

Research on the "Craftsmanship" Embedded Talent Training Mode in Higher Vocational Colleges

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Keywords: Craftsmanship, Embedded, Training Mode

Abstract: Carrying forward the spirit of the craftsman, deepening the culture of the craftsman, and training the "Craftsman of Great Powers" with both virtue and craftsmanship are inevitable requirements for the in-depth advancement of the "Made in China 2025" plan, and are also the inevitable course to realize the transformation from a manufacturing country to a manufacturing power. This paper focuses on the training of the "spirit of the craftsman" in higher vocational colleges, embeds the training of "spirit of the craftsman" into the talent training mode in higher vocational colleges, and shows a system and path for the "spirit of the craftsman" embedded talent training in higher vocational colleges.

1. Investigation on the Status of the Training of "Spirit of the Craftsman" in Higher Vocational Colleges

1.1 Investigation on the Popularity of "Spirit of the Craftsman" in Higher Vocational Colleges

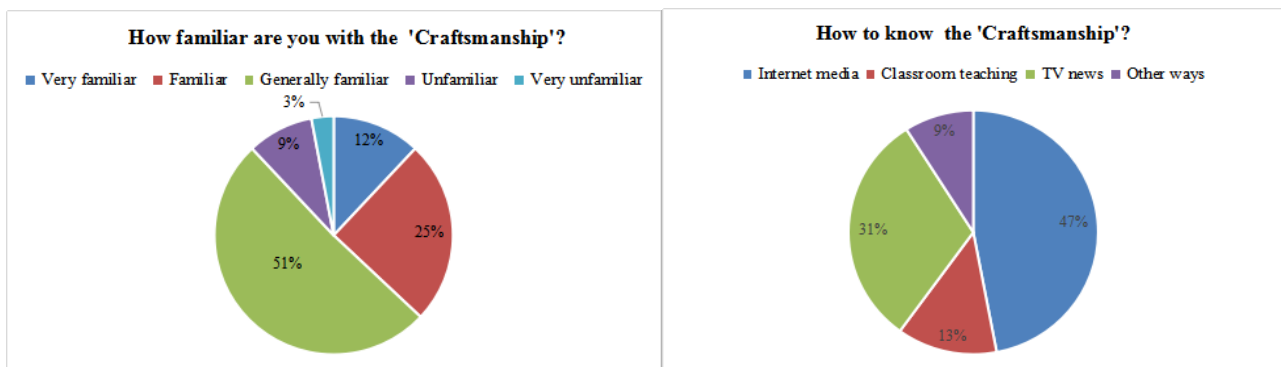


Figure 1 "Spirit of the craftsman" familiarity and information channel.

According to statistical analysis of the data, students in higher vocational colleges are very familiar with the term "spirit of the craftsman", and the spread and popularity of the "spirit of the craftsman" in higher vocational colleges is quite high; the media such as the Internet and TV have the most obvious spread of "spirit of the craftsman", while the proportion of the publicity on the "spirit of the craftsman" by course teaching in higher vocational colleges is relatively low [1-3].

1.2 Investigation on Students' Understanding of the "Spirit of the Craftsman" in Higher Vocational Colleges

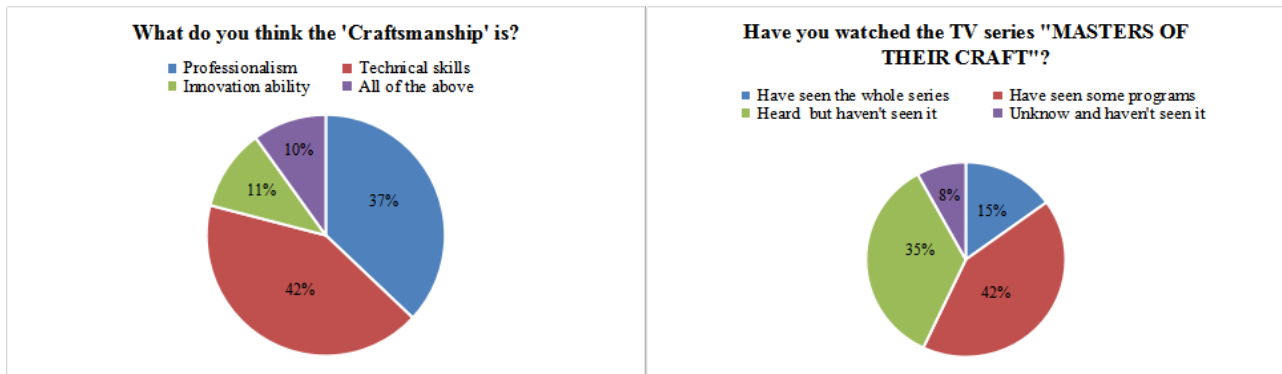


Figure 2 "Spirit of the craftsman" understanding and connotation understanding.

According to the statistical analysis of the data, it is shown that although the students at the school are familiar with the term "spirit of the craftsman", they still do not have a comprehensive understanding of the basic meaning contained in the "spirit of the craftsman", and it is necessary for them to have a further understanding of the connotation and meaning of the "spirit of the craftsman". Some students lack a comprehensive cognition and in-depth understanding of the "spirit of the craftsman".

1.3 Investigation on the Understanding of the Importance of "Spirit of the Craftsman" by Students in Higher Vocational Colleges

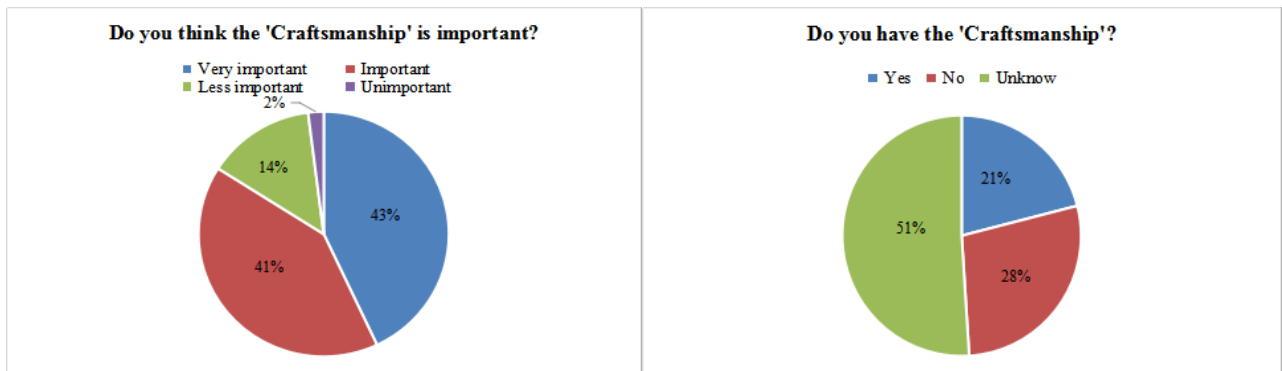


Figure 3 Importance of "spirit of the craftsman" and self-evaluation

According to the statistical analysis of the data, it is shown that the importance of the "spirit of the craftsman" has become a consensus among many students, who have recognized that the "spirit of the craftsman" is of great significance to their career and personal development; the understanding and cognition of the "spirit of the craftsman" of many higher vocational college students need to be further improved, and the training of the "spirit of the craftsman" needs to be further improved.

1.4 Analysis of the Status of the Training of the "Spirit of the Craftsman" by Teachers in Higher Vocational Colleges

Through communication with some full-time teachers, the training mode and evaluation system of the "spirit of the craftsman" are discussed. It is believed that the training mode and evaluation system of the "spirit of the craftsman" in higher vocational colleges are imperfect, which are mainly reflected in several aspects: The first is that the publicity means of the "spirit of the craftsman" are limited. At present, the publicity of higher vocational colleges on the "spirit of the craftsman" is relatively simple. Some of them only stay at the media publicity and news reports, and do not make students deeply understand the meaning and characteristics; The second is that the training time of

the "spirit of the craftsman" is not enough. The "spirit of the craftsman" is a professional spirit. In the process of talent training in higher vocational colleges, there is no systematic training plan, but more reliance on fragmented time for preaching. The training links and time for students' professional spirit are not enough. The third is that the training system of the "spirit of the craftsman" is in shortage. The teachers' understanding and cognition of the "spirit of the craftsman" needs to be deepened. The higher vocational colleges' talent training modes are not fully integrated into the "spirit of the craftsman", and they lack a relatively complete talent training system.

2. Analysis of the Training Problems of the "Spirit of the Craftsman" in Higher Vocational Colleges

2.1 The Connotation and Cognition of the "Spirit of the Craftsman" Need to be Further Improved

The "spirit of the craftsman" has rich connotations and characteristics, which not only has the professional requirements of the spiritual level, but also the operation requirements of the technical level, as well as the excelsior and increasingly innovative professional attitudes. It is found from the investigation data that although the students are very familiar with the term "spirit of the craftsman" and have recognized the importance of the "spirit of the craftsman" for self-development, they lack the understanding of the connotation of the "spirit of the craftsman" and the integration of professional spirit a lot [4]. However, the publicity means and methods of the "spirit of the craftsman" in higher vocational colleges are inadequate, and are not closely connected with students' career planning and professional development, leading to the general situation that students just know the term but do not know its meaning. The training of the "spirit of the craftsman" can just stay at the transmission of words, and cannot play an effective publicity and implementation role. In addition, the publicity means and methods of the "spirit of the craftsman" in colleges and universities need to be enriched, requiring multilevel and comprehensive publicity and communication.

2.2 The "Spirit of the Craftsman" Training and the Course Teaching Need to be Further Integrated

From the questionnaire and discussion among students, it is found that colleges and universities' understanding of the profundities of the contents of the "spirit of the craftsman" is insufficient no matter in professional courses, practical courses, or in public courses and ideological and political courses. They do not enable students to learn about and study the professional conduct code during the course, nor continuously shape their professional qualities and professional attitudes based on this. Many teachers also gave the feedback that presently, the integration of the spirit of the craftsman in the professional courses is still at the initial stage, which is the narration and case presentation of relevant professional behaviors and professional qualities, and cannot effectively make students feel the connotation of the spirit of the craftsman. The integration of the spirit of the craftsman in college and university courses is an important part of effective training of the spirit of the craftsman. The course teaching and the training of the spirit of the craftsman in higher vocational colleges need to be improved.

2.3 The Practice and Innovation Links of the "Spirit of the Craftsman" Need to be Further Strengthened

At present, the training of the "spirit of the craftsman" in colleges and universities is mostly carried out through publicity, which lacks practice and testing. Vocational colleges oriented by employment need to train talents with the "spirit of the craftsman" who meet the characteristics of the times better, and need the training mode with closer industry-education integration [5]. However, in the actual training process, there are still many problems in some colleges and universities, such as the connection between professional training and industry requirements is not close, and the technical skills and the technical requirements do not match, leading to the large gap between talent

training and professional requirements. The "spirit of the craftsman" in higher vocational colleges includes the training of professional spirit, professional quality and professional ability. Both the training time and training methods are inadequate. It is urgent to reasonably set up practice and testing links through university-enterprise cooperation and industry-education integration, and other means, and improve the effect of the training of the "spirit of the craftsman".

3. The "Spirit of the Craftsman" Embedded Talent Training System Mode in Higher Vocational College

The training of the "spirit of the craftsman" should be a process "to honor commitment and take practical actions"[3], which not only requires an environment of "honoring commitment", but also a process of "taking practical actions", and a way of "matching them". The environment of the so-called "honor commitment" is to understand and recognize the connotation of the spirit of the craftsman and the spirit of the times, to give full play to the main role of "classroom teaching", and to build a main channel for spreading the spirit of the craftsman to enable students in higher vocational colleges to know and keep in mind through "ideological and political classrooms", "professional teaching" and "publicity carrier", and so on. The process of the so-called "taking practical actions" is to transform the understanding and cognition of the spirit of the craftsman into practice, and reflect it with specific works, deeds and certificates. The training of talents in higher vocational colleges is employment-oriented, and the training of professional spirit should take the spirit of the craftsman as the core and train the professional spirit and the spirit of the craftsman through hard study and strict training. The so-called "matching" method is to adopt a variety of methods and forms to test the students' "honoring commitment" and "taking practical actions", thus achieving the mode of embedding of the "spirit of the craftsman" into the training of talents in colleges and universities. The embedded talent training system with the "spirit of the craftsman" as the core is to integrate professional skills, professional spirit and the spirit of the craftsman into the college and university talent training system, and integrate the "spirit of the craftsman" into the talent training in higher vocational colleges through the links of course education training system, technical skill training system, publicity carrier of the spirit of the craftsman, and testing of the spirit of the craftsman to build a multidirectional and multilevel talent training system.

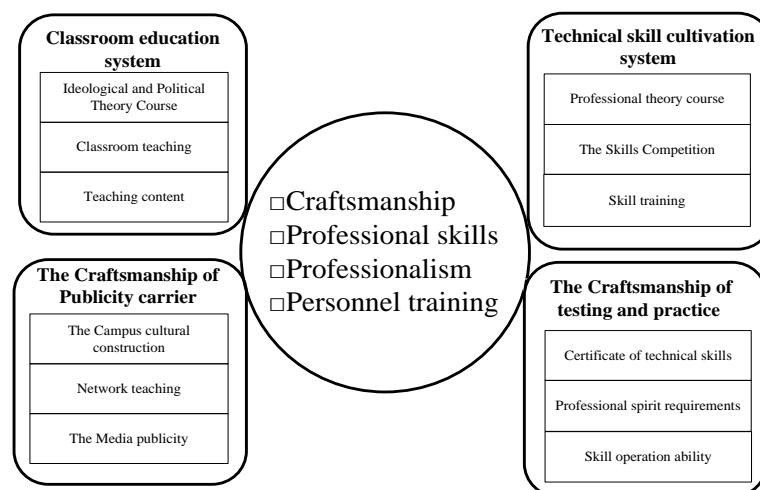


Figure 4 Professional spirit embedded talent training system with the "craftsmanship" as the core.

4. Research on the "Spirit of the Craftsman" Embedded Talent Training Path in Higher Vocational Colleges

The training of the "spirit of the craftsman" in higher vocational colleges can achieve the "spirit of the craftsman" embedded talent training path through the modules of publicity carrier channel, public foundation course, professional foundation course, and practice of the spirit of the craftsman.

Through the campus cultural activities, online media and special publicity and other means, the spirit of the craftsman should be integrated into the campus life in an all-round way to enable students to deepen their understanding of the connotation of the spirit of the craftsman and the spirit of the times[4]; through giving full play to the public role of the ideological and political courses, the spirit of the craftsman should be incorporated into the teaching link to enable students to have a systematic, comprehensive and profound understanding of the spirit of the craftsman; and through professional course teaching and internship and practical training links, the professional spirit and the spirit of the craftsman should be trained through theoretical knowledge and skill operation level, and the conceptual spirit of the craftsman should be transformed into concrete standards to enable students to understand and master the connotation of the spirit of the craftsman deeply. The common sense of the spirit of the craftsman should be incorporated into the assessment system, and rigorous training should be carried out in the internship and practical training, and the internship and practical training assessment and skill certificate should be taken as the focus to strengthen the training of students' professional spirit and professional skills; The professional skills competition should be integrated into the system of the spirit of the craftsman training [5]; Guided by the skills competition, the excelsior spirit of the craftsman should be internalized into actions, thus training craftsman talents with technologies and skills.

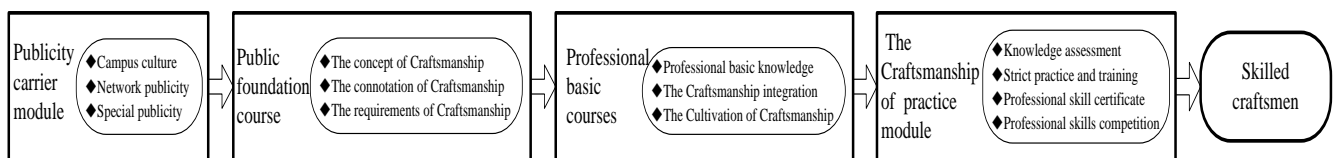


Figure 5 Professional spirit embedded talent training path with the "craftsmanship" as the core.

5. Conclusion

This paper puts forward the "spirit of the craftsman" embedded talent training mode in higher vocational colleges, shows building of a talent training system and path with the "spirit of the craftsman" as the core, and presents transforming of the "spirit of the craftsman" into operational, practical and evaluable practice links, and is of guiding significance for the training of the "spirit of the craftsman" in higher vocational colleges.

Acknowledgements

Fund Project: Some of the research results from the 2018 project *Research on the Professional Spirit Embedded Talent Training Mode of Higher Vocational Students with the "Spirit of the Craftsman" as the Core* of the Vocational and Technical Education Branch of China Association of Higher Education (Project No.: GZYYB2018059).

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