

Research on the Expanding Enrollment and Specific Training of Ex-serviceman in Higher Vocational Colleges—A Case Study of Shenzhen Polytechnic

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Abstract: *The expanding enrollment of higher vocational education is a major decision made by the Party Central Committee and the State Council based on the overall situation of economic and social development, a major political task, and a major opportunity for the development of modern vocational education. Based on the empirical research on the enrollment expansion of ex-servicemen in Shenzhen Polytechnic, this paper analyzes and summarizes the significance of enrollment expansion of ex-servicemen, the specific enrollment work and the specific training path. By using the effective data and information obtained from the survey of students and interviews, this paper analyzes the academic characteristics of ex-servicemen, and designs a specific talent training mode for ex-servicemen, so as to provide reference for other higher vocational colleges should expand the enrollment of ex-servicemen to provide reference, deepen the reform of vocational education, and ensure the stable development of society.*

Keywords: *higher vocational colleges; ex-servicemen; expanding enrollment; specific training*

1. Introduction

In the government work report, Premier Li Keqiang mentioned that “a large-scale expansion of 1 million students in higher vocational education” and the target group is high school graduates, ex-servicemen, laid-off workers, migrant workers and other groups. The expansion of higher vocational education by one million students is a major decision and deployment made by the Party Central Committee and the State Council based on the overall situation of economic and social development, and a major political task determined by it. It is also a major opportunity for the development of modern vocational education. Subsequently, Article 1 of the “Main Tasks” in the “Special Work Implementation Plan for Higher Vocational Enrollment Expansion” (JZC [2019] No.12) discussed and approved by the State Council pointed out: “Separate plans for ex-servicemen, laid-off workers, migrant workers, new professional farmers and other groups.” The state puts ex-servicemen in the first place for higher-level recruitment expansion. Shenzhen Polytechnic thoroughly implements the decisions and deployments of the Party Central Committee and the State Council, and vigorously implements the expansion of ex-servicemen.

2. The significance of enrolling ex-servicemen in higher vocational colleges

“Ex-servicemen” refer to soldiers who have retired from active service, including demobilized soldiers, demobilized soldiers, and ex-servicemen. There are three main reasons why the state requires higher vocational colleges to expand the recruitment of ex-servicemen:

2.1. Promote ex-servicemen to adapt to economic and social development

As the economy has shifted from a stage of rapid growth to a stage of high-quality development in China, we need high-tech and high-skilled personnel. There are 57 million ex-servicemen in China, and this number is increasing at a rate of more than 100,000 per year. After several years of high-intensity military training in the army, ex-servicemen have cultivated their spirit, character, quality, physical ability and skills. Ex-servicemen are an important human resource and an important force in building socialism with Chinese characteristics. Through the expansion of higher vocational education,

the state provides targeted, systematic and professional vocational education for ex-servicemen, which will optimize the talent structure, expand effective supply, provide manpower and talent support to promote economic and social development and improve national competitiveness, and solve high-skills talent shortage.

2.2. Achieve high-quality counterpart employment for ex-servicemen

Ex-servicemen have lived in the army for a long time, have little understanding of social needs, lack of vocational education and professional skills training, and have weak social integration capabilities. This has led to repeated encounters with job hunting after retirement. Even if they are barely employed, there will be poor job matching. Employment satisfaction is not high, and they cannot integrate well into society. The expansion of the enrollment of ex-servicemen in higher vocational colleges is to tailor vocational education and training programs for ex-servicemen to help ex-servicemen improve their academic qualifications while improving their professional skills, and increase their employment counterparts. The research on the expansion of recruitment of ex-servicemen training programs is to improve the national vocational education system and the guarantee policies for technical and technical personnel, to deepen the reform of the school system and the education mechanism, and to promote the education of our country with the major reforms and development of modern vocational education. It is the optimization and connotative development of higher education structure.

2.3. Stable employment of ex-servicemen ensures stable social development

Among the goals set by the central government to further stabilize employment, stabilize finance, stabilize foreign trade, stabilize foreign investment, stabilize investment, and stabilize expectations, stabilizing employment ranks firstly. Enrolling more ex-servicemen in higher vocational colleges is a key measure to alleviate the current social employment pressure. After enrollment expansion, stable employment of ex-servicemen is to realize their own value, promote economic and social development, and serve national defense and army construction. At present, China is in a critical period of industrial transformation and upgrading. Under the leadership of the government, it is urgent for higher vocational colleges to actively integrate into regional development, continuously deepen the integration of production and education, school-enterprise cooperation, industry guidance, and train a large number of ex-servicemen to be creative and good at Innovative technical and skilled talents serve the high-quality development of the regional economy and ensure social stability.

3. Shenzhen Polytechnic vigorously implements the expansion of the enrollment of ex-servicemen

Shenzhen Polytechnic thoroughly implements the decisions and deployments of the Party Central Committee and the State Council, according to the “National Vocational Education Reform Implementation Plan”(GF [2019] No.4), the Ministry of Education and other six departments issued the “High Vocational Enrollment Expansion Special Work Implementation Plan”and The “Notice of the Guangdong Provincial Department of Education on Doing a Good Job in the Second Phase of the Special Action for Higher Vocational Enrollment in 2019” document spirit, fully implement the Ministry of Education, the Ministry of Education, the Ministry of ex-servicemen Affairs, and the Ministry of Finance. “Notice on Educational Work”, seize development opportunities, take the initiative to respond to challenges, and take the expansion of higher vocational education as a new driving force for deepening the reform and development of vocational education and improving the quality of education and teaching.

3.1. Do a good job in enrollment and publicity for ex-servicemen

In order to meet the urgent needs of technical and skilled talents for industrial upgrading and economic restructuring, Shenzhen Polytechnic regards the development of higher vocational education as a strategic move to alleviate the current employment pressure and solve the shortage of high-skilled talents. It insists on systematic promotion and quality-based expansion. Accelerate the cultivation of various technical and technical talents urgently needed for economic and social development, and regard ex-servicemen with retirement certificates (or demobilization certificates, ex-servicemen certificates) as one of the objects of enrollment expansion. Ex-servicemen who apply for the examination are required to have: high school education (including general high school, secondary vocational school) , technical secondary school, vocational secondary school, technical school) or

equivalent academic qualifications and Guangdong province household registration candidates, or accumulative Guangdong province social security for more than one year (inclusive) and signed labor contracts with enterprises from other provinces household registration employees. The enrollment major and plan are based on the "Notice of the Guangdong Provincial Department of Education on Doing a Good Job in the Special Enrollment Application for the 2019 Ex-servicemen Educational Enhancement Plan". The enrollment major is legal affairs, and the enrollment plan is 60 people. The school system is 3 years.

In the recruitment of ex-servicemen, Shenzhen Polytechnic has increased the publicity of policies related to higher vocational enrollment expansion, responded to social concerns in a timely manner, solved doubts, gathered consensus, and created a good social atmosphere; carefully formulated publicity work plans, and coordinated the use of various types of media, especially new media, comprehensively and accurately interpret the implementation plan and policy content of the local higher vocational enrollment work through questions, illustrations, interviews, etc., and do a good job in voluntary reporting and information release, so that the majority of candidates are fully aware of the admissions of various exams and related policies. In 2019, Shenzhen Polytechnic strictly implemented the enrollment policy and strengthened enrollment publicity services. It enrolled a total of 1,700 people, including 61 ex-servicemen.

3.2. Do a good job in the special examination of higher vocational enrollment expansion

Assessment method: implement the assessment method of vocational skill test or occupational adaptability test. The college makes independent propositions and organizes tests in a unified manner. The specific examination requirements will be announced separately. Candidates are requested to pay close attention to the school's admissions information network. The test takes the form of a written test, which lasts 90 minutes.

According to the "Implementation Plan for the Special Work of Higher Vocational Enrollment Expansion", the current "cultural quality + vocational skills" test method can be adopted, and the cultural quality test can be exempted for ex-servicemen. Therefore, Shenzhen Polytechnic organizes occupational adaptation related to the major applied for according to the basic training requirements of the school Sex test or occupational skill test. It mainly examines the candidates' professional and industry cognition, career potential, professional quality, etc., including the candidates' cognition and attitude towards the majors applied for, their understanding of the profession, interests and hobbies, the candidates' professional values, professional personality and majors (occupation)) Matching degree; language expression ability, logical thinking ability, analytical ability, humanistic literacy, etc.

Such as (1) Professional and industry awareness (20 points) including: the training goals and employment directions of our school's legal affairs major; the development trends of the legal industry in Shenzhen and the Pearl River Delta; the main reasons and motivations for choosing this major; career planning, etc. (2) Basic legal literacy (40 points) including: legal knowledge, constitution, civil law, criminal law, procedural law, etc., as well as the institutional setting and functions of people's courts and people's procuratorates, and the value of judges and prosecutors in maintaining judicial justice; lawyers The qualifications, business scope, rights and obligations of lawyers, and the value of lawyers to maintain social justice. (3) Current affairs and politics (20 points) include: major events at home and abroad from May 2019 to September 2019, using high school economic life, political life, cultural life, life and philosophy and other aspects of the content to analyze. (4) Humanistic literacy (20 points) including: Chinese and humanistic and social knowledge.

3.3. Do a good job in enrollment for ex-servicemen

Shenzhen Polytechnic delineates the minimum admission score based on the candidates' scores. In principle, the test scores of candidates to be admitted shall not be less than 40% of the full score of the test. Candidates are admitted according to the principle of "total score first" in the major they are applying for, from high to low scores (scores are rounded to two decimal places).

The list of candidates to be admitted will be determined after review by the school's admissions leading group, and will be publicized on Shenzhen Polytechnic independent admissions website for three days. After the announcement of no objection, the list of candidates to be admitted shall be submitted to the Guangdong Provincial Admissions Office for review and filing, and the candidates who have been approved by the Provincial Admissions Office can be confirmed as formal admissions. The school will issue an admission notice based on the list approved by the Provincial Admissions

Office and publish it on the school website.

Admitted candidates who are enrolled in the spring of 2020 must register for the payment of tuition within the specified time. Those who fail to register after the deadline will be disqualified for admission. Shenzhen Polytechnic is responsible for the management of student status and graduation certificates for the admission of candidates. After enrollment, students are not allowed to transfer schools, majors, or other special pilot classes or non-pilot classes. Students of other majors or non-pilot classes of pilot majors are not allowed to transfer to pilot classes.

After freshmen enter the school, the school will conduct political, cultural, and health review in accordance with regulations within three months. Candidates who commit fraud or other violations of discipline and regulations during the registration and examination process will be disqualified for admission. Other problems found in the freshmen review shall be dealt with in accordance with "Shenzhen Polytechnic Student Registration Management Regulations".

3.4. Classified education, separate class management

In 2019, Shenzhen Polytechnic expanded the enrollment of 61 ex-servicemen, and conducted a questionnaire survey on the cultural level of ex-servicemen among 61 students. According to statistics, 90.7% of the students in this expansion are between 20-25 years old, 5.6% are over 25 years old, and 3.7% are under 20 years old. The entrance age of students is slightly older than that of current students. 88.9% of the students served in the army for two years before joining the army, 61.1% of the students graduated from high school, and 29.6% of the students graduated from technical secondary schools. The students have a relatively good cultural foundation.

In accordance with the principle of "no reduction in standards, multiple models, and flexible educational system", the pertinence, adaptability and effectiveness of talent training should be improved. Implement the national teaching standard system for vocational education, categorize and compile professional talent training programs according to the diversified characteristics of fresh and non-graduated students, employed and unemployed, and different age groups, adopt flexible academic systems and flexible multiple teaching models, and separately compile ex-servicemen into two classes. In order to strengthen the management of teaching routines and adapt to different sources of students, different learning times, and different learning styles, Shenzhen Polytechnic attaches great importance to the expansion of the enrollment of ex-servicemen, and arranges ex-servicemen to live on campus, focusing on school training, and full-time off-duty learning. Shenzhen Polytechnic is responsible for the management of student status and graduation certificates for the admission of candidates. After enrollment, students are not allowed to transfer schools, majors, or other special pilot classes or non-pilot classes. Students of other majors or non-pilot classes of pilot majors are not allowed to transfer to pilot classes.

4. The specific path of training ex-servicemen in Shenzhen Polytechnic

4.1. Clarify specific professional training goals

In order to carry out the fundamental task of moral education, adhere to the whole process of all-round education, pay attention to adhere to the spirit of professionalism, professionalism and craftsmanship, and cultivate socialist builders and successors with all-round development of morality, intelligence, sports, beauty and labor, Shenzhen Polytechnic formulates and implements a talent training program with strong pertinence, adaptability and effectiveness for ex-servicemen, so as to ensure the quality of talent training. Shenzhen Polytechnic strives to train ex-servicemen into legal talents, which is helpful for ex-servicemen to find jobs in the corresponding departments of public security, army forces and security. It can not only give full play to the advantages of ex-servicemen, but also improve the situation of lack of talents in political, legal and military departments. Higher vocational colleges should make full use of the existing working mechanisms for ex-servicemen affairs and education-related working mechanisms, and work with ex-servicemen' employment units to improve the special cooperation model, coordinate and support each other, make overall planning, give play to educational advantages, and manage joint efforts. ex-servicemen personnel are usually employed in administrative law enforcement positions in public security organs, criminal police, special police and law enforcement teams in police stations, bailiffs in courts, police affairs in procuratorates, etc. Higher vocational colleges must be targeted, professionally and accurately formulated and trained the goal.

4.2. Determine the targeted cooperative training model

In terms of teaching methods, higher vocational colleges should improve the flexibility, pertinence, and effectiveness of teaching and management for ex-servicemen students. They should adhere to the market-oriented approach, closely integrate the advantages and characteristics of ex-servicemen, and develop “order-based” for students. “Oriented” and “fixed-post” teaching, implementing integrated training and employment services. For example, higher vocational colleges and the Public Security Bureau cooperate in running schools, carry out order-based class teaching, through the principle of school and industry co-education, resource integration, special training, and school-enterprise cooperation. Innovative technology and skill talent training and training model, classify and teach students according to their aptitude, popularize and promote project teaching, case teaching, situational teaching, and work process-oriented teaching, widely use online and offline mixed teaching, and promote independent ubiquitous and personalized learning.

In terms of teacher resources, strengthen the construction of teachers in higher vocational colleges. Employers and higher vocational colleges will send teachers to each other. Through school-enterprise cooperation, one group will be resolved, and a group of social forces will be part-time. “Post” teacher resource allocation mechanism. Law teachers in higher vocational colleges are responsible for the teaching of professional theoretical courses, and employers such as the Public Security Bureau, the courts and the procuratorate are responsible for practical teaching. Strengthen the construction of the faculty of higher vocational colleges, tap the potential of a group of resources through resource integration, special training to cultivate a group, school-enterprise cooperation to solve a group, a group of “silver age lectures”, a group of part-time social forces, and accelerate the replenishment of urgently needed professional teachers .

Regarding the selection of teaching materials, specific teaching materials should be developed and compiled in accordance with the actual situation of the units employed by ex-servicemen. These textbooks are not only suitable for the employment needs of expanded enrollment of ex-servicemen, but also have local and regional characteristics. For example, to train ex-servicemen to engage in police auxiliary personnel of public security organs, use the textbook “Theory and Practice of Police Auxiliary Talents”. The textbook not only involves the management of police auxiliary personnel of public security organs, but also involves the requirements of local police auxiliary personnel regulations etc.. Develop new types of loose-leaf, work manual and other textbooks suitable for different types of students to meet the development needs of “Internet + vocational education”, build and make good use of the professional teaching resource library of vocational education, and promote the co-construction and sharing of high-quality resources.

4.3. Setting up a targeted curriculum system

In response to the employment needs and characteristics of ex-servicemen, higher vocational colleges invite legal experts to the school to hold seminars on subject construction, study and demonstrate curriculum settings, jointly establish a multilevel curriculum system supplemented by practical training courses and practical teaching activities, and optimize professional settings.

After enrolling, ex-servicemen adopt the credit system management, diversified teaching, implement flexible study time, and encourage part-work, part-study, and work-study integration. Ex-servicemen students studying in vocational colleges should establish a formal student status, and generally carry out teaching in separate classes. For example, higher vocational colleges and employment units establish internship training bases, set up a one-year internship practice course for ex-servicemen, and conduct regular assessments and dynamic management.

4.4. Establish a fixed-post employment feedback mechanism

Higher vocational colleges provide targeted employment services for ex-servicemen in accordance with the needs of employment units, actively contact the Department of Ex-servicemen Affairs to establish close and stable cooperative relations with employers, adhere to employment orientation, offer employment guidance courses, build employment platforms, and provide employment positions, to promote full employment of ex-servicemen.

Combining with the analysis of the ex-servicemen academic situation, higher vocational colleges will give full play to the “four-party linkage between government, school, industry and enterprise” to carry out targeted, systematic and professional vocational education for enrollment of ex-servicemen.

Firstly, the government co-ordinates and does not lower the standards. Government regulations include national teaching standards for vocational education, uniform training standards and academic certificates, and strict quality control; implement a multiple participation quality evaluation mechanism, improve the quality evaluation system of vocational education, and comprehensively evaluate the professional ethics and skill levels of learners.

Secondly, the college is dominant and the mode is diversified. College work include: first, it is necessary to classify and formulate talent training programs, taking full account of the characteristics of employed and unemployed students, and students of different age groups, and formulate talent training programs. The second is to organize teaching according to categories, and implement flexible and diverse teaching models in accordance with the employment experience, learning foundation and needs of different students. The third is to implement classified management, adapt to the learning time and learning methods of ex-servicemen, and innovate management mechanisms.

Thirdly, it's industry guidance and teacher optimization. Industry compliance: the principle of mutual education between schools and industries, through resource integration, special training, school-enterprise cooperation, retirement re-employment, social part-time, promote the two-way promotion of school-enterprise personnel, and incorporate part-time teacher employment into the teacher quality improvement plan of vocational colleges.

Fourthly, it's enterprise cooperation and flexible educational system. Enterprise assistance include: according to the pilot of the "1+X" certificate system in the "20 items" reform plan of vocational education, we should promote the flexible school system, vigorously carry out the education and training of "order class, fixed post and determined direction", and promote the full employment of ex-servicemen.

4.5. Improve the advanced preparatory enrollment system

Higher vocational colleges work closely with the ex-servicemen affairs department to investigate the source, number, and scale of ex-servicemen personnel for the next year every year, prepare for education, and form a series of preparatory mechanisms to encourage ex-servicemen who meet the requirements for college entrance examination to apply for higher vocational colleges.

5. Conclusions

In summary, vocational colleges should actively coordinate with education departments to assist ex-servicemen affairs departments at all levels to carry out policy publicity in the annual retirement season, and actively guide ex-servicemen to participate in vocational education based on the principle of voluntary participation and self-selection of majors, so as to improve the educational level of ex-servicemen Enhance vocational skills and provide more guarantee channels.

Acknowledgements

"Higher Vocational Enrollment Expansion Special Project" of 2020 Guangdong Province Higher Vocational Education Teaching Reform Research and Practice

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