

# On the construction of professional training system for counselors in higher vocational colleges under the background of the new era of educational reform

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**Abstract:** Under the background of education reform in the new era, higher requirements are put forward for the professionalization of counselors in higher vocational colleges. According to the survey, the professional training system of counselors needs to be further improved, and the effect of professional training of counselors needs to be gradually strengthened. This paper analyzes the construction path of the professional training system for counselors in higher vocational colleges under the background of educational reform in the new era, discusses the necessity of professional training for counselors, and summarizes the current situation of professional training for counselors: The training is not professional enough, the training system is not perfect, the training form is relatively simple. Combining the current situation and the needs of the new era of educational reform, this paper puts forward three countermeasures to improve the professional training content, improve the effectiveness of the training system, and innovate the training method, so as to promote the construction of the professional training system of counselors in higher vocational colleges.

**Keywords:** The background of educational reform in the new era; Higher vocational colleges; Counselor professional training system

## 1. Introduction

Education has always been highly valued by the Party, the country and the society, and teaching reform has also been actively carried out and promoted. With the development of teaching reform in the new era, the teaching content, form, mode, goal and concept of higher vocational colleges have undergone tremendous changes. It is clearly stipulated in the Regulations on the Construction of the Counselor Team in Colleges and Universities (Decree No. 24 of the Ministry of Education) that the counselor is an important part of the teacher team and the management team in colleges and universities, and has the dual identity of teacher and cadre. Under the background of this new era of teaching reform, in order to promote the education and teaching reform of higher vocational colleges and promote them develop healthily in the new era, To adapt to the new environment, we need to carry out a series of counselor training to provide excellent teacher resources for the development of higher vocational education and teaching in the context of the new era of educational reform. Under the new era background, the way, content and goal of professional training for counselors in higher vocational colleges also need to match with it, constantly innovate and optimize the professional training system, and build a professional training system for counselors in line with the background of the new era of educational reform. However, in the aspect of teaching reform, the domestic work started late. Under the background of education reform in the new era, there is no rich experience in the professional training of counselors in higher vocational colleges, and the construction of professional training system is still in the preliminary stage of exploration. Although some higher vocational colleges have been paying attention to the professional training of counselors, and have conducted some research and exploration. However, there are still various problems in the process of practical work, and a set of perfect professional training system has not been formed, which restricts the development of ideological and political education of college students in higher vocational colleges under the background of educational reform in the new era.

## **2. Necessity of professional training for counselors in higher vocational colleges under the background of educational reform in the new era**

Under the background of education reform in the new era, higher requirements are put forward for the professional ability of counselors in higher vocational colleges. If the professional ability and level of counselors are not improved, they will not be able to adapt to the education and teaching work in higher vocational colleges under the background of education reform in the new era. Therefore, it is imperative to strengthen the vocational training of counselors in higher vocational colleges, mainly reflected in the following two aspects.

### ***2.1. Counselor professional level is not high, can not adapt to education work***

For most students, after studying their major for four years in university, they will apply their professional knowledge to the job after graduation. However, the profession of counselor has certain particularity. Most counselors do not major in ideological and political education, psychology and other related majors before graduation, and they have some deficiencies in the professional level of counselors. Therefore, they have only a partial understanding of how to educate, guide and help students, which makes it difficult to adapt to the teaching work in higher vocational colleges. Under the background of educational reform in the new era, it is necessary to carry out vocational training for counselors in higher vocational colleges to improve their professional level. In the training, the counselors are set to carry out the ideological and political education of college students related training content, and regular assessment, to test the counselors' grasp of the ideological and political education knowledge of college students. Counselors are encouraged to apply the knowledge learned in training to practical teaching work, so as to effectively improve the professional level of counselors by combining theory with practice. Counselors are encouraged to communicate more with students, learn more about students' daily living conditions and difficulties, timely help students to solve problems in life, and exercise their professional ability in practical communication.

### ***2.2. The counselor's professional ability is not strong, which affects the career planning***

With the rapid development of social economy, the connection between higher education and social life in our country has become more and more close, students actively respond to the challenge of higher education at the same time, and establish social consciousness. However, the counselors in higher vocational colleges are still lacking in professional level. This is because most of the counselors in higher vocational colleges are young college graduates who have not experienced the temper of society before taking up this job. Limited by their own experience, they are difficult to help students solve problems in study and life. It's also hard to find the right direction to work as a counselor. Therefore, against the background of educational reform in the new era, it is necessary to conduct vocational training for counselors in higher vocational colleges, guide counselors to establish correct learning concepts and formulate long-term career development plans, so that counselors can provide correct guidance and help for students according to changes in different situations in actual work, which is conducive to promoting scientific work of college counselors [1]. In addition, counselors can contact more and learn more new things. They can also make friends with more peers and deepen their understanding of their career by sharing their own experiences. Through professional training, counselors can better master the dynamics of the whole career development, learn about things and materials that they cannot access before, so as to broaden their horizons and improve their sense of professional responsibility and mission.

## **3. Current situation of professional training for counselors**

### ***3.1. Training is not specialized enough***

At present, the overall effect of higher vocational college counselor training is not professional enough, which is reflected in the unreasonable professional training of college counselors. Reasonable work arrangement can not only make the whole training program more smooth, but also better achieve the training objectives and effects [2]. According to the Regulations on the Construction of College Counselor Team, Opinions on Strengthening the Construction of College Counselor Homeroom Team and other relevant documents, higher vocational colleges are required to organize more than four counselor training activities and projects every year, but there is a big gap between the practical

training of college counselors and the national demand, as shown in the Table 1.

*Table 1: Participation of Counselors Training Activities in Higher Vocational Colleges (Survey on some higher vocational colleges)*

Serial No	Project	Proportion/%
1	Have received 6 or more trainings every year	5.45
2	5 training sessions per year	7.64
3	I have received 4 trainings every year	21.68
4	Have received 3 trainings every year	57.46
5	Have received training twice or less every year	8.43

It can be seen from the above table that only 5.45% of the counselors have received more than 6 trainings every year, 7.64% have received more than 5 trainings, and 21.68% have received more than 4 trainings. However, most counsellors receive training 1-3 times a year, which clearly fails to comply with the relevant documents and policies of the state. Since there is relatively little time for professional training for counselors, in addition to the traditional training on ideology and theory, basic knowledge and basic responsibilities, counselors also need to sum up experience through exploration. Although this training method is simple, but not standardized, lack of systematic and planned. In most cases, the orientation training for counselors is organized by their schools. The main task of the training is to help new counselors understand and get familiar with the job content and responsibilities. After a period of training, they will be assigned to work in different colleges. Due to the lack of professional training time during the induction training, it is difficult to meet the professional and systematic training content and purpose of the counselors, which greatly affects the improvement of the counselors' professional ability and makes it difficult to achieve the goal of improving the counselors' working ability.

### **3.2. The training system is not perfect**

At present, higher vocational colleges have not improved and innovated the professional training system for counselors in response to the needs of the new era of educational reform. They still use the traditional training system, such as the lack of evaluation of their training content, training methods, and training effects. This is because there is a lack of a complete quality evaluation system and incentive mechanism. It is impossible to effectively evaluate the training quality by relying on "attendance system" and "submitting summary" alone, It is more difficult to ensure the effectiveness of training [3]. This has led some instructors to lose their enthusiasm for learning soon after the training, thus affecting the effectiveness of the training, especially restricting their long-term training. Although some higher vocational colleges have improved the training system based on the needs of the education reform in the new era, there is still the problem that the training system cannot be properly implemented [4]. In the process of implementation, the training system of some schools has become a "scarecrow", unable to speak or act. The training work has not been carried out in accordance with the system, and the real significance and value of the training system has not been brought into play.

### **3.3. The training form is relatively simple**

In addition, at present, the training mode of college counselors still follows the traditional mode and is still dominated by "lecture", which will be difficult to effectively promote practical training such as "case lecture" and "scenario simulation", and the participation of students and the effectiveness of training are also limited and affected. Especially in recent years, due to the impact of the COVID-19 epidemic, many trainings have been carried out online, which lacks the "same space" and other restrictive factors, which puts higher requirements on the initiative and enthusiasm of instructors to participate in the training, and to a certain extent, the training effect will be reduced.

## **4. Strategies for building a professional training system for counselors**

Most of the new counselors in most higher vocational colleges are fresh graduates who have no corresponding work experience and cannot meet the requirements of all levels of student counseling work in the context of the new era of educational reform, which requires the education administrative departments and higher vocational colleges in all regions to build a scientific and reasonable professional training system for counselors. There are unreasonable settings for the current professional training of college counselors the training content is lack of effectiveness and other problems, so we

should scientifically and reasonably solve them to achieve significant improvement in training quality, significant expansion of training scale, and steadily promote the reform and development of education and teaching in higher vocational colleges. In view of the needs of the background of the new era of educational reform, this paper puts forward three countermeasures to improve the professional training content, improve the effectiveness of the training system, and innovate the training methods, so as to build a professional training system for counselors.

#### 4.1. Improve professional training content

Higher vocational colleges should be based on "people-oriented", to participate in training instructors for the actual research, consulting, listen to their views and Suggestions, and according to their actual needs, set up a scientific and reasonable training content and plans, and to achieve high quality and practical professional counselor training, and fundamentally eliminate the "formalism" [5]. There should be strict regulations for the counselors who participate in the training, without any reason to be absent, strengthen the professional training of counselors in higher vocational colleges, improve the theory and practical ability of counselors, and gradually realize the goal of professional counselors in higher vocational colleges. Under the background of educational reform in the new era, a qualified college counselor should have three qualities: basic competence, professional competence and special competence. The specific contents are shown in the Table 2.

Table 2: Professional Ability of Counselors in Higher Vocational Colleges

Ability	Serial No	Content
Basic capabilities	1	Ideological and political education ability
	2	Communication ability and communication ability
	3	Professional ethics
	4	Ability to update knowledge and skills
	5	Ability to master new knowledge and skills
Vocational ability	6	Public crisis handling capacity
	7	Task coordination ability
	8	Extracurricular investigation and research ability
	9	Practical ability of new technology
Special capacity	10	Student organization ability
	11	Student management ability
	12	Students' learning guidance ability
	13	Professional education and teaching ability
	14	Students' psychological counseling ability
	15	Students' psychological counseling ability

It can be seen from the above table that in each stage of training, training objectives and tasks should be reasonably formulated, professional needs of counselors and the objective laws of professional training should be fully considered, appropriate methods should be selected for training, and targeted professional skills training should be carried out to make them have certain periodicity, fixity and diversity, which is conducive to promoting the professional development of counselors [6]. The regional education administrative departments at all levels shall hold at least three special training courses for professional counselors every year, expand the training content around the professional skills in the above table, and improve the basic competence, professional competence and special competence.

#### 4.2. Improve the effectiveness of the training system

In order to ensure the smooth progress of the training of college counselors, it is necessary to establish a perfect guarantee system mechanism, ensure its effective implementation, and enhance the effectiveness of the training system. It is necessary to combine the sound training system with the demand of educational reform in the new era, so as to make the training system of counselors more scientific and effective. First of all, it is necessary to strengthen the top-level design of the system, develop long-term counselor education and training programs, and pay attention to the differentiation of training levels from the perspective of specialization and professionalism. Second, we should implement the policy system of combining training with practice, and implement the management method of "training before working" [7]. At the same time, colleges and universities should allocate special funds to support instructors to continue their studies and obtain professional technical

qualifications. Third, the policy of combining training with personal development should be implemented, and the professional training results should be organically combined with the promotion of individual administrative positions and professional and technical titles. Only after certain training credits are completed within the year can they be promoted.

### 4.3. Innovative training methods

In addition, it is also necessary to innovate the training system methods, and carry out special lectures with the theme of vocational competence improvement as the core. In the training process, we should pay attention to "case type" training, "practical type" training, and on-site visits to integrate the training content with the actual teaching, and properly add problems discussion and other links in the training process to improve the effect of professional training. In addition, the training of counselors should be based on their own work and personal development, strive to develop a set of training programs suitable for the long-term development of counselors, provide counselors with targeted training, professional training according to different training objectives, constantly update the knowledge system of counselors, improve the professional ability of counselors.

## 5. Conclusion

Under the background of education reform in the new era, higher requirements are put forward for the professional ability and professional level of counselors in higher vocational colleges. This time, the author firstly analyzed the necessity of constructing vocational training system for counselors in higher vocational colleges under the background of education reform in the new era by combining relevant literature and personal experience, and found that the current counselors' professional level is not high, it is difficult to adapt to teaching work, and their professional ability is poor, which affects their career planning. Therefore, it is necessary to conduct systematic vocational training for counselors in higher vocational colleges. On this basis, the analysis of the current situation of professional training counselors, found that the training system is not professional, the overall design is not perfect, the training form is relatively simple, it is difficult to meet the needs of higher vocational college counselors in today's background. Furthermore, suggestions and opinions on the construction of professional training system for counselors are put forward. By improving the content of professional training, improving the effectiveness of the training system and innovating the training system methods, the effective development of professional training for counselors in higher vocational colleges is promoted, which is helpful to improve the professional level of counselors and enhance the training effect.

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