

The Obstacle Factors and Countermeasures of Enterprises Participating in Vocational Education

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Abstract. The economic, cultural and social development in the underdeveloped areas is relatively backward, and the starting point and level of vocational education are low, the enthusiasm of enterprises participating in the vocational education is not high, which is not conducive to the long-term development of enterprises, so it is necessary to remove these obstacles. Therefore, from the relations of vocational education and regional economies in different theories perspective, it is deeply analyzed that the present situation and obstacles of enterprises participating in the vocational education in undeveloped areas, through the questionnaire, the main obstacle factors of enterprise participating in vocational education are obtained. Finally, through the comprehensive analysis, it is put forward the countermeasures to eliminate the obstacles of enterprise participation in vocational education in this paper, which provides theoretical basis and reference experience for the development of Vocational Education in remote areas of China.

Key words: enterprise vocational education, underdeveloped economy, hindering factor, questionnaire, elimination countermeasure

1 Introduction

Some underdeveloped areas are the new growth point of the future social and economic development, China's economic and social development strategy has begun to focus on the economic development of less developed areas. Vocational education is not only the most direct and closest education type to achieve enterprise innovation, transformation and development, but also an important pillar of strength to achieve full employment and accelerate economic growth in economically underdeveloped areas. To realize the modernization of vocational education in the underdeveloped areas, not only can promote the full employment and decent employment, with dignity and quality of employment, but also provides a powerful pillar of support for the development of economic transformation in underdeveloped regions. But the enthusiasm of enterprises participating in the modern vocational education is not high, there are many factors for enterprises to participate in the vocational education. Starting with the analysis of the current situation of the study in the vocational education from enterprises, in-depth investigation and analysis of factors hindering the vocational education, it has a certain significance to solve the reasonable factors hindering enterprises to participate in the vocational education.

2 The Present Situation of Enterprise Participating in Vocational Education

Under the current market economy environment, the economic system is not perfect in many aspects. It remains to be further explored how to adapt to the development of market economy. The cooperation enthusiasm of vocational education and enterprises is very high, but in the process of cooperation is often a hot, the enthusiasm of enterprise participation in vocational education is not high. Especially in the undeveloped areas, enterprises and schools will weigh their pros and cons when participate in vocational education, and then select their strategies, the status of the main performance of the following four points.

(1) The Impact of Supply and Demand on Vocational Education

In the underdeveloped areas, due to economic constraints, a large number of labor force has transferred to the developed areas, so human resource in these areas is short of technical personnel, professional production and technical personnel is more difficult to obtain, the enterprises' needing for vocational education is still relatively large.

(2) The Policy Status of Enterprises Participating in Vocational Education

In the current vocational education policies and regulations, the subject status rights and obligations of the enterprise and industry in the vocational education are not explicitly given. Therefore, there is no adequate training motivation and legal protection while enterprises participating in vocational education. That is to say, in the process of Enterprises participating in the vocational education, there is no policies and regulations to stipulate the enterprises must undertake the costs of education and training, there is also no specific compensatory policy of enterprises participating in vocational education. Therefore, in the pursuit process of maximization profit, if enterprises found unprofitable in vocational education, negative psychology will be produced.

(3) The Current Situation of Enterprise Perform in Their Social Responsibilities

The enterprise is the most basic unit in the economic system, and it is a member of the social organization, any social organization exists for the society, therefore they need to fulfill the social duty. Enterprise is not only a tool to create profits, but also needing to promote bear the corresponding responsibilities and obligations for the development of society while creating profits. In economically underdeveloped areas, due to the underdevelopment of the economy, the pursuit of economic interests and enterprise development are be more considered, and the performance of social responsibility and obligation is more passive.

(4) The Current Situation of Vocational Education

Since the establishment of our country China, medium vocational schools are generally changed from schools created by factories, vocational education has not been attached importance, affected by the level of enterprise development. Especially in underdeveloped areas, vocational education is more likely to be ignored, which makes the lower the enthusiasm of enterprises participating in the vocational education.

3 The Analysis of the Hindering Factors of Enterprises Participating in Vocational Education in Economically Underdeveloped Areas

In order to further analysis of hindering factors of enterprises participating in the vocational education in underdeveloped areas, the method of questionnaire and data mining are used to quantitative and qualitative analysis of obstacles, which can find out the main factors hindering enterprises to participate in the occupation education, the process is as follows.

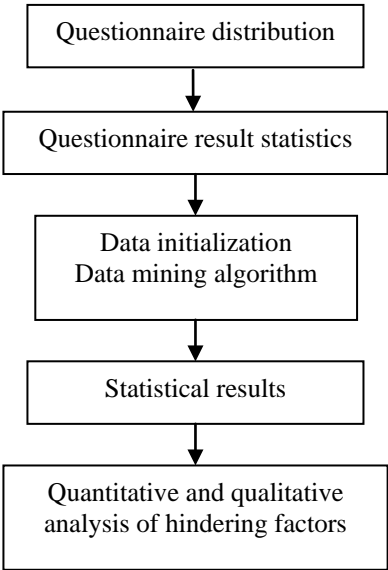


Figure 1: The process flow chart of the hindering factors analysis while enterprise participating in Vocational Education

In order to reasonably analyze the hindering factors of enterprises participating in Vocational Education in economically underdeveloped areas, the form of questionnaire is adopted in this study, the 6 options have been set up in the questionnaire, 100 enterprises have been surveyed in the questionnaire, the results obtained by the statistical analysis is been shown in Table 1.

Table 1: The survey results of enterprise participating in Vocational Education

Item number	Enterprise participation in vocational education content	Survey results
1	Training base	36
2	Curriculum development	25
3	Professional personnel training	66
4	Personnel order training	35
5	Learning employment	21
6	technical service	88

Table 1 shows the contents of survey of enterprises to participate in the occupation education in the form of cooperation, it is indicated by the

investigation results that, enterprises participating in vocational education is mainly to meet the demand for labor in the undeveloped areas, among them, the proportion of professional personnel training and technical service is higher, the curriculum development and learning employment accounted for a smaller proportion, which is less than 1/4. In addition, training base and personnel order training is also two important content of participation in vocational education, the impact of school- enterprise cooperation through these factors has been further analyzed, the results shown in table 2 has been got.

Table 2: The investigation results of factors hindering enterprise participation in Vocational Education

Item number	Enterprise participation in vocational education content	Survey results
1	School enterprise cooperation barriers	45
2	Lack of government guidance and management	52
3	The responsibilities of the two parties are not clear	77
4	The lack of school enterprise cooperation platform	86
5	Enterprise can't get talent guarantee	33
6	Negative impact of social public opinion	21

Table 2 shows the factors hindering survey of enterprises participating in the vocational education in the form of school-enterprise cooperation, it is indicated by the survey results that, the main hindering factors of the enterprises in undeveloped area participating in the school-enterprise cooperation is responsibility between the two sides is not clear and lack of cooperation platform, which is not conducive to enterprise effectively and expand cooperation in education schools. The other two important factors are the existence of cooperation barriers and lack of government guidance management, and other obstacles factors also include the enterprise can not get talent protection and negative impact of public opinion.

4 Ways and Methods to Overcome Obstacles

Through the analysis of the previous section that participate in the occupation education to solve the obstacle of enterprise, we must first solve the occupation education and training to enable the enterprise to obtain the return of the problem, and then ensure the rationality of occupation education and teaching quality, mainly from the following four aspects.

(1) Using Small Groups Instead of Large Groups

In remote areas, an important obstacle for enterprises to participate in vocational education is an enterprise group is too large, the number of staff and workers, and to participate in vocational education and training income is very small. To solve this obstacle, it is necessary to try to group large groups into

small groups, try to establish appropriate vocational education mechanism within small groups, stimulate enterprises to participate in Vocational training.

(2) Establishing Incomplete Labor Market Mechanism

Under the condition of market economy, the labor mobility is large, even if there are mutual poaching behavior between the small group, in order to prevent these behaviors, need some free flow system in the enterprises to participate in the occupation education to regulate labor. In the enterprises to participate in education and training, human interference in the labor market, such as reducing the wage gap between the enterprise workers in the enterprise, reach a wage agreement, to participate in the occupation education workers into the limit was lured to other enterprises.

(3) Constructing Credible Commitment Relationship

Between enterprises and training apprentices need to establish good faith and commitment to reduce the free flow of talent. Participate in the occupation education of workers in the enterprise, the need for training during the apprenticeship training time and income, after training to serve the enterprise time to reach an agreement, the apprentice to create value for the enterprise, enterprises to participate in the occupation education to compromise the cost, so as to improve the enthusiasm of enterprises to participate in the occupation education.

(4) Setting Standards for Enterprises to Participate in Vocational Education

Due to the lack of training standards, the training time and content are often determined by the enterprise, resulting in the quality of training can not be guaranteed, thereby reducing the effect of enterprise participation in Vocational education. So in the enterprises to participate in the occupation education, need to develop uniform standards, such as the need to participate in the occupation education apprenticeship qualification and level reached, clear training time and length, so as to determine the enterprise training duty to apprentice, the apprentice to reach the corresponding qualification examination.

(5) Achieve win-win Situation Between Enterprises and Vocational Education Schools

School-enterprise cooperation can achieve win-win goal between enterprises and vocational schools, which can improve the enthusiasm of enterprises to participate in vocational education, and improve the quality of teaching in Vocational schools. Through cooperation, enterprises can not only make their employees occupation training, but also can get more high-quality and high skilled talents from the occupation school, so as to realize the industrial structure and the upgrading of products, get more profit. Through cooperation with the school, enterprises can also improve their visibility, access to good social reputation, making it an effective way for enterprises to accumulate social capital.

5 Conclusions

It is not enough only relying solely on enterprises or single school efforts to eliminate the hinder factors of enterprises participating in Vocational Education, we need to strengthen the cooperation between schools and enterprises under the guidance of governments at all levels. The government can play the leading role by funding and evaluation, by means of policy subsidies and economic regulation means to improve the enthusiasm of enterprises participating in the Vocational education in the undeveloped area, and give full play to the advantages of enterprises to participate in the occupation education talents. We must promote the consciousness, responsibility of enterprises participating in the occupation education, using a variety of ways of enterprises to participate in the occupation education publicity, combined with the enterprise development strategy and enterprise culture, from the perspective of human resource management, and from the enterprise's mission and its occupation development.

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