



# Research on the Construction of Teachers' Team in Higher Vocational Education in the New Epoch

Ruican Hao<sup>(✉)</sup>, Junliang Jia, and Na Zhang

Beijing Polytechnic, liangshuihe 1st Street 9, Beijing 100176, China  
haoruican@163.com

**Abstract.** The quality of teachers could not only reflect the level of college, but also directly affect the overall quality of the students. Under the current development of Chinese economy and technology, the higher vocational education in new era requires teachers not only meet the traditional requirements, but also be international, professional and lifelong. It is pointed out that there are some problems in current higher vocational education, such as the imbalance of teachers' structure, the lack of professionalism, and the lack of broad international vision. To build a more powerful faculty and to train more high-quality students for Higher Vocational Education, it is proposed that the moral and human-oriented education be taken, the training mechanism of teachers should be improved, the structure of teachers team should be optimized, a stable teaching team should be established to ensure the continuous development of teaching reform in new epoch in China.

**Keywords:** Teachers' team · Higher vocational education · New epoch

## 1 Introduction

Vocational education is an important component of the national education system. It's the important foundation for promoting upgrading of the industrial structure and economic restructure. It is also an important measure index of the comprehensive strength and human resources of the country. At present, the economy of China has entered into a new normal state. The better quantity and quality of skilled personnel are demanded from the "Internet +", "Industry 4.0" and "China manufacturing 2025". In the report of the 19th National Congress, we must strive to develop vocational education. During the "13th Five-Year" period, higher vocational education in China will shift from the extension of scale expansion to the connotation development based on quality promotion. A modern vocational education system with Chinese characteristics and world level is forming initially. Teachers are the main body of college. To strengthen the construction of teachers is the key to improve the quality of teaching and the quality of school running. Therefore, it is particularly important to structure the new era of a high level of professional teachers who have high ethics, outstanding professional ability and reasonable structure [1, 2].

## 2 Requirements to Teachers in Higher Vocational Education

In the new era, higher vocational education requires teachers to meet not only vocational education, higher education and industry, but also to be international, professional, life-long, have strong psychology, and dedicatory in the new epoch [3]. Figure 1 shows the qualities that teachers in higher vocational education should have.

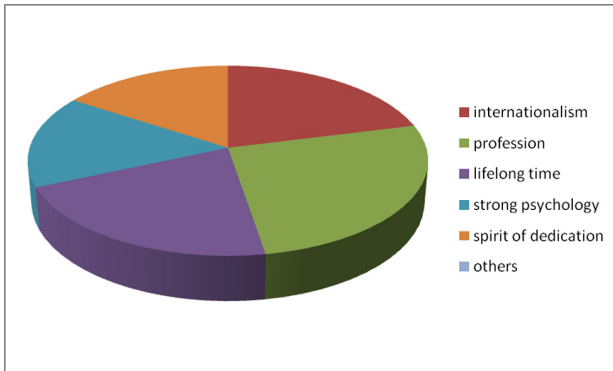


Fig. 1. Qualities of teachers in higher vocational education

### 2.1 Teachers Should be International

By 2020, a group of world-class vocational colleges and key majors will be built up in our country. The internationally competitive talent cultivation area will be formed. As a higher vocational education institution that cultivates skilled personnel, the vocational colleges can exert their own advantages and serve the national “Belt and Road” initiative. To build teachers team in a modern vocational education system with world-class Chinese characteristics, the experience of building a good international faculty for vocational education should be studied and used for reference. And the cohesion process of “localization” and “internationalization” in higher vocational colleges should be speeded up. We should develop international vision and improve the level of international exchange and cooperation of teachers. At the same time, it is also an inherent requirement to promote the internationalization and foresight of the training of teachers in higher vocational colleges.

### 2.2 Teachers Should be Professional

Higher vocational education is a type of education with coherence between higher education and vocational education. Teachers in higher vocational colleges should meet the demand of industrial development, occupy the peak of knowledge and technology, and master the forefront dynamic of industry and enterprise information, master strong professional skills. Therefore, the higher vocational teachers, especially the professional teachers should be “double-qualified teachers”, which means that

teachers' team should include both theoretical course teachers and practical training instructor. Especially teachers for professional core courses, are required to have "double qualities", which means that they should master both professional theoretical knowledge and the skills and working experience in company.

### **2.3 Teachers Should be Lifelong**

Modern vocational education system is in accordance with the concept of lifelong education, focusing on the lifelong integration of vocational education, so that workers can receive flexible vocational education at different stages of career development through multiple choices. Learners should learn for career development, and the vocational education should bring the sustainable development to all of workers [4]. So in this situation, teachers should keep on learning with the development of society, and be lifelong teachers.

### **2.4 Teachers Should Have Strongly Psychological Quality**

Higher vocational teachers need to have good psychological quality. Teachers in higher vocational colleges should improve their own qualities. Good psychological quality and psychological endurance are the prerequisites and guarantee for us to drive students to study at ease. So teachers should be trained and practiced in psychology intensively to face kinds of students and various teaching environments.

### **2.5 Teachers Should Have the Spirit of Dedication**

Teachers should have noble spirit of dedication, not only to devote their time and energy to their teaching work, but also to give their love, patience and responsibility to students, to give care to students as much as they can. The spirit of devoting is a highly noble spirit and quality for teachers.

## **3 Current Situation and Problems of Teachers' Team**

With the progress of the times and the development of colleges and universities, the existing teachers can't meet the needs of the development of higher vocational colleges. At present, most of the higher vocational colleges have some problems, such as the imbalance of teachers' structure, the lack of professionalism, and the lack of broad international vision.

### **3.1 Imbalance of Teachers' Structure**

Because of the unscientific age structure of the teachers, the disproportions of professional titles and the unreasonable proportion of part-time teachers, teacher in higher vocational teachers is hard to adapt to the transformation from scale development to connotation development, from high-speed development to high quality development, which restricts the development of vocational education.

### **3.2 Lack of Professionalism**

The key problem of China's vocational education faculty construction is that most teachers do not have the working experience from the front line of teaching profession. This problem is more and more obvious along with the change of vocational education mode and the deepening of curriculum reform. There are several causes of the problems. First, most of the new teachers in vocational education are directly graduated from universities. Although they could teach professional theory knowledge, they are lack of skills at some degree in vocational education. Second, due to lack of cooperation between universities and enterprises, lack of long-term mechanism for a teacher to learn in enterprise, the enterprise is not willing to accept the teachers' to train. And most of training is only in a mere formality and it is difficult for teachers to get real exercise. Teachers are not able to fully understand the requirements of enterprise production and the latest trends in the development of technology to meet the teaching requirements [5, 6].

### **3.3 Lack of Broad International Vision**

With the adjustment and upgrading of technological progress, economic structure and industrial structure, the teaching and learning of teachers and students in various vocational schools are gradually facing the connection between universities and enterprises at home and abroad. The teachers' quality is so important for the international connection that the internationalism of teachers' team is a key factor to the quality and sustainable development of vocational education [7].

## **4 Suggestions on the Construction of Teachers Team**

### **4.1 Moral and Human-Oriented Education Should be Strengthened**

At the National Conference on ideological and political work in universities and colleges, Xi Jinping pointed out that moral and human-oriented education is the foundation of the education in universities and colleges [8]. Only the universities in which the first-class talents are trained can be the first class universities in the world. Moral and human-oriented education should be a central link, and teachers should integrate morality into behaviors, teaching and learning to improve the ability of cultivated students who would have both ability and political integrity.

### **4.2 Improving the Training Mechanism of Teachers and Optimizing the Structure of Teachers' Team [9]**

A group of young outstanding teachers with a broad academic vision and strong teaching and scientific research ability should be cultivated, who would be encouraged to be trained professionally, practice in enterprise, education promotion, study abroad, classified training through policy support. A "double-qualified" teachers' team should be built up with new education concept, strong sense of innovation, knowledge, skills, noble morality, strong teaching ability and practical ability. Schools should strengthen

exploration and attempt in personnel training, strengthen ties and cooperation between schools and enterprises, combine production, teaching and research, and gradually establish diversified training system and teachers' lifelong learning system. Referring to the German vocational education system, teachers should be trained so strictly that they could undertake teaching task independently and be good at teamwork to complete the research work.

To form a professional and high quality teachers' team, a disciplinary talent team should be constructed by attracting talents. Part-time teachers should be developed reasonably, and the mechanism of talent flow should be standardized.

### **4.3 Establish a Stable Teaching Team to Ensure the Continuous Development of Teaching Reform**

The quality of the teachers' team in a university or a college is the most fundamental factor on deciding a university's level. A stable teaching team is the guarantee for the continuous development and improvement of teaching. So a person of ability should stay for long time on the work of teaching and researching to ensure the continuous development of teaching reform. Thus, the quality of teachers' team can only be higher, and the goal of cultivating "all-around" students could be achieved.

Anyway, the quality of teachers is closely linked with the pulse of the development of the times. In the new era, teachers in higher vocational colleges are shouldering the glorious duty of training a good generation of new generation, who would have good moral quality, personality quality, cultural quality, scientific quality, psychological quality, creative quality, skill quality and physical quality, and would shoulder heavy responsibilities. Every higher vocational teacher should be constantly pressed, forge ahead, and explore courage to be good at innovation and self perfection. Teachers in new era should truly become high-quality vocational teachers with educational ethics, noble foundation, wide learning tolerance, broad mindedness and selfless love.

## **5 Conclusions**

In short, in the development of new era, teachers' quality should be enhanced through various effective measures, such as strengthening moral and human-oriented education, improving the training mechanism of teachers and optimizing the structure of teachers' team, establishing a stable teaching team to ensure the continuous development of teaching reform. The measures should be implemented to make teachers more international, more professional, more strongly psychological, more dedicated and lifelong. Thus, the overall quality of students could be ensured to make more contributions for society.

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