

Exploration and practice of continuing education of Shanghai model workers

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Abstract: a model worker is an outstanding representative of the working class and the broad working masses, and plays a leading role, backbone role and bridge role. To carry out the continuing education of model workers is of great significance to the construction of industrial workers. Through the survey of model workers in Shanghai, this paper analyzes the learning willingness of model workers. Taking Shanghai model worker College as an example, this paper explores the ways to carry out the continuing education of model workers at the practical level, and puts forward relevant opinions and suggestions.

Key words: model worker leading and demonstrating the way of Continuing Education

The model worker is the elite of the nation, the model of the people and the hero of the Republic. It is an outstanding representative of the working class and the broad working masses. They have made extraordinary achievements in ordinary positions. It has played a leading, backbone and bridge role. In today's world, the competition for comprehensive national strength is in the final analysis the competition for talents and the quality of workers. We should strive to build a high-quality labor force, and cultivate a large industrial workforce with ideals and beliefs, understanding of technology and innovation, and daring to take responsibility and speak of dedication; The working class and the working people should establish the concept of lifelong learning and constantly improve their technical skills. Therefore, it is of great significance to build a platform for the growth and success of model workers and strengthen the continuing education of model workers.

1. The necessity of continuing education for model workers

1. Requirements for building a new development pattern and achieving high-quality development

A new round of scientific and technological revolution and industrial reform, the industry and industry frontier knowledge and technology update are accelerating, which puts forward new and higher requirements for the improvement of the technical skills of model workers. However, there is a certain gap in the number and quality of the top talents of scientific and technological innovation among the model workers in the new era. Great efforts need to be made to further enhance the awareness of innovation of the model workers, cultivate innovative thinking, cultivate more highly skilled talents and craftsmen from large countries, and play an active role in playing a key role in tackling key core technologies and improving the technological innovation ability of enterprises. seven

2. The inevitable requirement of the advancement of model workers

Model workers are outstanding representatives and advanced models among thousands of working people in all walks of life. 7 they embody the spirit of model workers who love their jobs, strive to be first-class, work hard, have the courage to innovate, are indifferent to fame and wealth, and are willing to contribute. 8; The craftsman spirit of dedication, excellence, meticulousness and the pursuit of excellence 9. It is also these qualities that, while making them model workers, drive them to continue to innovate and climb in the new development, pay close attention to the industry and industry-leading knowledge and technology, continue to learn and improve the level of technical skills.

3. Model worker technology leading and core demonstration

The excellent quality and skills of model workers, the realization of a series of frontier fields of scientific and technological innovation and major project construction are inseparable from their efforts and practice, and they are the role models and models for the majority of workers to learn technology, drill business, strengthen skills and improve quality. Constantly improve the comprehensive quality and skill level of the model worker, create new labor and work standards, and use them to influence other workers, so that production and work can be continuously improved. A model worker is an advanced member of the working class. A model worker is a banner and "the core of attracting and uniting workers". It can unite and educate workers to closely link their own destiny with the destiny of the country and the nation.

2. A survey of Shanghai model workers' willingness to learn

In order to further understand the learning willingness needs of model workers, Shanghai model workers' college conducted a survey on the learning willingness of previous serving national model workers in Shanghai, National May day labor medal winners, municipal model workers and municipal may day labor medal winners. A total of 428 valid questionnaires were collected. According to the survey results, more than half of the model workers have the need to improve their academic qualifications, and 51.7% of them have the intention to study for master's degree. Nearly 70% of model workers plan to start further study within five years.

In terms of major selection, more majors are electronic information, intelligent manufacturing and automation, resources and environment, public relations and other related majors. In terms of training, as shown in the figure, the areas that we hope to train are skills and skills, expanding global vision, communication and learning, cutting-edge technology, political literacy, entering the front line of science and innovation, and others. More than half of the people choose the weekend for training.

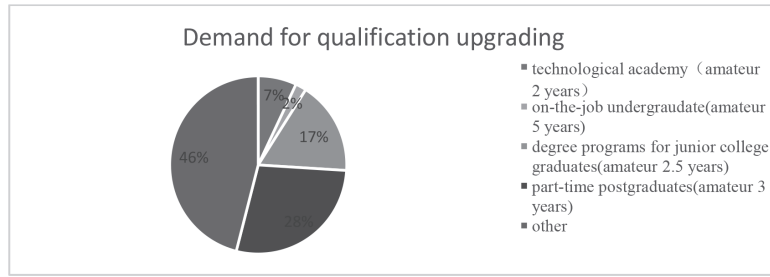


Figure 1. Education statistics and Education Promotion Demand

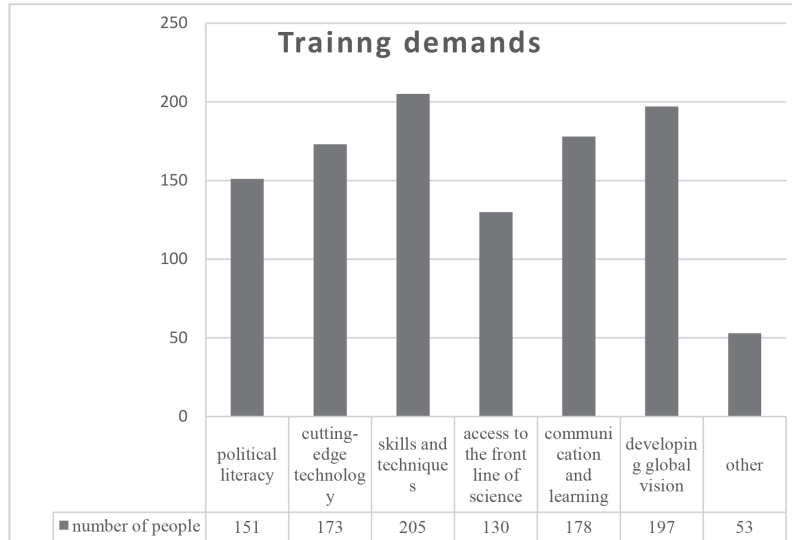


Figure 2. Training needs

In terms of admission methods, most people hope to enter the school through examination exemption or training, and only 17.8% of them choose to take the national unified examination. Considering that they have not been involved in cultural courses for a long time, some model workers hope to appropriately adjust the entry threshold, conduct pre exam counseling, and learn professional and technical courses and foreign languages (English). In addition, the model workers who participated in the survey also hope to carry out online training activities, which can improve learning flexibility and facilitate learning; Hope to have high-quality training content, increase the amount of knowledge, and improve the work they are engaged in; I hope to have more professional choices, such as business administration, finance, psychology and so on.

3. Ways and practice of continuing education for model workers

Shanghai Second Polytechnic University is known as the “cradle of model workers”. At the beginning of its establishment, it was positioned as a new university to cultivate working-class intellectuals. Over the past 60 years, more than 130 provincial and ministerial model workers have emerged. In order to further improve the continuing education of model workers, the Shanghai Federation of trade unions and Shanghai Second Polytechnic University jointly built the Shanghai College of model workers in 2021 to carry out the continuing education of model workers in multiple ways.

1. Docking major industries and carrying out academic education

Shanghai model worker college connects with key industries in Shanghai, focuses on high-end equipment, electronic information, machinery manufacturing and other fields, and holds postgraduate, junior college to undergraduate and junior college education. In terms of professional content, fully considering the requirements of the new era for industrial workers and the advantages and characteristics of model workers, the specialty was rebuilt and redeveloped, and new courses in the aspects of comprehensive quality, new technology and new skills were set up to meet the new needs of enterprises and model workers.

Admission mainly takes the form of taking the national unified examination to obtain the academic diploma issued by the state. Among them, model workers who have won honors or awards at or above the prefecture level and who meet the requirements for admission of master students after re examination are given priority under the same conditions. Up to now, 94 advanced model workers have been recruited, including 16 model workers in mechanical engineering, 29 model workers in public relations, 12 model workers in industrial and commercial enterprise management, and 37 model workers in enterprise orientation classes.

2. Teachers' curriculum innovation and improvement of comprehensive quality

The college has set up a model student teaching team composed of excellent teachers, well-known professors and domestic famous

models. More than 30 experts, including people's educators, winners of the "July 1st Medal" and academicians of the Chinese Academy of Sciences and the Chinese Academy of Sciences, were employed to form a team of distinguished professors; Relying on the enterprise model worker studio, build a post tutor team composed of important post team leaders and model workers of famous central enterprises and domestic manufacturing backbone enterprises; Employ excellent teachers with experience inside and outside the school as distinguished teachers for daily teaching.

According to the requirements of the new era for industrial workers and the advantages of model workers, dozens of courses have been customized for model workers. There are on-site teaching and special lectures. Improve the comprehensive quality of model workers by setting up model workers' experimental classes, model workers' lectures, menu training, etc. Among them, the college and the Municipal Federation of trade unions jointly held a model worker experimental class to improve the comprehensive quality of model workers, and recruited 95 students. After learning, 100% of the students who are willing to continue to study for academic education have passed the national adult college enrollment unified examination in 2022.

3. Focus on cutting-edge technology and improve technical skills

Improving the skill level of industrial workers is not only the important goal of realizing the "technological innovation" of industrial workers, but also the difficulty and focus of reform.¹¹ The college carries out advanced manufacturing new technology training and creates a series of "model worker spirit + Intelligent Manufacturing Training" for model workers and industrial workers according to the actual situation of enterprises. Among them, advanced manufacturing new technology courses include 13 courses, such as product digital modeling, precision machining, ultra precision machining technology, artificial intelligence, digital production workshop, etc. Improve the quality of industrial workers by training the spirit of model workers and the technical skills urgently needed by advanced manufacturing enterprises.

4. Expand international education and global vision

According to the survey results, 46% of the people hope to expand their global vision. Studying in foreign places with more advanced technology can help broaden our horizons, learn advanced technology and skills, and improve the level of innovation and creation.¹² It is one of the important ways to improve the quality of industrial workers. Many model workers have made new contributions to technological innovation and enterprise productivity through international learning and further improvement of technology and products.

The college connects with famous European universities such as Aachen University of technology in Germany and the Royal Swedish Institute of technology, and actively promotes the master of model workers program in Sino foreign cooperation in running schools. Recommendation system is adopted for admission; In terms of learning form, the mode of taking domestic as the main and foreign as the auxiliary is adopted. The learning is mainly carried out through the distance education system, and the short-term study abroad is carried out every year. Carry out short-term non academic training and internship projects in major industrial countries in Europe.

5. Reform the training mode by combining theory with practice

The college grasps the development trend of new technologies and new skills, combines theory with practice, and explores a new mode of "dual system" training from the reality of students and enterprises.

Innovative training program. First, strengthen basic theory and cutting-edge science and technology courses. Second, improve the comprehensive quality. In addition to professional extracurricular activities, special lectures, on-site teaching and other self-designed courses tailored for model workers are organically integrated into the training program, so that model workers can improve comprehensively in all aspects.

Optimize teaching methods. In terms of teaching arrangement, the way of learning after work is adopted. Classes are mainly held on weekends, which is convenient for model workers to flexibly arrange work and study without affecting the production of enterprises. The combination of online and offline classes has enabled model workers who cannot study in school to learn online synchronously, creating a new mode of post service education.

Implement the dual tutorial system. Adhering to the "dual system" education concept, the model worker students are provided with professional tutors mainly composed of academicians and professors and post tutors mainly composed of senior model workers. While improving the theoretical level, the model worker is provided with direct guidance of cutting-edge technology and "face-to-face" and "hand-in-hand" docking guidance of technical papers and patented technologies to help the students' post innovation, Effectively promote the transformation of learning achievements into new drivers of innovation and development.

Attach importance to practical and innovative ability. Implement the "Dual Certificate integration" of academic certificate and professional qualification certificate, and deduct relevant credits from non academic certificate and professional qualification certificate in the training process. Lead the model workers into the front line of science and innovation, and focus on the popular scientific and technological fields such as artificial intelligence, automation and 5g to enter the parks, enterprises and factories to realize "zero distance" practical learning.

Carry out continuing education for model workers. The college adheres to the parallel of academic and non academic education. On the one hand, it holds multi-level academic education and on the other hand, it carries out diversified training; On the one hand, it is widely carried out for model workers, holding model workers' experimental classes and carrying out a series of training; On the one hand, schools and enterprises have cooperated to hold specialized courses, including Shangfei model worker class and Shanghai electric model worker class. It has opened a new way for the improvement of the qualifications of model workers and the quality of industrial workers.

4. Suggestions on continuing education of model workers

1. Increase policy support for enrollment of model workers

The academic education of model workers can be traced back to 1991. As a pilot University, Renmin University of China recruited the first batch of model workers in China. In 1997, the regulations on the enrollment of all kinds of adult colleges and universities in China was issued, which clearly stated that candidates who “have won the title of national model worker in the past five years” can enter all kinds of adult colleges and universities without examination after being reviewed by the enrollment departments of provinces, autonomous regions and municipalities directly under the central government and reported to the State Education Commission for approval.¹³ In the new era, the qualifications of model workers have been greatly improved, and there are more and more model workers willing to study for master’s degree. Up to now, no new supporting policies have been issued. It is suggested that the state and trade unions should issue relevant policies.

Enterprises further implement the main responsibility

Improving the skill level of industrial workers and improving the continuing education literacy of industrial workers are the internal needs of enterprises to build a high-level industrial worker team and realize their sustainable development; At present, the main role of enterprises in staff education and training is not fully played, and most of the special funds for education are not fully used; Therefore, enterprises should base themselves on the long term and give full play to the leading and exemplary role of model workers; Formulate training plans, put forward clear training needs, cooperate with schools and enterprises, and carry out advanced education and training for model workers; Raise awareness and coordinate the handling of work study contradictions.

3. Colleges and universities should strengthen the construction of systematic courses

Colleges and universities are one of the important reserves of knowledge resources and talent resources in the whole society, and are duty bound to undertake the continuing education and skills improvement of industrial workers. We should give full play to our own knowledge and skills, experimental and practical training advantages, and continuously supply high-quality skilled talents for the society. Starting from the continuing education of high-quality model workers, we will continue to innovate and explore a replicable education model for industrial workers; School enterprise cooperation, tailor-made training programs for enterprises and organize the implementation, and carry out order type worker training¹⁴; Strengthen the curriculum construction and develop high-quality courses to meet the requirements of the new era.

In the new era, in response to the demand for higher education qualifications, updated technology, broader vision and more comprehensive quality improvement of model workers, the continuing education of model workers has been carried out through the holding of master’s degree education, high-end training focusing on comprehensive quality and advanced technology, and international education, which has explored an effective path for the continuing education of industrial workers and accumulated exemplary experience, Provides a replicable mode; Schools and enterprises jointly hold the special training class for model workers, which has found a new way to explore the close cooperation between education and enterprises to cultivate industrial workers. In the next step, the government should increase policy support for the advanced enrollment training of model workers. Enterprises should give full play to the leading role of the advanced model workers to do a good job in the education and training of employees. Schools should constantly update courses, carry out various forms of training that meet the needs of enterprises, and work together to create a team of people who are rational, have faith, understand technology and can innovate Dare to take on the great industrial worker team of dedication and strive hard.

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