

# The Significance of German Dual System for Modern Apprenticeship in China

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**Abstract:** With the continuous development of national economy and science and technology, the talent training mechanism of our country is improved step by step. However, in the long run, China's modern apprenticeship system, after several years of exploration and practice, there are still some defects and deficiencies. Looking at the training mode of the western world, Germany's dual system has a strong reference to the optimization and improvement of modern apprenticeship system in China. Through the in-depth analysis of the German dual system, we can fully combine its advantages with China's national conditions and the development of talents, and find a talent training path suitable for China's social development needs. Based on this, this paper starts from the implementation of modern apprenticeship system in China, firstly briefly analyzes the concept and characteristics of German dual system, and then introduces the shortcomings of modern apprenticeship system in China at the current stage, and finally expounds the reference significance of German dual system for modern apprenticeship system in China according to the national conditions of China at the current stage. This will provide the related personage exchange reference

## 1. Introduction

Looking at the development and reform of the talent training mechanism in recent years, with the increasing demand of social talents, China's active exploration on the talent training model has never stopped. In order to meet the diverse needs of the current social economy and scientific and technological development for talents and cultivate talents with professional expertise and high quality, our country began to explore and implement the modern apprenticeship system and achieved good training results. However, from the perspective of the country's long-term development needs, the modern apprenticeship system at the current stage still needs to be further optimized and improved. With reference to the duplex system in Germany, the responsibility for talent training is shared by schools, enterprises, factories and other institutions, and it is guided by the needs of enterprise development and targeted to conduct apprentice training. This puts forward a new development direction for the talent training mechanism in China. In view of the progress of National science and technology and the continuous changes of social production methods, the training of high-quality talents in our country should pay attention to professionalism. On the basis of the current application of modern apprenticeship system, we should constantly explore and practice a scientific and reasonable new model.

## 2. The Concept and Characteristics of German Dual System

For many years, Germany has been in the leading position in vocational education, and the talent training mechanism has a strong reference. The German dual system refers to the use of enterprise training as a guide and main line in the training and education of talents. Schools conduct targeted training for students according to the development needs of enterprises and the needs of talents 'application, and at the same time strengthen students' practice and learning in enterprises and factories. Cultivate professional and adaptable talents.

From the analysis of the German talent education stage, German students have three choices for the schools they attend. They graduated from elementary school, junior high school, and high school. Students can choose to attend traditional schools or vocational colleges according to their own wishes and development conditions[1] And ... From the perspective of the personnel training

system, Germany pays attention to the cooperative education of enterprises and vocational colleges in vocational education. Student professional training is entrusted to enterprises and is governed by federal law. This determines that German vocational students have more opportunities and more professional institutions and platforms for training and learning. From the analysis of the degree of cooperation between enterprises and the National talent training mechanism, most large German enterprises will set up apprenticeship training workshops specifically, and some small and medium-sized enterprises will also use the form of rotating training to participate in the National talent training according to their own development. The cooperation between schools and enterprises has greatly improved the training effect of talents.

### **3. The Deficiencies of Modern Apprenticeship System in China**

#### **3.1. Modern apprenticeship does not meet the diverse needs of the skilled labour market**

With the development of economy, the demand of professional talents in China is constantly increasing. However, according to the current development situation, the demand of society and enterprises for talents shows a diversified trend. What is urgently needed for the development of the times is innovative, practical, and complex professional and technical talents. At this stage, in the face of the current industry situation,. The goal of modern apprentice training in our country is still to train the technical talents who can enter the enterprise for basic work, but there is still a great fault in the talents with high quality and solid professional skills urgently needed in the enterprise. Students who have gone through vocational education often find it difficult to find employment after graduation because they lack the practical experience of enterprises, and large and medium-sized enterprises have very high requirements for the work experience and professional ability of talents. Graduates can only start from the most basic apprentices even if they enter the company. The training method of the school is not suitable for the actual talent needs of the company[2] And ...

#### **3.2. Lack of cooperation between domestic enterprises and vocational institutions in the area of personnel training**

At present, in the course of the application of modern apprenticeship system in our country, the teaching methods of teachers are mainly based on the combination of theoretical knowledge and practice. However, with the development of the times, the current training model for talents in China lacks professional focus, and there is no great difference in the training programs for students in different development directions. The result is that the learning content of students in different majors has a great intersection, which is not conducive to future career development. At the same time, domestic enterprises lack the same apprenticeship training mechanism as in Germany, and the lack of communication and cooperation between schools and enterprises in personnel training leads to the lack of production practice training for students.

### **4. The Reference of German Dual System to the Domestic Modern Apprenticeship System**

#### **4.1. Innovating the talent cultivation concept and keeping people first**

The core idea of quality education has become deeply rooted with the vigorous implementation in recent years. One of the most important ideas is to put people first. In today's Internet age, students' ideas and lifestyles have undergone earth-shaking changes compared with the past. If vocational colleges and universities want to do a good job in student training, they must first of all innovate the concept of cultivating talents and adhere to the principle of putting people first. Adhere to the traditional student education idea and way, influence the student's professional skill learning effect. Adhere to the people-oriented talent training concept, that is, students as the basis and core of the talent training work, pay attention to the quality development of students, and cultivate applied and innovative talents that meet the development needs of the new era. Therefore, relevant colleges and universities should adhere to the people-oriented talent training concept, pay attention to

diversified talent training mechanisms, and promote students 'multi-directional development. Adhere to the concept of putting people first and educating people with virtue, the efficiency of talent training can be fully improved[2] And ...

#### **4.2. Development of development goals based on vocational competence**

At the current stage, the current modern apprenticeship system in China has a deviation in the orientation of training goals in the process of training professional talents. With reference to the German dual system of excellent personnel training concept, in the implementation of the professional talent training mechanism in China, should be based on professional ability to set training goals. The development of the training goal of vocational education should be synchronized with the development of our country's social and economic development. Nowadays, the development speed, rhythm and energy level of modern society are constantly rising, and the demand for professional talents is constantly increasing. For example, professional talents are required to have a higher comprehensive quality and can work across positions; The professional talents are required to have excellent innovation ability and can create wealth for the company; Professional talents are required to have a strong ability to adapt to the changes of the market economy and the competition mechanism. The process of social economic development and progress is constantly changing, which also requires that the personnel training goals of vocational colleges and universities should continue to innovate with the development of the times.

In order to train professional talents suitable for modern social and economic development, the idea of German dual system has given a certain inspiration to China's modern apprenticeship system. On the one hand, vocational colleges and universities should cultivate professional talents 'professional quality and comprehensive ability to enhance their own competitiveness. On the other hand, vocational colleges and universities should exercise the creative ability of talents and inspire talents 'creative thinking through various ways. The goal of talent training must always be consistent with the direction of career development.

#### **4.3. Create a training environment appropriate to the physical and mental development of students**

The State Council's "Implementation Plan for National Vocational Education Reform" put forward two elements of the spirit of "dual education" and "dual education". This is similar to the German dual system, and it is the development direction and education goal of the contemporary talent training model. New inspiration[3] And ... In the course of teaching students theoretical knowledge and professional skills training, teachers should fully consider the actual development of students, and create a training environment suitable for students 'physical and mental development through various teaching forms.

The core requirement of the concept of integration between teaching and teaching is to fully integrate the practice of teaching and knowledge, and realize the transformation of the traditional role of school education to the comprehensive role of scientific research, science and technology services, and personnel training. Under the guidance of the concept of integration of labor and education, educators must cultivate students 'professional skills and comprehensive quality. They can closely combine theoretical teaching with students' professional ability, and practice teaching according to the employment needs and career development goals of students in different majors.

#### **4.4. Adherence to Career Development-centred Curriculum Design**

Students learn professional skills only through classroom theoretical knowledge and limited experimental courses. It is unrealistic to make a big breakthrough in professional ability. Therefore, the school must build a platform for students to use their personal abilities. Let students through more practice to exercise themselves, enrich their own curriculum design results. With reference to the dualistic system in Germany, we should adhere to the need of professional development in the training of talents, and the student curriculum design should adhere to the center of professional development.

For example, for the curriculum design of technical students, the school teaching and research

office can establish a science and technology innovation practice project, prepare comprehensive reference materials for the project, and prepare a special venue for project activities. Encourage interested and capable students to actively participate in the project and make full use of their innovative abilities. At the same time, students can strengthen exchanges, help each other, and progress together. Teachers provide students with problem advice and technical guidance in the project. In addition, the school can invite the professional and technical personnel of the relevant enterprises to give students advice, which can make the curriculum design of students more suitable for career development. For research and development of particularly good designs, teachers must guide them in a timely manner, encourage students to put projects into practice, and achieve income-generating purposes[4] And ... This kind of curriculum design method provides students with a wide space for active thinking, provides opportunities and platforms for students' professional development, allows students to fully develop their creative talents, and subtly cultivate their own practice and innovation capabilities.

#### **4.5. Build a highly qualified teaching staff with advanced teaching concepts and means**

It is important to integrate the thought connotation of the German dual system into the modern apprenticeship system in our country. The relevant training teachers should have a keen sense of professional skill and professional development. Under the guiding ideology of the integration of labor and education, teachers should cultivate students' professional skills. First, the teachers' own professional level and ideological and moral qualities must be raised to a certain level and height, and then they can pass on their own practice spirit to students. Therefore, the leaders of vocational colleges and universities should strengthen the ability of the teacher team, build a high-quality teacher team with advanced teaching concepts and means, and continuously improve the faculty strength of the school.

On the one hand, the school should regularly carry out relevant knowledge lectures on vocational training, improve the teacher's knowledge system, and improve the teacher's professional literacy. On the other hand, the school can organize teachers to enter the company for study and study, so that teachers can understand the needs of the relevant enterprises in the current stage for human talents, and in practice continue to deepen their understanding of student training. Only teachers' awareness of professional skills has improved. In order to better educate and train students. In addition, teachers should strengthen their learning, constantly enrich their own knowledge reserves, update their education concepts, learn to use the perspective of integration of education and education, and actively study the advanced teaching methods of outstanding teachers and apply them flexibly to their own students. Education. Only through continuous innovation of teachers' teaching ideas and teaching methods can we guide the development of students' vocational skills.

#### **5. Conclusion**

To sum up, at the present stage, the personnel training model of modern apprenticeship system in China has achieved certain results, but in the long run, the current personnel training model lacks a certain degree of professionalism and pertinence. In order to train skilled personnel with practical skills who meet the needs of social development, relevant vocational colleges and universities should adjust their personnel training plans, fully study and absorb the advantages of the German dual system of personnel training, and continue to develop the advantages of China's modern apprenticeship system. Undertake appropriate innovation, so as to meet the diverse needs of different enterprises and various sectors of society at the current stage. Therefore, relevant vocational colleges and universities should strengthen the reform of curriculum and teaching activities, and explore the construction of a talent training mechanism suitable for students' development characteristics, so as to send more high-quality talents with professional expertise and professional skills to the National technical industry.

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