



*The World's Largest Open Access Agricultural & Applied Economics Digital Library*

**This document is discoverable and free to researchers across the globe due to the work of AgEcon Search.**

**Help ensure our sustainability.**

Give to AgEcon Search

AgEcon Search

<http://ageconsearch.umn.edu>

[aesearch@umn.edu](mailto:aesearch@umn.edu)

*Papers downloaded from **AgEcon Search** may be used for non-commercial purposes and personal study only. No other use, including posting to another Internet site, is permitted without permission from the copyright owner (not AgEcon Search), or as allowed under the provisions of Fair Use, U.S. Copyright Act, Title 17 U.S.C.*

*No endorsement of AgEcon Search or its fundraising activities by the author(s) of the following work or their employer(s) is intended or implied.*

# A Preliminary Study on the Training Model of Incoming Labor Forces by Higher Vocational Colleges

Fuxing HAO\*, Li LIU, Lijun DING

Jiangsu Agri-animal Husbandry Vocational College, Taizhou 225300, China

**Abstract** Based on the characteristics and employment situation of incoming labors, we should attach great importance to their training. With rich teaching resources, the higher vocational colleges should give full play to their advantages, get involved in the training, and enhance their studies of training models.

**Key words** Higher vocational colleges, Incoming labor forces, Training models

Since the reforming and opening up, the expansion of total population in China has been effectively controlled to some extent, but the quantity of new labors still increases greatly every year. The increase of new labors can be defined from both wide and narrow perspectives. It refers to, in a narrow perspective, the population who reach the age of 16, while it limits to the young labors between the age of 16 and 25 in a broad sense.

## 1 Characteristics of new labors in the new era

**1.1 Quantity** Although the birth rate in China has dropped to a relatively low level, the population still grows rapidly at a rate of about ten million per year due to the large population base and great population inertia. The rapid growth of population will not stop until 2040 when the growth starts to slow down. The growth trend of labors is actually characterized by the coexistence of low growth rate but large growth amount<sup>[1]</sup>.

**1.2 Quality** The quality of new labors exhibits distinctive dual characteristics. On the one hand, as the higher education in China improves, especially when the universities and colleges enlarge their enrollment in recent years, the number of highly-educated young labors increases rapidly. Both the quantity and rate of highly-educated labors account for high proportions. But on the other hand, there are still a lot of them who are poorly educated.

**1.3 Distribution** The distribution of newly increased labors is extremely imbalanced, more in urban than in rural, and more in east China than in central and west China<sup>[2]</sup>.

**1.4 Mobility** The newly increased labors present strong mobility from rural to urban areas, from underdeveloped areas to developed areas, and from the west to the east, which is contributed by several reasons, such as the reform of household registration system and related policies, the adjustment of industrial structure, the development of tertiary industry, the imbalanced development in different areas, the change of concepts, *etc.*

**1.5 Employment** The employment of new labors is quite infor-

mal, which can be understood from two aspects: the employment in informal departments and the informal employment in formal employment. Therefore, their unemployment rate usually maintains at a high level.

## 2 Significance for the higher vocational colleges to get involved in the training of new labors

**2.1 For the training program** As specialized educational institutions, high universities and colleges have advanced equipments, good training bases, as well as experienced and professional teachers, which are all essential for achieving good training results. Their involvement in the training program will solve the problems of training places, teachers and training materials. In fact, a long-term agreement could be reached with the colleges to ensure regular trainings<sup>[3]</sup>. Moreover, since most colleges have the qualifications for identifying vocational skills, the labors who have received related trainings will get both the vocational qualification certificate and work license.

**2.2 For the trainees** Good hardware conditions will guarantee good training results: (1) To teach them skills. Most of the labors are poorly educated and lack professional skills, and the situation could be changed by providing them vocational training. (2) To get them employed and increase their incomes. Since most of the labors are narrowly and lowly employed, to provide them training will get them easily employed and increase their incomes.

**2.3 For the colleges** (1) To take advantage of their resources. The advantageous resources of teachers, equipments and places in vocational colleges can be made full use of to provide various types of trainings, including the long-term or short-term training, high-level or basic-level training. (2) To expand their scope of education. By providing vocational training for those incoming labors, the colleges will expand their scope of education, and broaden their sources of students and money, which could not only make a full use of both internal and external resources, but also further improve the hardware and software conditions. (3) The vocational colleges would not only contribute their parts in the training and employment of new labors, and even in the social development, but also promote their fame and the development of vocational education.

Received: March 4, 2013 Accepted: May 25, 2013

Supported by the "Twelfth-Five Year" Research Project of National Agricultural Vocational Education and the Program of Jiangsu society of Technical and Vocational Education (2010007).

\* Corresponding author. E-mail: 330848219@qq.com

### 3 Training models

**3.1 Oriented training** The oriented training means to train the labors according to the requirements of market or enterprises which will employ the labors after the training<sup>[4]</sup>. With the advantages of clear training target, the oriented training will effectively help the trained labors get employed.

**3.2 Non-oriented training** In contrast with the oriented training, the non-oriented training is to train the labors according to their own wills, but the training expense is still financed by the government and the majors are set by the universities so as to train them into the technical expertise who are in urgent need<sup>[5]</sup>. After the training, the labors will choose their own jobs. With the advantages of strong flexibility and wide range of job selection, the non-oriented training effectively promote the mobility and transfer of labor forces.

**3.3 Self-employed training** The self-employed of new labors has become increasingly popular. Since most of the labors are poorly educated, they lack money and professional skills to start their own business. The self-employed training aims to improve the ability of labors to start their business, such as the training of poultry breeding and agro-products processing, etc.. The self-employed training could not only get the labors self-employed<sup>[7]</sup>, but also improve their awareness of creativity and transfer.

The young are the future and hope of a nation, to enhance

(From page 44)

forces in rural economy by mastering the knowledge and technologies demanded by modern agriculture.

**3.2.3 Enhancing the training of management quality, cultivating new peasants with competent management capacity.** New peasants should not only have adequate knowledge and master related technology, but also have the capacity of operating and managing relevant agricultural industries, and long-term experiencing of engaging in such industries. In promoting cultural quality, scientific and technological quality of peasants, comprehensive quality of a few elites should be particularly improved, so they will become foregoers driving the whole rural areas to the prosperity. That is, core peasants have to be cultivated as pioneers to support and promote sustainable development of regional agriculture and rural economy.

### 4 Conclusion

Against the background of global integration and popularization of information network, new technologies, methods and concepts should be applied to bring new ideas to the cultivation of new peasants, it is necessary for peasants to master modern information knowledge, marketing knowledge and skills. The production should be organized with market needs as the orientation, rural management teams should be cultivated to help peasants to avoid market risks, improve their bargaining power and competitiveness, and on this basis, cultured new peasants with competent management capacity and adequate knowledge will be cultivated.

Cultivation of new peasants is a highly-comprehensive and long-term systematic project, quality of peasants and development of modern agriculture is also a process of dynamic changes

their training will turn them into precious human resources, which is essential to both the development of market economy and modern construction. Vocational education should adapt to the social situation, and develop new training models to get the labors employed. It is a triple win strategy for the country, the enterprise and the labors themselves.

### References

- [1] CAI YH. On the transfer of rural labor force to vocational education in an effective way [J]. Journal of Liaoning Technical University (Social Science Edition), 2010,12(2):223-224. (in Chinese).
- [2] DAI CL. Thoughts on developing training enterprise in higher vocational school [J]. Vocational and Technical Education, 2006, 27(8):8-9. (in Chinese).
- [3] AI LJ, DAI XY. Total situation analysis of the newly adding labor force in China [J]. Journal of Dalian University of Technology (Social Sciences), 2004, 25(1):51-55. (in Chinese).
- [4] JIANG ZH, ZHANG LG. Population research at this new stage in the new century [J]. Chinese Journal of Population Science, 2003, (1): 1-6. (in Chinese).
- [5] QIN DH, ZHANG KM, NIU WY. China population resources and environment as well as sustainable development [M]. Beijing: Xinhua Publishing House, 2002, 31. (in Chinese).
- [6] LIU SM. Discussion on the creativity of young agricultural scientists[J]. Contemporary Youth Research, 2002, (6): 30-32. (in Chinese).

influenced by various internal factors and external environment. Therefore, to cultivate new peasants for modern agriculture, proper measures should be taken according to circumstances, theories should be integrated into practices, and all functional departments should cooperate with each other to ensure the cultivation of new peasants to meet development needs of modern agriculture.

### References

- [1] Ministry of Agriculture of PRC. China agriculture development report 2008 [M]. Beijing: China Agriculture Press, 2008. (in Chinese).
- [2] Ministry of Agriculture of PRC. China agriculture statistics data 2009[M]. Beijing: China Agriculture Press, 2009. (in Chinese).
- [3] GENG DM. Countermeasures for improving farmers scientific and cultural quality in new rural construction[D]. Beijing: CAS, 2007. (in Chinese).
- [4] Rural Economic Research Center of Ministry of Agriculture. China rural research report 2005[M]. Beijing: China Finance Economic Press, 2006; 90. (in Chinese).
- [5] ZHOU LL. Concerning a few problems of the modern agriculture development[J]. Inquiry into Economic Issues, 2007(5): 34-37. (in Chinese).
- [6] KE BS. Correctly recognize and deal with some problems in the development of modern agriculture[J]. Theoretical Perspectives, 2007(9): 4-8. (in Chinese).
- [7] HE BS, CHEN HN. Thinking about how to cultivate new farmers[J]. Chinese Cadres Tribune, 2006(4): 36-38. (in Chinese).
- [8] ZHANG P, GUO JX. On the effective measures for farmer training from the connotation of new peasants[J]. Journal of Anhui Agricultural Sciences, 2008, 36(4): 1615-1616. (in Chinese).
- [9] WANG YF. Countermeasures for improving farmers' quality in new period [J]. Agriculture and Technology, 2007, 27(5): 12-14. (in Chinese).
- [10] SUN YL. Strengthening rural education training to culture new farmers [J]. Agricultural Economy, 2007(6): 62. (in Chinese).
- [11] ZHOU L. Developing modern agriculture and culturing farmers' quality [J]. Hubei Social Sciences, 2008(9): 90-92. (in Chinese).