under this mode of production, craftsmen integrate their hard work into the production process, and then transform their job satisfaction and sense of achievement into their own professional ethics, spiritual motivation and specific values through continuous intensive cultivation and assiduous study. However, after entering the modern society, the way of vocational education has undergone great changes along with the way of social production. The original workplace learning based on “doing middle school” training has evolved into the school education based on knowledge imparting and practical training, and thus the contradiction between the craftsman spirit and the development of modern production has emerged. When tasks in production are refined, the process of a single artisan completing the whole product in the past is replaced by the division of labor and collaboration among multiple workers, and the workers’ focus gradually shifts to a specific work or a technical field in the production process. In addition, the application of a large number of modern technology and new equipment not only allows workers to participate in individual links of the production line, but also the mass standardized production mode aiming at the pursuit of production efficiency has broken the traditional production concept of “slow work makes good work”, and the workers’ love for products and interest in work have greatly decreased in the face of modern production. Modern craftsman spirit and production mode are difficult to connect effectively.

3.2 Shackles of Traditional Ideas

In Chinese traditional mainstream culture, the concept of “valuing morality over skills” is deeply rooted, such as “trivial skills”, “extraordinary skills”, “all kinds of inferior goods are inferior, only reading is superior”, “those who work hard govern others, and those who work hard govern others” [7]. In ancient times, the occupation was divided into scholars, peasants and businessmen. Compared with peasants, artisans all belonged to the lower status. In the feudal society, in order to consolidate their own interests and needs, the ruling class continued to praise Confucianism. Especially in the Han Dynasty, the idea of “valuing way and valuing tools” advocated in Confucian culture actually affected the inheritance and promotion of the craftsman spirit. The so-called “double way” means attaching importance to ethics and morals; The so-called “light tool”, that is, contempt or even discrimination of technology. As can be seen from the disdainful attitude towards technology, “craftsman” and “craftsman” have been branded with derogatory meanings. To this day, vocational education has experienced decades of leapfrog development, and occupies “half of the river” of higher education in our country. The conditions of running schools and the quality of talents training have been improved significantly, but the social evaluation has not been changed greatly. Vocational education is seen as a last resort for so-called “poor students” who fail to get into “good” universities, rather than a choice of choice and interest. “Skilled workers”, “artisans”

and other laborers feel “inferior” compared with “managers”, “white-collar workers” and other hard-working people, and their social status is not comparable. In such a social environment, artisans, traditional crafts and manufacturing techniques are increasingly marginalized, leading to a growing distance between outstanding talents and the ranks of craftsmen [8]. Students and graduates of vocational colleges have been artificially degraded, losing the talent base for cultivating the spirit of craftsmanship and gradually depleting the quality soil for breeding the spirit of craftsmanship.

3.3 The Lack of Top-Level Design

The change of production mode has resulted in poor soil for the cultivation of craftsman spirit, coupled with the shackles of traditional concepts such as “valuing morality over technology”, and the lack of attention and emphasis on craftsman and craftsman spirit for a long time. As a result, the top-level design and guarantee mechanism to support the cultivation of craftsman spirit has not yet been formed. Firstly, the legal system related to the cultivation of craftsman spirit is not perfect at present, and various complex property rights disputes often occur. For product designers and skilled personnel, not only their material interests have been hit hard, but also their spiritual aspects. Second, the vocational skills training system is not perfect. The spirit of craftsmanship is not only reflected in the craftsmanship, but also requires superb craftsmanship. Vocational skills are the key to cultivating excellent craftsman spirit. Although the country has put vocational education on the agenda, the relevant systems, especially the vocational skills training system, are still far from perfect, such as insufficient implementation of funds, sites, personnel and relevant incentive mechanisms, which have become the constraints for cultivating the craftsman spirit. Third, the evaluation and selection system of skill talents is not perfect. On the one hand, the content of the evaluation is relatively simple, and the rating is mainly based on the skill achievements of the skill talents, which accounts for a small proportion of the personal morality of the skill talents. On the other hand, the selection conditions for some highly skilled talents are too harsh, and many positions are limited by age, seniority, identity and proportion, which will make some skilled talents lose their enthusiasm and make the spirit of cultivating skilled talents fall into difficulties.

4 Occupational Post Group: The Link Between the Cultivation of Skilled Talents and the Cultivation of Craftsman Spirit

Compared with modern skilled talents, the typical characteristics of traditional craftsmen are “restricted” identity culture and “single” technical culture [9]. “Restricted” is reflected in the low social status and difficult economic situation of traditional artisans. The implementation of various household registration systems and the imposition of taxes have greatly constrained the freedom of life of traditional artisans. Modern skilled talents no longer face the restrictions of external conditions, only need to examine their inner true appeals, realize the confirmation of their own subjectivity, express their true selves in the process of practice, and meet their own expectations. Therefore, the formation process of individual craftsman spirit must be the process of full embodiment of

self-subjectivity. Only by realizing this formation characteristic can we avoid creating tool man advocated in the era of machine industrialization in the cultivation process, and make the cultivation object become a complete man suitable for the needs of occupational group.

To grasp the craftsman spirit of the new era, we should determine the specific representation of the craftsman spirit at different levels according to different spiritual needs, from a professional and technical perspective, and in combination with the characteristics of occupational positions, so that the craftsman spirit connotation can better reflect the differences in products, services and self-promotion, and avoid the generalization of the craftsman spirit of the contemporary era [10]. Therefore, in the process of cultivating craftsman spirit, it is necessary to pay attention to the relationship between the cultivation of skilled talents and occupational post groups. Guided by the talent needs of vocational post groups, the knowledge, skills and quality required by vocational posts should be integrated into the training process of skilled talents, so as to realize the effective docking between the training of skilled talents and the cultivation of craftsman spirit, and improve the cultivation effect of the craftsman spirit of skilled talents.

5 The Cultivation Path of Craftsman Spirit of Skilled Talents Based on Occupational Post Group

The cultivation of craftsmanship spirit of skilled talents should aim at realizing the organic combination of technical skills and craftsmanship spirit, so as to build a new path for the cultivation of craftsmanship spirit of skilled talents in the new era context.

5.1 Define the Training Objectives Based on Occupational Post Groups

The value orientation of the cultivation of craftsmanship spirit of skilled talents based on professional post groups is a heavy responsibility for craftsmen in large countries, which reflects the era significance and ultimate goal of the cultivation of contemporary craftsmanship spirit. The skilled talents in the future will not only stay at the level of self-development, but more importantly, they should shoulder the responsibility of national and social development, break through the narrow development thinking, and establish lofty career and life ideals [11]. The cultivation process of craftsmanship spirit of skilled talents based on vocational post group not only emphasizes the development of people's vocational and technical abilities, but also needs to develop people's learning abilities. It not only emphasizes the cultivation of professional quality, but also needs to develop people's positive personality. It not only emphasizes the cultivation of moral ethics, but also needs to stimulate people's subjective initiative. Taking great craftsman as the ultimate goal of the cultivation of craftsman spirit in vocational colleges can effectively guide the orderly development of students' professional ability and comprehensive quality, and provide clear direction guidance for students to realize the transformation to professional identity and lifelong development of their career. In order to meet the talent needs of the country and the industry, vocational colleges need to fully grasp the talent needs of the corresponding vocational post groups. Taking craftsman as the training target of skilled talents in China has a strong guiding significance of the times and reality, effectively

linking the concept of vocational education talent training with the demand of national economic and social development for the current specification of skilled talents.

5.2 Innovate the Curriculum System Based on Professional Post Group

For the cultivation of skilled talents based on vocational post groups, its curriculum system focuses on the research of post skills, that is, with “technology” as the core, connecting all parts of the curriculum system, and organically penetrating and combining “Tao”, so as to achieve the harmonious and unified development of professional quality while achieving the improvement of vocational skills, thus realizing the cultivation of craftsmanship spirit. The training of post skills is mainly divided into three stages. In the first stage, students need to master the professional operation skills and basic vocational skills required for a certain industry through professional training and teaching on the basis of learning theoretical knowledge [12]. The second stage is mainly realized through post training teaching. Based on the analysis of the core competence of the vocational post group, a curriculum group corresponding to the post competence is constructed, allowing students to make choices according to their own employment needs, so that students can have a targeted grasp of the core skills of a vocational post. The third stage is the fixed position training stage, which should ensure the consistency between the position of fixed position practice and the core skills of the previous stage, so as to further improve the post skills. In addition, in the training process of post skills, we also need to pay attention to the comprehensive requirements of relevant vocational posts for the talents, so we also need to strengthen the education of vocational college students at the two levels of “technology” and “morality” through the curriculum modules of public basic courses and quality development courses.

5.3 Innovate Teaching Methods Based on Occupational Post Groups

The teaching of craftsmanship spirit based on professional post group should first abandon the traditional teaching concept, respect the students’ dominant position in learning, and fully mobilize the students’ subjective initiative in learning. The focus of the teaching process has gradually shifted from teaching method to learning method, emphasizing the guidance of professional post groups, and integrating teaching, learning and doing. Facing the needs of the current vocational posts, the teaching methods with rich vocational education characteristics should be combined with the traditional teaching methods, guided by the tasks of vocational posts. Pay attention to the flexibility of practical teaching and methods, and comprehensively adopt project teaching, task teaching, inquiry teaching and other teaching methods to cultivate the craftsman spirit oriented by professional post groups. In the teaching process, we should make full use of digital teaching resources, enhance the attractiveness of classroom teaching, and reflect the practicality, professionalism and openness of classroom teaching [13]. In terms of teaching organization form, we can also enrich the professional position oriented teaching organization form. On the basis of class teaching system, we can use the combination of large class teaching and group cooperation training to effectively improve students’ theoretical knowledge and practical skills, and perceive and internalize the craftsman spirit in the unity of knowledge and practice.

6 Conclusion

With the transformation of talent demand from extensive type to sophisticated type, it is necessary to cultivate craftsmen skilled talents who are rigorous, dedicated, professional, striving for excellence, not just ordinary workers and industrial workers. The cultivation of craftsmanship spirit of skilled talents is not only reflected in the pursuit of excellence and perfection, but also requires a team spirit of sincere cooperation and a sense of service responsible for products and customers. For a long time, the mismatch between craftsmanship spirit and modern production mode, the shackles of the traditional concept of “valuing morality over weapons”, and the lack of top-level design and guarantee mechanism have led to the failure of the cultivation of craftsmanship spirit of skilled talents in vocational colleges. The specific connotation of craftsmanship spirit is closely related to the different needs of professional post groups. To achieve the effective connection between the cultivation of skilled talents and the cultivation of craftsmanship spirit, we are required to take the talent needs of professional post groups as the guidance, take professional post abilities as the center of the curriculum system, take practical teaching as the main teaching method, and cultivate students’ post abilities. Professional quality and craftsmanship spirit are the ultimate training objectives.

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