

Adult Education Promotes Labor Transfer and Re-employment under the New Normal

Yanlei Si¹, Yaxi Wen²

¹School of Continuing Education, Dongguan Polytechnic, Dongguan, Guangdong, 523808, China

²School of Marxism, Dongguan Polytechnic, Dongguan, Guangdong, 523808, China

Keywords: Urbanization; Labour force; Employment rate; Adult education.

Abstract: In recent years, although China's new urbanization construction has made great progress, the cultural quality and technical level of China's agricultural transfer labor force are generally low and lack of labor skills, which still cannot meet the requirements of high-quality personnel in the new urbanization construction. As far as the current situation is concerned, with the rapid development of China's society and economy, China's rural social transformation will accelerate rural urbanization, and a large number of rural laborers will transfer in an orderly and rapid manner. The research on the function and path of adult education to promote the re-employment of agricultural transfer labor force is undoubtedly of great practical significance for accelerating the citizenization of agricultural transfer labor force, increasing the new urban human resources and promoting the sustainable development of new urbanization. Adult education must play its own functional role, not only to improve the re-employment ideological understanding and vocational skills of the agricultural transfer labor force, but also to improve the employment rate of the agricultural transfer labor force through order-based training, so as to shoulder its due responsibility for promoting the new urbanization process.

1. Introduction

After the reform and opening up, with the implementation of household land contract responsibility system and the acceleration of urbanization in rural China, a large number of rural surplus labor force has transferred to cities and towns [1]. Building a new socialist countryside is a strategic measure related to the overall situation of China's economic and social development and a historical task of long-term struggle. In this process, it is bound to be accompanied by the orderly transfer of a large number of rural surplus labor, which is bound to be accompanied by the continuous improvement of farmers' quality [2]. The transfer of rural surplus labor force to non-agricultural industries and cities is an important way to increase farmers' income and promote urbanization. To realize the citizenization transformation of farmers based on transfer and reemployment is the connotation of new urbanization construction [3]. Therefore, promoting urbanization is a comprehensive and systematic process, and its core contents include the transformation of economic and industrial structure, the adjustment of population employment structure and the change of urban and rural spatial community structure [4]. As far as the current situation is concerned, with the rapid development of China's society and economy, China's rural social transformation will speed up rural urbanization, and a large number of rural labor will transfer orderly and rapidly [5]. Therefore, to establish and improve the training mechanism of rural labor force, strengthen the vocational skills training of rural labor force, and improve the employability of farmers is a basic work to accelerate the transfer speed of rural surplus labor force.

The transfer of rural surplus labor force to non-agricultural industries and cities is the inevitable result of rural industrialization, urbanization and modernization. At present, the rural areas of most developing countries in the world are in the process of transforming from agricultural civilization to industrial civilization. The outstanding performance of the transformation is economic diversification, agricultural industrialization, industrialization, urbanization, villagers' autonomy, and farmers' class differentiation [6]. There are many reasons for the problems, one of which is that

under the background of new urbanization, adult education does not adapt to the background of the times and play its due role [7]. Research on the function and path of adult education to promote the reemployment of agricultural transfer labor force is undoubtedly of great practical significance for accelerating the citizenization of agricultural transfer labor force, increasing new urban human resources, and promoting the sustainable development of new urbanization [8]. Whether China's new urbanization construction can achieve substantial results and achievements, it will be the key to solve the re employment problem of agricultural transfer labor force. In view of the fact that rural education and training institutions are numerous and scattered, which is not conducive to the efficient operation of schools and the exertion of resource efficiency, the government must standardize and identify the training institutions for rural labor transfer according to certain policies and regulations, and form a training system with rural vocational schools, technical schools, Township adult schools as the main body and other training institutions as the auxiliary.

2. The necessity of reemployment of labor force transferred from agriculture

The core of new urbanization construction is people-oriented, that is, new urbanization is the urbanization of "people" first. To put it simply, the general process of new urbanization is that a large number of rural people are separated from agricultural production and transferred to cities and towns, thus realizing the citizenization of agricultural transfer population. For rural development, the growth of economic and social development indicators is still the core of its connotation. China is in a special historical period of rural transformation, so we should emphasize that there should be positive ideas, attitudes and behaviors in the process of development. The process of citizenization of agricultural transfer population is not only the location migration from rural areas to cities and towns, but also the role transformation from farmers to urban citizens. What is more important is that new citizens can live and work in cities and towns. Realizing the re-employment of new citizens is the basis for new citizens to settle down in cities and towns. Urbanization is an important symbol and necessary stage for a country to move towards modernization. However, with the acceleration of urbanization, more agricultural surplus labor will be produced. How to promote the transfer and reemployment of agricultural surplus labor has become one of the cores to solve the problems of agriculture, rural areas and farmers.

The composition of employment competitiveness is attributed to basic competitiveness, core competitiveness and environmental competitiveness. The specific construction model is shown in Figure 1.

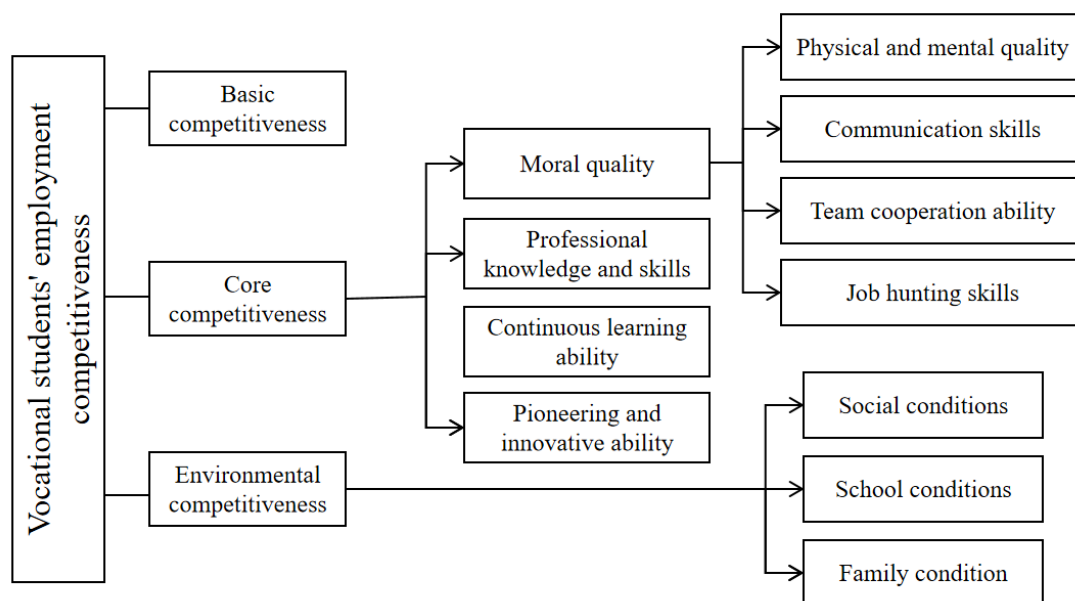


Fig.1 The composition of employment competitiveness

The re employment of agricultural transfer labor force is conducive to broaden the farmers'

vision and enhance their professional labor skills and comprehensive cultural quality. It can not only meet the needs of high-quality workers in the industrialization development, but also play a positive role in the promotion of urbanization. At present, only by fully improving the overall quality of agricultural transfer labor force, improving their employment, employment level and ability can they achieve smooth employment. To solve the problem of employment of the people is the requirement of new urbanization construction with human being as the core [9]. The problem that rural transfer labor force reemploys is encountered in every historical period in the world. Its manifestation is that the rural surplus labor force can realize employment in the city through the transfer to the city. To solve the problem of re employment of agricultural transfer labor will not only affect the construction of urban and rural areas and the coordinated development, but also affect the overall economic and social development and the realization of a well-off society. The lower cultural quality leads to the narrow range of employment and low employment level of agricultural transfer labor force, so only simple manual labor can be selected. However, the industrial structure of new towns is different from that of traditional rural areas, mainly the second and the third industries. Simple manual labor can not meet the needs of the new urban industrial structure.

3. The path of adult education to promote the reemployment of agricultural transfer labor force

3.1. Changing the idea of transferring labor force in agriculture

There is no other change without ideological change, and ideological change is the prerequisite for all other changes. Farmers' educational level is generally low, they have been engaged in simple manual labor for a long time, and they need less knowledge in their lives. From a deeper perspective, China's labor market will be divided vertically for a long time, because the promotion of farmers' human capital will be a long-term and arduous task. The low income makes the rural labor force unable to invest in human capital. Similarly, the low expected return of human capital investment makes them unwilling or seldom invest in human capital. The renewal of ideas is the premise to improve the quality of agricultural transfer labor force. Adult education should give full play to its own advantages, make full use of mass media such as television, radio, newspapers and magazines, computer network and so on to exert all-round and multi-means influence on agricultural transfer labor force, and guide them to establish the concept of lifelong learning and create an educational atmosphere for the people.

From the development of township enterprises, with the improvement of technical level and product quality, the demand for labor will transition from quantity to quality, and it is increasingly difficult for low-quality labor to find employment in township enterprises. Cross-regional transfer requires higher quality of rural labor force, and the industrial structure of economically developed provinces is undergoing the trend of high-level changes commonly existing in industrialized countries. However, the traditional construction industry and service industry absorb the rural labor force, which has some unfavorable factors such as low salary and high migration cost. Farmers with low quality are increasingly marginalized in employment. The government can invest in the establishment of specialized training institutions for agricultural transfer labor, and attract famous teachers or experts and scholars to participate in the employment training of agricultural transfer labor. Finally, the government can innovate the training mode of agricultural transfer labor force, and link training and education with qualification certification, for example, formulate relevant qualification certification system, and enterprises will give priority to those who have obtained qualification certificates. The nature and advantages of rural adult vocational education also determine that it is an effective way to improve the quality of the transferred labor force.

3.2. Innovating the training mode of reemployment of agricultural transfer labor force

Rural adult vocational education is a kind of complete education aiming at training skills, solving employment and serving economic construction. Low quality makes the correlation between rural

labor force transfer and economic cycle increase, because the labor force lacking culture often can only choose to do manual work in construction, transportation and other departments. Once the economy overheats, the use of migrant workers will increase. On the other hand, it is difficult for low-quality labor to transfer to non-agricultural industries, which may even affect the process of rural industrialization in the long run. Enterprise universities and vocational colleges can play a unique advantage in employment training. They have strong professional training teachers, complete course content, systematic training mode, relevant employment practice base, and a set of original training ideas, which can train ideal technical talents in a short time and efficiently.

Rural basic education is the fundamental policy to improve farmers' quality, but rural adult education is the palliative medicine to improve the cultural quality and technical operation ability of farmers who have entered and are ready to enter the city on a large scale. Compared with the traditional training methods, order-based training can train what the agricultural transfer labor force needs, be targeted, teach students in accordance with their aptitude, and apply what they have learned. Order-based training has clear objectives, strong pertinence, and can be informal. It can adopt the methods of combining classroom training with on-the-spot guidance training, combining expert training with staff experience explanation, and combining scientific and technological data with image data, so that the agricultural transfer labor force can learn skills as soon as possible, quickly master technical essentials, and apply the learned knowledge to practical activities. Adult vocational education must take the employment demand of the labor market as the starting point, so as to apply what it has learned and be called a successful vocational education. Therefore, it is the key to stabilize and even expand rural secondary vocational education to grasp the general climate of rural labor force transfer and provide high-quality labor force at various levels on a large scale.

4. Conclusions

The construction of human education network is conducive to the formation of rural labor resources database, the realization of resource sharing and dynamic management, and the construction of a rapid response mechanism for the effective reserve and collectivization output of rural labor. Accelerating the transfer of surplus labor force is an economic task for a long period of time in China. It is not only the need of the current situation, but also the key to the survival and development of rural adult vocational education. Rural education must fully implement the party's educational policy, adhere to the direction of serving agriculture, rural areas and farmers, enhance the pertinence and practicality of running schools, and meet the diverse learning needs of farmers. As far as their own factors are concerned, the difficulty of transferring agricultural labor to employment is not only the lack of technical ability of career transformation, but also the lack of ideological awareness. The lack of understanding of urbanization construction and the inadaptability of their own transformation make it difficult for them to meet various rules and requirements of the labor supply and demand market. Adult education can strengthen the macro allocation of the transferred labor force through liaison with relevant government departments, and promote the vocational training of the transferred labor force in a policy-oriented way, thus improving the efficiency of the transferred re-employment.

References

- [1] Wu Baoyun. Practical research on creating a new development model of adult education schools in towns and villages [J]. China Rural Education, 2019, 287(01):50-51.
- [2] Xu Fangzhou. EU adult learning still needs to be more attractive, inclusive, accessible and flexible [J]. World Education Information, 2016, 387(03):35-39.
- [3] Yin Jianbing. The enlightenment of the western theory of rural labor transfer on the policy of migrant workers' citizenization[J]. Adult Education, 2018, 038(001):55-59.
- [4] Huang Naiwen. The innovation of agriculture-related adult education mechanism for rural vocational education [J]. China Adult Education, 2019, 474(17):96-98.

- [5] Feng Yue, Wang Chunmeng. The educational needs of the new generation of migrant workers in the life course of citizenization[J]. Journal of Adult Education College of Hebei University, 2018, 20(03):53-59.
- [6] Zhu Hui. In-depth development of adult education under the direction of human resource development [J]. Modern Marketing (Business Edition), 2018, 308(08):255-256.
- [7] Zhu Jing. Analysis of the contradictions and countermeasures in the training of rural labor transfer in my country in the new era[J]. Adult Education, 2016, 36(002):36-39.
- [8] Xiong Rui. Research on the status quo and countermeasures of adult higher education [J]. Science & Technology Economic Guide, 2020, 708(10): 150-150.
- [9] Li Shuangshuang, Wu Gang, Gao Xiang, Xie Zhengzhong. Application of the core principles of adult pedagogy in human resource development [J]. Productivity Research, 2020, 340(11):140-143.