

Countermeasures for Training Talents with Craftsman's Spirit in Higher Vocational Colleges

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Abstract: The craftsman's spirit is a realistic need for the survival and development of higher vocational colleges, as well as the employment and personal development of students. The cultural construction departments of higher vocational colleges should attach importance to the promotion of the craftsman's spirit. By strengthening the design of various concepts such as the styles of teaching and study as well as the campus spirit, students could be encouraged to have the ingenuity possessed by craftsmen and adhere to their beliefs. Relying on the two important training platforms of schools and enterprises, the higher vocational education system should adopt the "12246" talent training mode to cultivate the craftsman's spirit. The spirit of craftsman is the need of industrial transformation and upgrading, and also the focal point of cultivating skilled talents.

1. Introduction

The word "craftsman's spirit" originated from Sheng-zhe Nie, who trained first-class woodworkers possessing this spirit. People's concepts of learning and employment change with the adjustment of the industry and education strategies. The "craftsman's spirit" becomes the universal pursuit. In addition to "craftsmen", there are more "scholars" standing out.^[1] The "craftsman's spirit" first appeared in The Report of the Work of the Government at the National People's Congress and Chinese People's Political Consultative Conference in 2016. Premier Ke-qiang Li pointed out that we should cultivate the spirit of craftsmen who strive for excellence, quality improving, variety increasing and brand creating. After several years of development of the manufacturing industry in China, the appearance of the "craftsman's spirit" in the report of the work of the government should be regarded as an important signal that cannot be ignored. In the eyes of many people, especially of the front-line workers, the spirit of craftsmen represents the breath of an era, and the spirit required by the manufacturing industry development from large to strong.^[2]

Higher vocational education, as one of the types of higher education, is "cross-border education". The feature is mainly embodied in the two characteristics of "higher" and "vocational". In recent years, higher vocational colleges tend to emphasize the needs of society and enterprises, and ignore students' requirements of self-improvement. Therefore, in addition to paying attention to the "vocational" feature of education, higher vocational colleges should also invest more in students' intrinsic values and reflect the "higher" feature of education.

2. Basic Connotation of the Craftsman's Spirit

Craftsman's spirit reflects the professional spirit. It is the professional value orientation and behaviors of practitioners; it is closely connected with the outlook on life and values; it is a person's attitude toward occupation and the spiritual concept he holds during the working process.^[3]

The aim of craftsman's spirit is to create excellent works in the industry. Its connotation includes following features.

(1) The first feature is keeping improving. Craftsmen are persistent in improving quality. Through repeated and continuous improvements, the product quality can be improved from 99% to 99.99%.

(2) The second feature is the attention to details. Craftsmen are willing to spend time and energy on details. They strive for perfection and attach importance to quality.

(3) The third feature is meticulous. Craftsmen are cautious, meticulous and comprehensive. They have high requirements on all details; the qualities of all components must be strictly tested.

(4) The fourth feature is focus and persistence. Craftsmen keep to their own rhythms. They pay attention to the quality of products and services. Their strict requirements can ensure the high standards of the quality.

(5) The fifth feature is spirit of dedication and profession. Craftsmen are determined to create the best products. They make unremitting efforts in the professional field, and always hold the serious and responsible attitude toward work.^[4]

3. The Necessity of Cultivating Craftsman's Spirit in Higher Vocational Colleges

Scholars have studied the issue from following four aspects. First, the craftsman's spirit is the need of China's economic transformation, upgrading and development. Attaching importance to the inheritance of craftsmanship spirit is an indispensable factor for the realization of a country with powerful manufacturing industry in the world. The essential aim of vocational education is to train applied talents. Analyzing the experiences of Japan, the United States and other developed countries, it can be found that the reason for their exquisite products lies in enterprise's quality concept as well as employees' meticulous working attitude and the pursuit of perfection. Staffs in these countries often associate their work with personal honor. So they tend to do all small jobs perfectly. Second, the craftsman's spirit is an important guarantee for the survival of enterprises. The reason why longevity enterprises are concentrated in these countries is that they all inherit the craftsman's spirit. Thirdly, the craftsman's spirit is the need for the survival and development of higher vocational colleges. According to a survey of more than 600 enterprises in China, most enterprises hope that besides the necessary vocational skills, young employees should also understand the truth of being a man and have a sense of responsibility for their work. Their views are almost the same: experience, knowledge and ability can be gradually cultivated in the practice of work, but the basic qualities such as the sense of responsibility must be cultivated from the school and then gradually formed at work. Finally, the craftsman's spirit is the realistic need of students' employment and personal development. Enterprises often highlight that employees should be "rigorous, responsible, hard-working and have one or more special skills" when recruiting talents.^[5]

4. Countermeasure of Cultivating Craftsman's Spirit in Higher Vocational Colleges

4.1 Respecting craftsmen and having the pure ingenuity

Japanese products are often praised for their unique "ingenuity". According to the provisions of Japan's Law on the Protection of Cultural Property (enacted in 1950 to preserve Japanese cultural property and promote national culture), valuable dramas, music and other intangible cultural achievements in Japanese history are regarded as "intangible cultural property". Among them, the most important culture achievements are designated as "important intangible cultural property". At the same time, the Minister of Science of the Ministry of Arts identified individuals who possess these skills as "the holders of important intangible cultural property". These people are commonly known as "the national treasures in the world". At present, Japan has more than 100 holders of intangible cultural property: the "national treasure in the world". They can receive a grant of 2 million yen (about 120,000 yuan) from the state each year to improve their "skills" and train successors. But they must report to the state about the use of this fund.

It is not enough to have such a reward system. China should cultivate the "craftsmanship consciousness" in the periods of preschool and school education as early as possible. Children should be cultivated to form the attitude of pursuing excellence. Craftsmen love their works, and keep improving their skills during their entire life. They never complain. In fact, the spirit of craftsmen also existed in ancient China. The story of "Paoding Jie Niu" in Zhuangzi is well known

to all. In the story, Paoding's knife has been used for 19 years. But its blade is still as sharp as it is just sharpened. This tells you a simple truth: people who grasp the objective law of things are skilled and handy.

"Paoding Jie Niu" and "the craftsman's spirit" have similarities as well as differences. They both advocate the spirit of grasping the objective law of things, and turning work into works of art. Good bricklayers regard their work as "works of art", and they think that every brick is the material of the works of art. Different combinations can be turned into 24 walls, 37 walls or other crafts. For irregular bricks, they can also make good use of their strengths and avoid their weaknesses as far as possible. They try to meet the quality requirements in the first process of the project, and to speed up the progress of the project at the fastest speed. In order to achieve this level, they need to learn and practice over and over again. For enterprises, on one hand, we need to train skilled craftsmen; on the other hand, we need staffs to concentrate on doing their own work, rather than doing things they are not good at. This is a higher level of craftsmanship.^[6]

I was deeply impressed by the program *Slow Before* at the Spring Festival Gala of CCTV in 2015. Its inspiration comes from Mu Xin's poems of the same title. "Time was slower in the past. Carriage, horse, mail needs time a little bit. You need your whole life to love people that suit." In fast-paced modern life, this simple song is like a clear stream, deeply touching the hearts of listeners, so that the impetuous heart can calm down and examine their own steps.

The cultural construction departments of higher vocational colleges should vigorously promote the "craftsman's spirit" and influence students' world outlook and outlook on life through the environment. Through strengthening the design of learning style, the teaching style and the campus spirit, students can be encouraged to adhere to their beliefs. For example, the school can tell students about the stories of moral models from all walks of life, and praise their tirelessly love the spirit of dedication. Students can become more positive and upward after contacting these figures with positive energy around them, and affirm their goals of struggle. In addition, the school can also invite excellent graduates to come back to school and tell students about their typical deeds, so as to promote students' fighting spirit and learning desire.

4.2 The "12246" talent training model in higher vocational education based on the craftsman's spirit

"12246" means that, the talent training mode has the "one" goal of higher vocational talent training. It relies on "two" important talent training platforms of schools and enterprises, and focuses on "two" talents training objectives of vocational skills and occupational spirit. In the process of training talents, schools and enterprises have different training objectives. We can divide the "12246" model into four different stages (Figure 1). The first stage is apprenticeship, which needs 1-2 years of training in schools and enterprises. The second stage is the helper, which needs 1-2 years of training in schools and enterprises. The third stage is the master, which needs 3-5 years of training in schools and enterprises. The fourth stage is the great master, which needs more than 8 years of enterprise training.

The training mode highlights "six" aspects. Based on occupation and work tasks, the curriculum system of higher vocational education is designed from three aspects: professional ideal, professional attitude and professional ethics. Courses about the core competence, the key competence and the peripheral competence of the professional curriculum are designed and developed. The integrated teaching content is also established. The thematic quality education is carried out through a series of thematic activities, practice projects and team-work projects. Detailed practice projects are shown in Table 1.^[7]

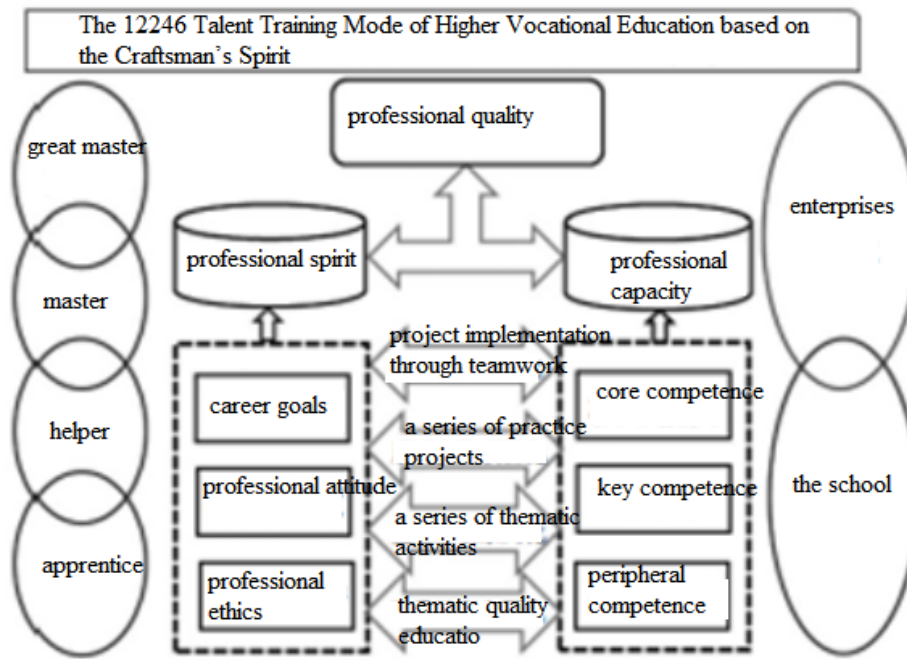


Figure 1. The “12246” Talent Training Mode of Higher Vocational Education based on Craftsman’s Spirit ^[7]

Table 1. Practice Projects with a Series of Quality Education Themes ^[7]

No.	Theme	Practice Projects	Aim of Projects
1	Carrying forward the craftsman’s spirit	<ol style="list-style-type: none"> 1. The school can organize students to watch documentaries of craftsmen. 2. The school can invite industry elites to hold lectures on the craftsman’s spirit. 3. The school can organize speech competition with the theme of the craftsman’s spirit. 4. Tutors can hold class meetings to promote the craftsman’s spirit. 	These measures can carry forward the craftsman’s spirit, and help students to understand the connotation and essence of the spirit. Through these measures, students can correct their attitude, firm their professional ideals and enhance their professional accomplishment.
2	Establishing the craftsman’s spirit	<ol style="list-style-type: none"> 1. The school can organize blackboard competition with the theme of Craftsman’s Spirit. 2. The school can build cultural exhibition in corridors with the theme of Great Country Craftsmen. 3. The school can organize speech competition with the theme of Carrying Forward the Spirit of Craftsmen and Exhibiting the Beauty of Youth. 	We should advocate the craftsman’s spirit of dedication, standard and accurate, further deepen higher vocational education, and deeply implant the “innovative gene” in students’ minds.
3	Cultivating the craftsman’s spirit	<ol style="list-style-type: none"> 1. The school can organize activities of looking for the artisans around us. 2. The school can organize educational activities of a week to cultivate the craftsman’s spirit. 3. The school can hold on-the-spot exhibition of professional skills. 	Higher vocational colleges need to cultivate students’ dedicated, accurate and innovative thinking mode, so that students can have the professional quality of craftsmen, and constantly improve their creativity.
4	Inheriting the craftsman’s spirit	<ol style="list-style-type: none"> 1. The school can organize students to participate in professional skills competitions at home and abroad. 2. The school can select and inherit the craftsman’s spirit and commend outstanding students 	The aim is to cultivate students’ teamwork spirit and loyalty to enterprises.

5. Conclusion

China is becoming a world manufacturing power from a manufacturing country. Craftsman's spirit is the need of industrial transformation and upgrading, and the focus of cultivating skilled personnel. Higher vocational colleges need to strengthen the cooperation with enterprises, cultivate students' professional skills, and pay more attention to the improvement of students' professional qualities.

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