

## Research on the Dual Employment System in the College and Company Cooperation

Xiangran Du<sup>a,\*</sup>, Liulu Jin<sup>b</sup>, Zhijie Xing<sup>c</sup>

Department of Information Engineering, Tianjin Maritime College, Tianjin 300350, China

<sup>a</sup>duxiangran1226@126.com, <sup>b</sup>1069780146@qq.com, <sup>c</sup>1642093153@qq.com

\*Corresponding author

**Keywords:** Dual Employment System, Selection System, Cooperation System

**Abstract:** The cooperation between the company and the college is a major way to optimize the education system in the higher vocational college. The cooperation need to be deepened and improved continually, although the higher vocational colleges have taken many ways to cooperate with the company and many satisfactory results have accomplished. The employment system is a significant aspect to be improved, because the talent is a key to the development of the company and college. This paper presents a novel dual employment system in the college and company in order to surmount the barriers in the sharing the talent resource.

### 1. Introduction

In recent years, China government has made great efforts to encourage company to cooperate with college, and created many advantages for the cooperation between them. Although some positive results have achieved by the cooperation, there are some distance between these results and the expectation of the government. The cooperative potential needs to be excavated further by the reformation of the employment system, which plays a significant effect on the college-company cooperation. The dual employment system in the college and company is a novel pattern attempt, because the optimization of the human resource and the clean of the impediment in the employment system.

### 2. The current situation of mutual employment between college and company

#### 2.1 Companies are reluctant to receive teachers

Currently, the teacher always to accumulate the technical experience at the expense of the summer time, although many companies are reluctant to accept these teachers to work at short time. There are two reasons to explain the situation. One hand, the summer holiday is not enough to the completion of a project on the company, it is impossible to replace the teacher who should go back to work on the college at the end of the summer holiday on the process of the project. Another hand, insufficient professional experience hindered the teacher to participate the project at the company.

#### 2.2 Heavy workload and lack of the opportunities to practice

The higher vocational college enrollment has been expanded with the development of the vocational education, but the ratio of the teacher and student is out of proportion. The serious imbalance situation is not changed, though some colleges employ some engineers to undertake some career courses by the cooperation between the college and company. The teacher struggled with the strenuous course as the burden of lectures became heavier and heavier and can hardly to finished the practice in the company, let alone the scientific research or competition.

### **2.3 The management loose and exercise formalization in the company**

There are three reasons to explain why the management is loose. First, the teachers are reluctant to exercise to the company. The teachers who are compelled to the company are just to satisfy the demand of the appraisal on the positional titles or the task in the college. Second, the supervision of the college is not a right place. It is impossible to the college to examine every teacher in the company due to insufficient staff. The last, the company arranged these teachers to some unimportant or idle posts, instead of some significant or crucial technical posts for the protecting the technology patent or business secret. The effect practice on the company hardly achieved to the expected result.

### **2.4 Inefficiency ability on the education method about Part-time teachers**

The education result of these engineers who come from the company lacked the teaching skills is not outstanding as their technology ability, although they possess abundant working experience and master up-to-date engineering technology. Some questions are always be shown by these part-time teachers, for example low enthusiasm, weak educational ability, short employment period, efficiency decline etc. The reason caused these phenomena is the engineer lacks of the experience on the teaching method and lesson management.

### **2.5 Problems on the performance appraisal and incentive policy**

Employment between the college and the company lacks of the reward and security mechanism. Security mechanism is to ensure the profit of the engineer and the teacher, especially for the period of leaving the post. Reward mechanism is to the teacher or the engineer for the contribution when teachers work on the company or engineers give instruction on the college. The quality of the employment between the college and company is be guaranteed by the reward and security mechanism.

## **3. The significance of the amphibious employment system**

The amphibious employment system can not only promote the technology and education quality, but also supply enough talented people for the development of the college and company.

### **3.1 The need of the technique promotion**

The education target about the higher vocational college is to educate some skilled technicians. It is impossible to cultivate enough qualified workers to satisfy the demand of the factory without an excellent educational team which possesses proficient technique and abundant experience. The technological level of the educational team decides the quality of the employment directly. Every teacher in an excellent educational team needs to absorb ample new ability and technique according to the work station continuously and to master the newest educational methods.

### **3.2 The need of the educational quality advance**

China has published the “Made in China 2025 “plan and the creativity and innovation speed of the modern company need to be advanced that demands the workers master higher techniques. Our higher vocational colleges that educate highly skilled workers must serve the plan through the education promotion to satisfy the new demands of the factory or company. The teachers are the executants and the starting points in educational upgradation. The mutual employment between the company and college can play catfish effect in order to inspire the study desire and supply a wider development rooms.

### **3.3 The need of the company and college development**

The development of the college relies on excellent teachers and the company needs higher quality employers. The talent gap in the company and college expanded increasingly in recent years accompanying of the technique renew. The mutual employment system is an effective method to solve the talent problems. Some teachers possessing excellent researching ability can be selected by

the college to participate into the actual projects in the company to solve some technical problems and can earn extra salary. The mutual employment is useful to the company and college.

#### 4. Amphibious employment framework between the college and company

The amphibious employment system includes the selection, employment, management, safeguard, examination and appraisal.

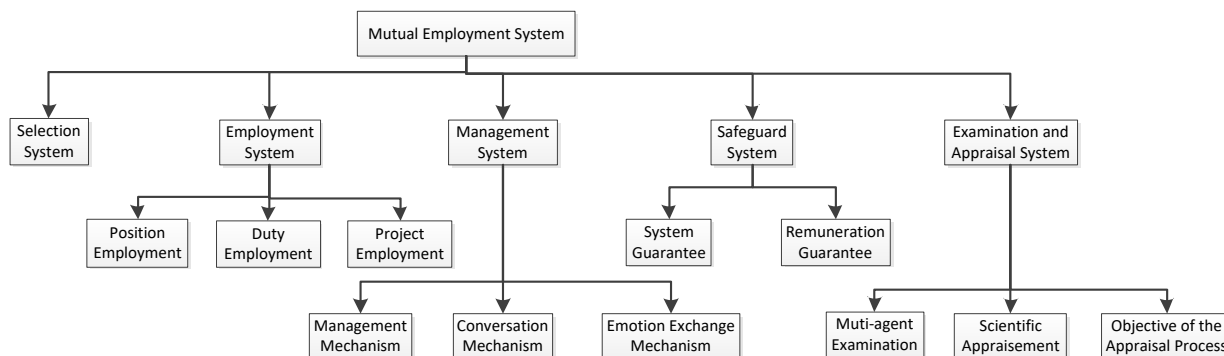


Figure 1. The Framework of the Mutual Employment System

##### 4.1 Selection system

The mutual employment between the college and company is significant part in the talent strategy on the higher vocational education. The talent selection should take the ideology into account firstly. The mutual employee not only possesses the spirit of dedication on the education, but also determines to reform and innovate on the higher vocational education. Second, the teachers should possess strong professional skills and master the modern educational methods and tools. The Innovation consciousness and scientific research ability is also hold by the mutual employee. Final, enterprise, responsibility and benevolence are important elements to select outstanding people who are to be employed by the company and college. Teacher is a gracious profession. An outstanding teacher in higher vocational education can not only teach the knowledge how to use the technology, but also impart the lore how to become an honorable people and possess right attitude to do right things.

##### 4.2 Employment system

The employment pattern is various according to the time span. It is the long-term employment, if the employment time is more than half a year. Otherwise it is the short-term employment. The long-term employment includes the position employment and duty employment and the short-term employment consists of the project employment and subject employment. The long-term employment can be finished by leaving the position or duty, but the short-term employment should be accomplished by leaving the position and duty.

##### 4.3 Management system

The talents employed by company and college are precious resources. Both company and college want to possess the absolute administrative authority. In fact, the management agent is various to the amphibious talents. The company and college should draw up management methods about the amphibious talents that should point out the responsibility and duty clearly during the employment. Meanwhile, the power of the management and supervision should be appointed definitely. The examination right, checking attendant right, reward and punishment right should be distributed to the management agent definably to supervise the employee abide by the management stipulation and finish the work with higher quality. The principle of the mutual benefit should be considered by the company and college fully during the accomplishing the management system of mutual employment in order to share the human resource together.

#### **4.4 Safeguard System**

The mutual employment can guarantee the share of the human resource between the college and company and excavate the subjective initiative of the talent and make the basis for the cooperation between the college and company. To safeguard the implement of the mutual employment and maintain the personal interests of the amphibious talents, the company and college should draft the safeguard system in order to make these employees participate the interchange of the position, duty and ability without misgiving.

#### **4.5 Examination and Appraisal System**

Examination and Appraisal System is a significant part in the development of the mutual employment engineering between the college and company and is a momentous target to evaluate the performance. The fair and objectiveness can improve the healthy development of the talent employed by the college and company and inspire to hard work without fickleness. Therefore, the appraised content should be fairness and objectivity avoiding subjectivity and unilateralism.

#### **5. Conclusion**

The promotion of the technique is a result of the upgradation of the development strategy. The higher vocational college should take some measures to improve the quality of graduates in order to satisfy the demands of the company or factory. The development of the higher vocational college and company needs the high quality talents. The mutual employment provides a reasonable way to inspire the working enthusiasm and promote the availability of the employee.

#### **Acknowledgements**

This research is supported by the project foundation of the higher vocational and technical education research association of Tianjin.

#### **References**

- [1] Guowei Zhang, Hua Wei, et al. The Development of Intelligent Building Specialty "Amphibious" Teaching Team [J]. Higher Education Forum, 2011, 7 (7): 87 - 90.
- [2] Matts Mattsson, Tor Vidar Eilertsen and Doreen Rorrison. A Practicum Turn in Teacher Education [M]. Sense Publishers, 2011.
- [3] Andreas Schleicher. Preparing Teachers and Developing School Leaders for the 21st Century [M]. OECD Publishing, 2012.
- [4] Rebecca S. Crane, Willem Kuyken, Richard P. Hastings, Neil Rothwell, J. Mark G. Williams. Training Teachers to Deliver Mindfulness-Based Interventions: Learning from the UK Experience [J]. Mindfulness, 2010 (1): 74 - 86.
- [5] UK Commission for Employment and Skills. Teacher Training in Vocational Education [M]. England: Policy Connect, 2010.
- [6] Skills Australia. Skills for Prosperity – A Roadmap for Vocational Education and Training [M]. Commonwealth of Australia, 2011.
- [7] Myriam Feldfeber. Policies for Teacher Training and Work in Argentina from the Turn of the Century [M]. Education Policies and the Restructuring of the Educational Profession. 2018.
- [8] Motoko Akiba, Aki Murata, Cassie Howard, et al. Race to the Top and Lesson Study Implementation in Florida: District Policy and Leadership for Teacher Professional Development [M]. Theory and Practice of Lesson Study in Mathematics. 2019.