

# *Research on the Implementation Approaches of Modern Apprenticeship System from Pilot to Comprehensive Implementation*

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**Abstract:** The modern apprenticeship system is an important vocational education model that advocates young apprentices to master vocational skills in enterprise practice and enhance their professional development abilities through learning, practice, and training. The implementation of modern apprenticeship system helps to improve the quality and efficiency of vocational education. However, due to the short development history of vocational education and apprenticeship system in China, the pilot and implementation of modern apprenticeship system still face many difficulties and challenges. This study aims to explore the implementation path of modern apprenticeship system from pilot to comprehensive implementation, hoping to provide useful reference for the current reform and development of vocational education in China.

## **1. Introduction**

Vocational education is an important component of national development and an important way to improve the quality of citizens and workers. Modern apprenticeship has been piloted and promoted as a new type of vocational education model in China. As a new educational model, apprenticeship has received increasing attention and practice in China. However, in the process of implementing the modern apprenticeship system, there are still many problems in how to transition from pilot to comprehensive implementation. Many vocational colleges are unclear about the effective path to comprehensively implement the reform and cannot find the direction in the process of implementing the modern apprenticeship system. Based on this, it is necessary to conduct research and analysis on the reform of modern apprenticeship system

## **2. Research background and value analysis**

Modern apprenticeship is a vocational education model that emphasizes professional practice, enterprise training, and craftsmanship spirit, and has been widely applied in developed countries such as Europe. In recent years, China has increased investment in vocational education and gradually promoted the pilot work of modern apprenticeship system.[1] Although the pilot work has achieved certain results, there are still issues that need to be further deepened in the reform. Therefore, further research on the implementation path of modern apprenticeship system from pilot to comprehensive

implementation is of great practical significance for the reform and development of vocational education in China.[2]

Modern apprenticeship is a new type of vocational education model with many advantages, such as improving students' vocational skills, stimulating their professional enthusiasm and craftsmanship spirit, and enhancing the mechanism of cooperation between enterprises and schools. Further promoting and improving the modern apprenticeship system model can promote the development of vocational education in China, improve the quality of the labor force, and accelerate the transformation and upgrading of the national economy. Therefore, studying the implementation path of modern apprenticeship from pilot to comprehensive implementation has important practical value.

### **3. Analysis of the problems of modern apprenticeship system from pilot to comprehensive implementation**

#### **3.1. Insufficient integration of modern apprenticeship and new apprenticeship systems in enterprises**

In the reform and development of vocational education in China, the implementation of modern apprenticeship system is considered an important measure and is gradually gaining support and recognition from the government and various sectors of society. However, there are still many problems and challenges in the practical process of modern apprenticeship, one of which is the insufficient integration of modern apprenticeship and new apprenticeship systems in enterprises. On the one hand, modern apprenticeship systems emphasize the cultivation of students' professional abilities, with a focus on their learning and skill enhancement; The new apprenticeship system in enterprises places more emphasis on the cultivation of labor force required by the enterprise, emphasizing the cultivation of corporate culture, values, and abilities. Therefore, in practice, there are certain differences in the goals and concepts of modern apprenticeship and new apprenticeship systems in enterprises.[3]

On the other hand, there are also differences in training methods, training institutions, and training cycles between modern apprenticeships and new apprenticeships in enterprises. Modern apprenticeship is usually carried out in cooperation between vocational schools and enterprises, and students need to receive training in both the school and enterprise stages; The new apprenticeship system in enterprises is usually carried out by the enterprise itself, and students only need to train in the enterprise. Therefore, in practice, there are also certain differences in the organization and management of modern apprenticeship systems and new apprenticeship systems in enterprises.

#### **3.2. There are still obstacles in deepening the reform of vocational education system**

At present, some people have misunderstandings and biases about vocational education, believing that vocational education is only suitable for students with poor grades, which has led to undervaluation and discrimination in vocational education and affected its development. In addition, the uneven development level of vocational education in various regions, insufficient number and scale of vocational colleges, and shortcomings in the construction of teaching staff all constrain the high-quality development of vocational education. In addition, the quality of talent cultivation and professional settings in vocational education also need to be further improved. The curriculum of vocational education in China places too much emphasis on skill training, and there is a lack of training in basic courses and humanistic literacy.

### **3.3. The psychological identity of the "craftsman" culture still needs time**

In the pilot and promotion process of modern apprenticeship system, there is a problem of insufficient psychological identification of the "craftsman" culture. Traditional education and employment concepts believe that vocational education should be lower than undergraduate education and graduate education, while vocational education for cultivating technical and skilled talents is labeled as "rustic" and "grassroots". The transformation of this concept requires time and publicity. Compared to other professions, the social status and recognition of the craftsmanship profession are relatively low, which also leads to a low level of interest and recognition among young people towards the craftsmanship profession. The craftsmanship profession requires a corresponding system of respect and encouragement to attract more talents. However, the current society's respect and encouragement for the craftsmanship profession is not enough to establish sufficient attractiveness and reputation. The modern apprenticeship system requires sufficient policy support, such as providing preferential loans and subsidies for apprenticeship fees, but the government's investment in this area still needs to be further strengthened. Therefore, in the process of promoting modern apprenticeship, it is necessary to solve the above problems, and at the same time, it also requires the joint efforts of the government, enterprises, and society to establish a sufficient system of respect and encouragement, and attract more talents to engage in the craftsmanship profession.

## **4. The implementation path of modern apprenticeship system from pilot to comprehensive implementation**

### **4.1. Strengthening the integration of modern apprenticeship and new apprenticeship systems in enterprises**

The modern apprenticeship system is a new type of vocational education model, aimed at improving the skill level and employment competitiveness of workers. However, there may be various problems from pilot to comprehensive implementation. To address these issues, multiple approaches can be taken, one of which is to strengthen the integration of modern apprenticeship and new apprenticeship systems in enterprises. The government can take various incentive measures to encourage enterprises to participate in modern apprenticeship systems. By reducing and exempting corporate social insurance expenses and providing tax exemptions, enterprises can enhance their support for modern apprenticeship and promote their active participation. Guiding enterprises to train new ideas and concepts, especially the spirit and skills of craftsmen, through participation in modern apprenticeship, can enhance the comprehensive quality of employees and the competitiveness of the enterprise.

The government can establish a mechanism for cooperation between enterprises and schools, achieve effective connection between demand and supply, and promote the integration of new and modern apprenticeship systems in enterprises. We should establish a scientific apprenticeship evaluation system, improve learning effectiveness and the quality of apprenticeship by measuring and effectively evaluating students' mastery of skills, and thus promote the comprehensive implementation of modern apprenticeship. The government can increase the promotion of modern apprenticeship through various channels, enhance social awareness and recognition and public trust and support for modern apprenticeship.

### **4.2. Deepening the reform of vocational education system**

Deepen the reform of the vocational education system and strengthen the connection between vocational education and the needs of enterprises. Vocational education needs to pay more attention

to career orientation and market demand, by collaborating with enterprises to offer courses and majors that meet practical needs, and cultivate more high-quality skilled talents.

Vocational education should implement flexible and diverse educational systems based on actual needs, such as apprenticeship and cooperative education, to adapt to the needs of different groups of people and improve the quality and effectiveness of vocational education. The apprenticeship system and cooperative education system are very suitable for cultivating skilled talents. Through this type of education system, students can receive comprehensive and systematic theoretical knowledge education in school, as well as practical skills training. These measures are very in line with the characteristics of vocational education and can truly cultivate students into talents needed in practical work. Through cooperation with enterprises, industry organizations, and other organizations, schools can provide comprehensive and systematic practical education for students based on actual work needs, while also providing excellent talent reserves for enterprises. This model is very suitable for the development trend of modern vocational education, which can also improve the quality and effectiveness of vocational education.

Vocational education needs to establish a high-quality teaching team, improve teachers' professional abilities and practical experience, in order to better cultivate students. Vocational education needs to focus on teaching quality and effectiveness, establish a scientific evaluation system, and strengthen teaching management to improve teaching effectiveness and attractiveness. The government needs to increase investment in vocational education, provide support in funding, equipment, textbooks, and other aspects, so as to promote the development of vocational education and the comprehensive implementation of modern apprenticeship. By deepening the reform of the vocational education system, we can better adapt to market demand, improve the quality and effectiveness of vocational education, and provide strong support for the comprehensive implementation of modern apprenticeship.

#### **4.3. Strengthening the construction of psychological identity and ideology in the "craftsman" culture**

The spirit of craftsmanship is the core of modern apprenticeship, which requires apprentices to continuously learn and innovate in practice, and pay attention to the inheritance and development of skills. Therefore, it is necessary to strengthen the promotion and popularization of the spirit of craftsmanship through various channels, and increase people's awareness and understanding of apprenticeship. Modern apprenticeship requires the establishment of a scientific and reasonable evaluation system to measure students' ability level and professional literacy, and promote their comprehensive development. The evaluation system should focus on students' practical abilities and professional ethics, and also adopt diversified methods for evaluation, such as academic performance, skill assessment, practical training results, and career development. To strengthen the collaboration between enterprises, educational institutions, and the government, enterprises are the main implementers of modern apprenticeship systems, while educational institutions and the government are the formulators and executors of systems and policies. The three parties need to closely collaborate and establish a long-term and stable cooperation mechanism to jointly promote the implementation and development of modern apprenticeship. Enterprises can provide practical opportunities and job security, educational institutions can provide effective educational and training resources, and the government can provide policy support and supervision. In this way, various resources and advantages can be fully integrated and utilized.

#### **4.4. Strengthening the basic conditions of modern apprenticeship system**

The foundation conditions for the modern apprenticeship system need to be consolidated from pilot to comprehensive implementation. These basic conditions include institutional reform, mentorship inheritance mechanism, talent training system, and policy support. Firstly, institutional

reform is the prerequisite and foundation for the implementation of modern apprenticeship. Institutional reform requires clear legal and policy support, and the establishment of a favorable environment suitable for enterprises and students. We need to strengthen the legislation and supervision of the apprenticeship system, formulate sound management regulations, and safeguard the rights and interests of students and enterprises to form an effective market-oriented mechanism. In addition, it is necessary to create a standardized and information-based apprenticeship system management platform through the application of information technology, in order to improve management efficiency.

Secondly, the master apprentice inheritance mechanism is the driving force behind the core of modern apprenticeship. We need to shape a positive apprenticeship culture, encourage craftsmen to inherit their skills, and promote the spirit of craftsmanship to attract more outstanding craftsmen to participate in the apprenticeship system. Institutions should provide necessary resources and environment for craftsmen to enhance their sense of professional honor and social status. Students need to fully recognize the importance of the master apprentice inheritance mechanism, actively embrace learning and practice, and form close connections and exchanges with craftsmen, in order to gain skills and thinking improvements.

Finally, the talent cultivation system is an important guarantee for the modern apprenticeship system to cultivate high-quality technical talents. To form a scientific, standardized, and flexible talent cultivation model, including cooperation between educational and training institutions and enterprises, the use of advanced technical means for training, and long-term tracking and management of students. In terms of education and training institutions, it is necessary to strengthen close contact with enterprises, and combine the actual needs of enterprises to cultivate high-quality technical talents that meet market demands; In terms of enterprises, it is necessary to develop long-term training plans and arrangements to improve students' practical and innovative abilities.

## 5. Conclusion

In summary, the pilot and comprehensive implementation of modern apprenticeship system is an important measure for the reform of vocational education in China. This study explores and analyzes the implementation methods of modern apprenticeship system from pilot to comprehensive implementation, aiming to provide useful ideas and assistance for vocational education reform. Research suggests that the pilot and comprehensive implementation of modern apprenticeship system requires fully leveraging the roles of government, enterprises, universities, and other parties, in order to establish a sound policy and regulatory system, enhance students' practical abilities and professional qualities, promote technological innovation and talent reserves in enterprises, and strengthen international cooperation and exchange.

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