

Research on the Training Path of Student Cadres in Private Higher Vocational Colleges in the New Era—Take Shanghai Industrial and Commercial Polytechnic as an Example

Xu Chen

Shanghai Industrial and Commercial Polytechnic, Shanghai, 201806, China

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Abstract: The training of student cadres is not limited to classroom and daily student affairs management and the development of student work. It is necessary to develop a comprehensive training path for student cadres, combine various factors such as the needs of student cadres' role positioning, integrate new media, carry out in class and extracurricular, online and offline training models and mechanisms, and further improve the self-education, self-education, and management capabilities of student cadres, Improve the ideological and political level of college students. This paper takes the training path of student cadres of Shanghai Industrial and Commercial Vocational and Technical College as an example to form a training path of student cadres to adapt to the development of the new era from various modes such as professional ability, team management leadership, practical operation, quality expansion, and psychological quality, and make this process form a long-term research process, and find appropriate methods in practice to achieve certain results.

The autonomy of students in private higher vocational colleges is poor, and their learning habits need to be further improved. Therefore, the construction and training of college student cadres in private higher vocational colleges are conducive to improving college students' self-education, self-education, management ability, and ideological and political level. According to the characteristics of student cadres in private higher vocational colleges, it is necessary to think deeply about the new path of training student cadres in private higher vocational colleges from improving the selection and training system of student cadres, improving the construction of student cadres training system, building a practice platform, etc.

1. Characteristics of Student Cadres in Private Higher Vocational Colleges in the New Era

1.1 Strong individual consciousness, but low self-recognition

At present, after the student cadres in higher vocational colleges are all "00", their thinking is more active, but there are also problems such as too strong individual consciousness, often self-centered, and more one-sided. At the same time, due to the low social recognition of private

vocational colleges, they are also a group of people who are defined as "failure" in the college entrance examination, which objectively makes them feel inferior to themselves. In case of setbacks, they are easy to doubt their abilities, have a weak sense of progress, and have the mentality of "muddling along". [1] This requires us to strengthen their sense of social responsibility, "overall view", and overall awareness, and give full play to their subjective initiative through institutionalized training close to actual needs in the process of training student cadres.

1.2 Strong sense of winning, looking forward to a successful experience

Most of the college students after "00" are only children, who grew up under the protection of their families. They have not experienced too many setbacks, and basically belong to the generation of "smooth sailing". In the face of student work, they have a strong sense of winning, and pay special attention to the results of their work and the views of others. In the face of criticism and failure in the work process, it is easy to generate negative and pessimistic emotions, which will affect learning and life. However, they are a generation of college students who dare to express themselves and innovate. Have a strong expectation of success in work.

1.3 Weak self-management ability

The students of private vocational colleges have not developed good learning and living habits. Compared with the students of undergraduate colleges or public vocational colleges, their self-management and self-restraint abilities are relatively weak, and their attention is more easily distracted, which is easily affected by other factors, so that they cannot take care of both study and work. In specific work, they are often prone to "three minutes" heat, and it is difficult to complete a task with high quality.

1.4 The level of political theory is low, and the ability to think and summarize is weak

Compared with the student cadres in key universities, the theoretical level of student cadres in private vocational colleges is relatively low, but they have strong self-awareness and distinctive personality like other types of college students, and they hope to improve themselves through social practice, volunteer service and other platforms. Compared with student cadres in other types of colleges and universities, student cadres in private vocational colleges are not likely to further think about their own growth and gains brought by work, and also lack the content that needs further improvement in summary and reflection work.

2. Problems in the Cultivation of Student Cadres in Private Higher Vocational Colleges

2.1 Emphasize selection and neglect management

Although colleges and universities take the selection of student cadres seriously, they reserve personnel for future student work. However, it is easy to ignore the later management of student cadres only in the selection process. The assessment of student cadres is also a mere formality. As long as the student cadres themselves do not voluntarily withdraw from the student team, they can get employment letters and pass the assessment. In particular, private higher vocational colleges have failed to implement the "student oriented" principle into the specific content of student cadre assessment, and the assessment focuses on working ability. The evaluation of student cadres is also in the situation of "taking forms", lacking the assessment of the ideological and moral character of student cadres, and also failing to actively guide student cadres to establish a working attitude of

"serving classmates".

2.2 Use more than cultivate

Higher vocational colleges usually have a three-year system, or a two-year system is implemented in the run through class. During the junior year, I have to go to the unit for internship. The short academic time in school has led to the faster turnover of student cadres in higher vocational colleges. Many student cadres have just been trained and are facing the dilemma of not being in school for internship in the junior year. As a result, teachers in private vocational colleges are more willing to use those experienced students, while enthusiastic but inexperienced students cannot get exercise. Under such a difficult situation, the student cadres have strong executive power but insufficient innovation ability. In the training of student cadres, the "regular meeting system" is basically used to replace the systematic professional ability training and comprehensive ability improvement training. Student cadres also lack the ability to think independently and only passively accept the work tasks given by teachers. [2]

2.3 Pay more attention to business than moral education

College students are in the critical period of shaping their outlook on life and values. College students who are not yet mature in ideology are very vulnerable to the influence of bad social atmosphere, and the concept of "getting something for nothing" sprouts. However, it is easy for private vocational colleges to stay in the field of professional knowledge, neglect daily ideological guidance and strengthen ideological and moral education. Student cadres cannot play the role of "leader" in the student group, and even a small number of violations of discipline, playing a "negative" role. This is also contrary to the original intention of colleges and universities to train student cadres. At the same time, schools often neglect the care for student cadres. For college student cadres, belonging and love, respect and self-realization are the main psychological needs.

3. A New Way to Strengthen the Construction of Student Cadres -- A Case Study of Shanghai Polytechnic of Industry and Commerce

Under the background of the times, the construction of student cadres should keep pace with the times. It is not limited to the management of classroom and daily student affairs and the development of student work. It is necessary to develop a comprehensive training path for student cadres, combine various factors such as the needs of student cadres' role positioning, integrate new media, carry out training modes and mechanisms in and out of class, online and offline, and further improve the self-education and self-training of student cadres Management ability.

3.1 Strengthen the ideological guidance of student cadres

The cultivation of college student cadres in the new era mainly includes four aspects: attitude, temperature, depth and height. Shanghai Vocational and Technical College of Industry and Commerce actively promotes the construction of three practice modes, namely, theoretical classroom practice, campus practice and social practice, and implicitly integrates the elements of moral education to achieve the full coverage of "dual wheel drive" of theoretical courses and practical courses. Carry out ability improvement courses, strive to cultivate high-quality, creative and compound student cadres, and further provide a broad stage for student cadres to improve their innovation ability, practical ability and organization and coordination ability by carrying out a series of college students' ideological and political education activities.

3.2 Establishing a Scientific Mechanism for Selecting and Training Student Cadres

Shanghai Vocational and Technical College of Industry and Commerce implements the fundamental task of establishing morality and cultivating people, and strictly controls the "import" of student cadres to assign appropriate students to appropriate jobs. Shanghai Institute of Technology and Industry implements the "elite project". In the training process, innovative education forms such as group discussion, brainstorming, etc. are introduced into the student cadre training courses, turning boring classroom teaching into lively and interesting interactive activities, to promote student cadres to take the first step in their career at the key node of "graduation", and cultivate a sense of responsibility, excellent professional skills Qualified socialist builders and reliable successors with strong quality and ability.

3.3 Developing the Practice Platform for Training Student Cadres

Shanghai Vocational and Technical College of Industry and Commerce actively pays attention to the professional course achievements of student cadres, strengthens the regular monitoring of all links of ideological and political integration into student cadre training, and gives full play to the collaborative role of various courses in educating people. The online and offline innovation of the carrier for improving the ability of student cadres has explored the formation of the second classroom featured human education system, which focuses on improving students' comprehensive quality, promotes the three projects of value guidance, habit formation and innovative development, and focuses on "eight festivals" and "ten brands", to strengthen students' sense of responsibility, civilization, gratitude and integrity. The school develops "menu" courses for student cadres, and students can also choose modules of interest to further improve themselves. After completing certain courses, students will be given a completion certificate. At the same time, the core socialist values are refined into the daily code of conduct for students. With the four hundred day action as the carrier, student cadres are trained not only in professional skills, but also in ideological quality.

The school attaches great importance to promoting the recognition of Chinese traditional excellent culture in practice. In the first classroom, the second classroom and the third classroom, the excellent Chinese traditional culture is integrated, and the traditional culture curriculum is carried out based on "Guoyun Square" to build a practical ability training platform for students. The school carries out multi-level voluntary service activities, inherits the fine traditional Chinese morality, radiates the communities around the school, elderly care service institutions, primary and secondary schools, etc., and guides student cadres to cultivate the good morality of dedication to society. Through the "Red" base visit, learning and practice of card punching, the "Red Classroom" is extended outside the school to reproduce the revolutionary spirit, form a "textbook" with a false outline but true content, and cultivate the students' cadres' sincere feelings of honesty and self-discipline and the good quality of hard work. The school actively practices the working idea of "Internet plus", and through WeChat public platform and campus network, it sings the theme of "network red field", spreads positive energy, and opens up a new field of education.

The school actively guides student cadres to strengthen the combination of learning and practice, and constantly improve their comprehensive ability in practice. In combination with "walking class", summer social practice, "red base clock in", garbage classification and "two mountains" ecological theory research, care for left behind children, concern about the development of Xiaogang Village, revitalize rural education, trace back to red memory and other activities, carry out volunteer services, family difficulties help and other activities to improve the quality of student cadres' social practice, give full play to the role of social practice, and let students get exercise in practice, Become a talent through exercise.

3.4 Integrate the vitality of "cell leader" into the multi-level and diversified organizational system

As the "soul" figure in the student cadre team, the "cell leader" plays a leading role as an example. The school has established a three-level student cadre training system of classes, departments and schools. Through multi-level student cadre training camps, the school guides them to grasp the correct development direction, and gives play to its exemplary role in the construction of school atmosphere, style of study and class atmosphere, which has become an important driving force for the construction of campus culture. Hold a student cadre exchange forum every two months to discuss the difficulties and solutions of organization construction through exchange and learning, sharing class building experience, team building initiatives, etc., gradually form a student cadre self-management model, and promote the development of student work.

The school attaches great importance to students' professional study and party history theory study, deepens the ideological and political education for students, enhances the learning effect, and fully mobilizes the enthusiasm and initiative of student cadres to study in the form of "Internet plus" mode, which is popular with students and conforms to students' reading characteristics, so as to further enhance the ideological and moral cultivation of student cadres and strive to be an example of hard learning.

The school actively takes moral cultivation as the foundation, and constantly deepens the work concept of educating people in the whole process, in all directions and in all employees. In the form of "one help, one help" or "many help, one help", the school has made student cadres and students with learning difficulties form a pair, carried out various forms and rich content of support work, and guided students with learning difficulties to reshape good learning habits.

As a student worker of private higher vocational colleges, actively explore new ways to cultivate the student cadre team of private higher vocational colleges, and strive to create training content that conforms to the training rules of private higher vocational students, which is conducive to building a student cadre team with ideal quality, student work ability, and lifelong development potential, and forming replicable and promotable experiences and practices suitable for private higher vocational colleges. Strive to cultivate qualified socialist builders and successors in private higher vocational colleges in the new era.

References

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