

Exploration on the Optimizing of the Training Model of Adult Education Talents in China from the Perspective of “Craftsman Spirit”

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Abstract: Talents training mode is the application system that the current education department looks at. It is a set of system that combines educational thought with teaching practice and feeds back each other. As the mainstream value orientation of the new era,” craftsman spirit” is praised for its professional spirit of excellence in work. At the present stage, there are still some deficiencies in the adult education training mode in China, such as the quality of teaching, the degree of openness and other factors. Implementing “craftsman spirit” into adult education personnel training is conducive to improving adult students' cultural quality and skills. This paper will discuss the necessity of “craftsman spirit” and the connotation of adult education personnel training mode. Based on the problems of adult education personnel training, it proposes to establish a new adult education personnel training mode.

1. Introduction

“Craftsman Spirit” guides us, no matter what occupation we are engaged in or what position we hold, to have an “ingenuity”. We should keep an attitude of excellence in our works and devote ourselves to pursuing the perfection of our works. As an important place for talent export, adult education institutions have the responsibility and obligation to devote themselves to cultivating students’ craftsmanship, and cultivating talents with “ingenuity” is also an important direction of adult education personnel training.

2. The Necessity of “Craftsman Spirit” in Talents Training

2.1 Connotation of “Craftsman Spirit”

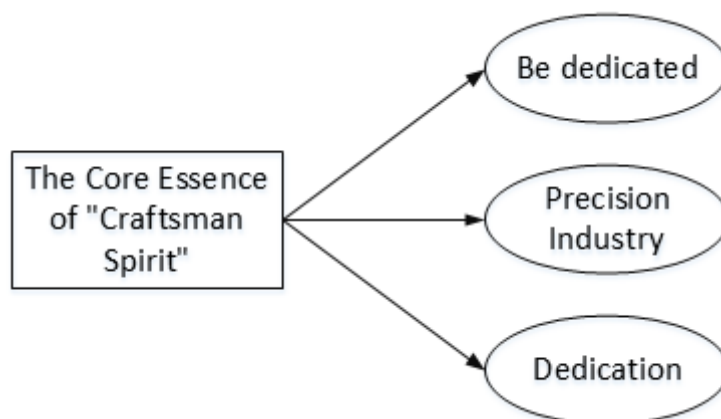


Fig. 1 Core Essence of “Craftsman Spirit”

“Craftsman Spirit” requires a kind of spiritual concept which is dedicated and pragmatic and pursues perfection in work. It has an important learning value for today's professionals. The core meaning of “craftsman spirit” has three kinds:

1) Dedication

As a traditional virtue of the Chinese nation, dedication is also one of the requirements of

contemporary core values. It has always been the noble character of our ancestors to guide our descendants. The professional spirit of dedication is based on the love of profession and the awe of profession. Professional workers are required to perform their duties and devote themselves to their work. They should not speculate or make mistakes.

2) Precision Industry

If dedication is the basic requirement of “craftsman spirit” for professional attitude, then precision is the basic requirement of “craftsman spirit” for the quality of work. Professional workers are required to be proficient in the field they are engaged in, pay attention to details in the process of complete work, do every process well with heart, and pursue the perfection of their works to the utmost.

3) Dedication

Since ancient times, dedication has been an extremely touching personal quality, and also a reflection of the professional workers' responsibility for their work. Dedication requires professional workers to shoulder the responsibilities of the post, and when faced with difficulties in their work, they should maintain their tenacity and perseverance for decades. Don't be eager to get things done. It's more valuable to invest in the work step by step.

At the present stage, China is in a critical stage of industrial transformation, striving to transform from a big manufacturing country to a strong manufacturing country. Promoting the spirit of craftsmen is conducive to promoting the transformation process. As an export port of talents, adult education should cultivate professional workers with “ingenuity”.

2.2 The Importance of Cultivating Students' Craftsman Spirit

Throughout the world, many world-renowned legendary enterprises are located in Germany, France and other countries. Looking closely, we will find that it is not accidental that Germany, France and other countries carry forward the noble “craftsman spirit”, which makes many large enterprises can withstand market scrutiny and become more tenacious in the grinding.” Craftsman Spirit” pays attention to every step of the process, and strives for excellence in professional attitude. At present,” Made in China” has become a label of China. China urgently needs to change it to “Created in China”. Such a dedicated professional attitude will help our country to cultivate more high-quality skills to promote the transformation of manufacturing industry. Talents, and train them into a group of rising main craftsmen. The state will promote the strategy of manufacturing power and speed up the improvement of industrial structure. The number of skilled craftsmen is also increasingly demanded, so that higher requirements will be put forward for the mode and purpose of adult education personnel training [2]. Implementing the spirit of craftsmen into the cultivation of adult education talents is an important means to cultivate advanced talents, promote the establishment of a new talent cultivation mode, and thus improve the comprehensive strength of our country. Taking “craftsman spirit” as a criterion to train students requires students to have a sense of reverence for their profession, to treat their work with persistent attitude and to pursue utmost tenacity, which is very beneficial to the overall talent cultivation in our country.

3. The Deficiencies in the Current Training Model of Adult Education Talents in China

3.1 Limited openness of adult education system

At present, there are adult higher education institutions in our country, including continuing education institutes of general universities, radio and television institutes, self-taught social training forces, night schools and so on. To a certain extent, these institutions have limitations, which are directly or indirectly guided by tuition fees, learning content, students' time, learning direction and other factors. As a result, many adults who need to be rebuilt cannot accept the edification of higher education, so many objective factors become the resistance of adults eager to learn. The problems revealed above lead to the obstruction of the development of adult education from its source.

3.2 Contradictions between individual diversity of students and management system

At present, adult higher education institutions generally have a set of rules and regulations which are in harmony with their own systems. The requirements of rules and regulations are essential. Adults are relatively mature and have more personality than adolescents. The diversity of individual students will become more and more obvious, such as different learning styles, personality characteristics and content requirements. It is an important manifestation of diversity among students. From the problem to the origin, the current rigid management system is difficult to easily change the diversity of students, resulting in the need for individual diversity cannot be fully met, hindering the development of students' personality.

3.3 The teaching allocation of adult education is not high

Compared with general higher education, adult education accounts for a lower proportion in higher education. Therefore, adult education is not as good as general higher education in terms of teachers, teaching facilities and textbooks. This differential treatment in quality prevents some adults who also receive higher education from possessing higher quality.

3.4 Poor combination of work and study

Adult education is similar to vocational education in many cases. It pays attention to the close connection between colleges and enterprises, and embodies the idea of combining work with study. However, some colleges and universities will choose to use in-school training instead of enterprise practice because they are not on the line with enterprises. However, in-school training base is always difficult to achieve the enterprise atmosphere, and it is also difficult to have the conditions that are really suitable for cultivating "craftsman spirit". In addition, although some colleges and universities are closely linked with enterprises, some enterprises regard students as cheap labor force to a greater extent, and "craftsman spirit" is also difficult to cultivate in such an atmosphere.

4. Combining the Spirit of Craftsmen to Optimize the Training Mode of Talents in Adult Higher Education

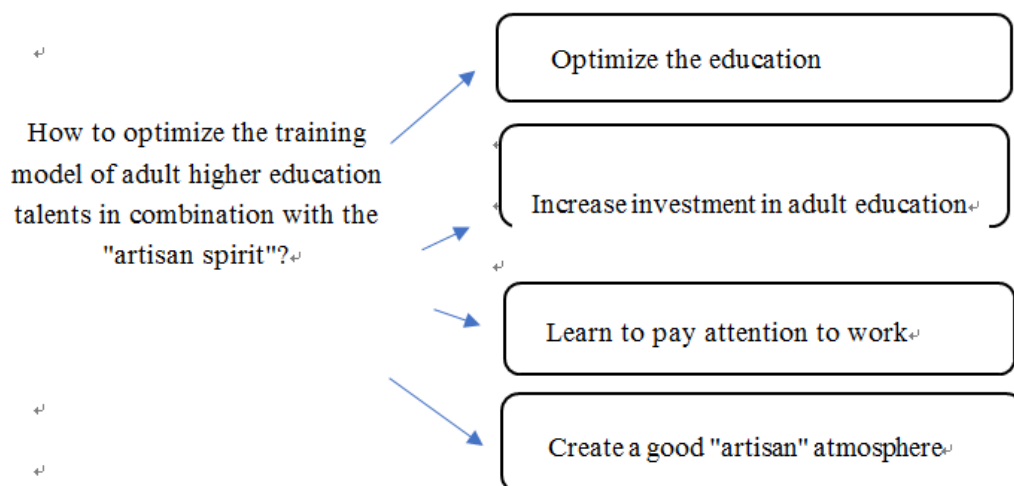


Fig. 2: Combining the Spirit of Craftsmen to Optimize the Training Mode of Talents in Adult Higher Education

4.1 Optimizing the Educational System

For a long time, there are many problems in the sense of existence and openness of adult education system. In order to deepen the significance of adult education, the adult education system should be more perfect, mainly from the aspects of rules and regulations, operating mechanism, acceptance threshold, etc., so as to arouse the active participation of social forces. For the country, we should strengthen the propaganda of adult education, advocate the necessity of adult education

to the whole society, attach importance to the combination of “craftsman spirit” and incorporate “craftsman spirit” into the specific requirements of the education system.

4.2 Increase investment in adult education

As mentioned above, adult education is not valued in higher education, and the teaching allocation of adult education is not as good as that of general higher education. With the increase of adult education propaganda, the state should also increase the investment in adult education personnel training, such as the investment in software and hardware equipment of colleges and universities, as well as the guarantee of teachers in Colleges and universities [4]. It requires the cultivation of “craftsman spirit” and “cultivation” cannot be separated from reliable teachers. In the process of teaching, teachers' words and deeds, working attitude and personal qualities have an impact on students' cognition. Therefore, to cultivate students' craftsman spirit efficiently, higher requirements must be put forward for the teachers of adult education.

4.3 Emphasizing the Combination of Work and Learning

The incorrect combination of work and study leads to the inadequate atmosphere of cultivating “craftsman spirit”. We should pay more attention to the application of the combination of work and study in adult education, and deepen the inherent meaning of the combination of work and study. Institutions should try their best to provide students with more opportunities, adopt the form of school-enterprise cooperation, with the help of the environment, resources and technology of enterprises, promote the cultivation of “craftsman spirit” and devote themselves to improving students' professional skills and practical operation level. In order to make students more adaptable to the practical study in enterprises, we can adopt the “apprenticeship” mode, assign several students to several experienced employees of enterprises, and in the ordinary work, the old employees take on the responsibility of “teacher” to guide the students.

4.4 Creating a Good “Craftsman” Atmosphere

In order to imperceptibly enable students to establish the “craftsman spirit”, we can strengthen the core meaning of the “craftsman spirit” from various aspects, such as teachers' words and deeds, the environment of the practice base and so on, and integrate the “craftsman spirit” into the whole teaching system. Cultivating students' craftsman spirit is not an overnight achievement, but a continuous process, which needs to be achieved through teaching environment and cultural output.

5. Conclusion

In the process of “craftsman spirit” and adult education personnel training, it is necessary for the government and colleges to vigorously publicize the connotation of “craftsman spirit” and the convenience brought to us by the continuation of “craftsman spirit” in the long history of mankind, so that students can understand the importance of “craftsman spirit”. At the same time, adult education should also change the status quo, so that more social forces can see the significance of adult education, so that more people who need adult education can return to the classroom and learn professional knowledge and skills, which is also conducive to improving the overall cultural level of our society.

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