



DISCUSSION ON VOCATIONAL EDUCATION OF URBAN MIGRANT WORKERS AND INFORMATION COMMUNICATION TECHNOLOGY IN CHINA

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ABSTRACT

Urban Migrant Workers in China have been an important power to promote the urbanization in China and economic growth. Because the overall qualities of migrant workers are not high, and they are lacking of professional labor skills, most of those migrant workers are not sufficiently qualified for various industries development, and the high and new technology in widespread use and the optimization and upgrade of traditional enterprises even make the problem more serious. This paper concerns current migrant workers vocational education, survia issue, using of Information Communication Technology in it and proposes a related suggestion and puts forward some corresponding solutions.

Keywords: *Urban migrant workers, Vocational education, Information Communication Technology (ICT)*

1. INTRODUCTION

Urban Migrant Workers in China have been an important power to promote the urbanization in China and economic growth. Because the overall qualities of migrant workers are not high, and they are lacking of professional labor skills, most of those migrant workers are not sufficiently qualified for various industries development. With the social economy development and the rapidness of industrialization and urbanization process in China, an increasingly surplus rural labor force will flow into migrant workers in cities to form a far more sufficient human capital, however, most of the migrant workers are in low quality on both knowledge and technique skills, which becomes a bottleneck of the transfer of surplus labor force from rural area to urban. Vocational education is highly valued for its employment enhancing effect, especially in the current economic difficulties. Commenting on Vocational Education and Training programs in Jiangsu Province, Premier Wen Jiabao raised in early 2009 two issues relevant to tackling the economic downturn: one is to keep economic growth from major fluctuations, and the other is to avoid mass unemployment. He pointed out that job creation relies not only on economic growth, but also on skills training of workers. Therefore, Vocational education should serve employment directly. "Serving employment directly" becomes now a guiding principle of all Vocational education programs in China.

There are many studies about urban migrant workers in China; most of them concentrate on three aspects. The first strand of studies is on the transition of the urban native labor market during the reform period, and includes contributions by such as Knight, John and Lina Song(2009)[1], Appleton, Simon, Lina Song, and Qingjie Xie (2011) [2], and Dong, Xiao-yuan and Lixin Xu (2009) [3]. The second strand of research is on the labor market segmentation between urban natives and migrants in wages, social welfare, and other aspects, e.g., Meng Xin, and Junsen Zhang(2011)[4], Knight, John and Linda Yueh (2009) [5], Demurger, Sylvie, Martin Gurgand, Shi Li, and Ximing Yue (2011) [6]. The last strand of the literature is focused on the rural-urban migration decision, Zhao Zhong(2012) [7]provides a review of the Chinese rural-urban migration literature.

2. THE NECESSITY OF VOCATIONAL EDUCATION FOR MIGRANT WORKERS

The training channel is unavailable. Many migrant workers from countryside have a great desire for the government training arrangement. Through the training, they can get a special technique skill with which they will have more possibility or chance to find a good job. However, without government training arrangement, nowadays most migrant workers find a job by themselves. If there is a job available, they would



like to obtain. They do not have a concrete consideration on what kind of job they should require. The government arranged training for migrant workers immerses under the circumstance of market economy, which is the subject, while the supplier and the desirer are made by millions of concrete micro individuals, which leads to the information insufficient and asymmetric, and the government will get a low efficient or inefficient result during implementation process of training. The employment of the rural work force is a kind of market problem, and the peasants and industry employers are all the millions of dispersed and concrete micro individuals, which means that their demands are dispersed and concrete. Therefore, the government doesn't obtain a clear understanding of all the training members' requirement and cannot find the concrete key point and provide the exact relative training for them.

The requirement of enhancing migrant workers quality from vocational training.

According to migrant workers statistic survey from National Bureau of Statistics, by the end of 2008, the total population of rural migrant workers has reached 225,420,000, among which the migrant workers finding a job out of their towns were up to 140,410,000, which was more than 10% of the total population in China and about 30% of the total labor force in countryside[8]. However, a worry is that the overall technique labor skills level of migrant workers is still low. According to sample surveys on 50 villages labor force transfer status in Jiangxi province, the average age of migrant workers is 28.14, and 70.12% are below 30 years old. The condition of educational levels is as follows: 24.87% primary level, 35.03% junior secondary school level, 20.30% senior high school level and 11.68% technical secondary school background, 60.41% of which do not take any special training and education before obtaining the employment in cities and only 39.09% take the certain training after finding a job in cities.

3. THE CURRENT SITUATION AND PROBLEMS OF MIGRANT WORKERS VOCATIONAL EDUCATION

Peasant and worker, two kinds of identities restrict the training. For quite a lot of migrant workers, planting can solve the eating problems and finding a job out of town is a good way of earning for other life expenses. Working out of the countryside is another job in their leisure time when farming is finished, which is a temporary and supplementary work for them. When they are busy

on farming, they stay at home; when the farming is completed, they go out and seek for a temporary job with an uncertain and unstable motivation, even with maneuverability. Considering the high risk of being detached from farming land and their own qualities, the peasants cannot totally give up farming and their land management and contracting right. Most of them find jobs in labor-intensive industries with lower technique requirement, such as rough machining, commercial catering, service industry, construction industry, clothing making, and household management and so on, which do not require special training [9]. From their views, these temporary works are in no need of taking their time and energy to attend certain training. Obviously, there are some families with little income cannot afford the training. Although it is very difficult for quite a lot of people, lacking special skills, to find a suitable job, they have to try their best to find a job to support the family no matter how dirty and hard it is. Under the circumstance, they are in no mood for training.

Imperfect training system. In recent years, the government and our Party have paid much more attention to migrant workers issue; The State Council and its departments have established a series of policies and plans for migrant workers training, such as *2003-2010 national migrant workers training plan* and *suggestions of State Council on migrant workers problems solution*, which are implemented throughout the country. As for the current situation, many problems like multiple management, blindness, and irregularity are gradually striking. The problems of similar content and many blank places immerge at the same time. The role orientation and function application of each functional department is not clear, which requires a suitable system and operational mechanism. Besides, the training has the characteristic of long period and enormous investment. Enterprises and migrant workers are the main object who can get benefits, while the government cannot get a direct reward through the enormous investment. Therefore, many local governments are not enthusiasm on the plan, which causes the fact that the special subsidy is not put into practice for migrant workers training.

The necessity of improving employment competition ability from training. With the rapid development of our economic society and national industrialization process, our industrial structure has been continuously adjusted and promoted optimization and upgrading. Various processing and manufacturing industries employ workers with a

higher quality, which means the demand shifts from physical to technical. The urban migrant workers with few special skills and low competition ability can find less and less suitable jobs [10]. As Deng Xiaoping said, "Only by acquiring a higher level of scientific and general knowledge, richer experience in production and more advanced skills can the worker expand his role in modern production." However, most of the current migrant workers in our country do not take certain vocational technique training. Based on the report issued by the State Council *Investigation and Research Report on Rural Migrant Workers in China*, we can find that 20% of the total rural labor forces receive training in short-term, 3.4% obtaining primary vocational and technical education, 0.13% with secondary vocational and technical education, with no technical training up to 76.4%. In the current situation in our country, the migrant workers should take certain vocational and technical education to enhance their own competition ability. Therefore, taking vocational and technical training has been their inexorable choice.

Enterprises lack of enthusiasm on training. On the background of highly unstable operational environment and system, enterprises and migrant workers cannot keep a stable and sustainable labor service relationship, which means that the short-term cost profit analysis comes to be the main focus of the enterprises. The workers training will raise the operation cost and it is with a higher external effect. Under the circumstance of unstable employment and high flow ability, the training investment can cause that the profits overflow outward, especially in the enterprises with seasonal labor, which makes the enterprises loss enthusiasm on training and forms a phenomenon of using a lot of migrant workers but giving few training. In the final analysis, if the unstable operational condition and system are not changed, we cannot improve the long-term sustainable labor relationship between enterprises and migrant workers; neither can enhance the training enthusiasm of enterprises.

4. USING OF INFORMATION COMMUNICATION TECHNOLOGY TO TEACH PEASANTS OF UPCOMING CITY

The teaching CD playback mode. It is mainly equipped with TV, VCD or DVD player and teaching CD the complete sets of all kinds meet the needs of peasants. These teaching CDs are agricultural science and technology departments or

the relevant rural adult education sector development and design; therefore, it's authoritative, more systematic, targeted, and practical strong. Teaching CD playback mode is for remote areas of rural adult education points. Most of the remote rural adult education point to the lack of teachers, with the availability of educational CD-ROM, is equal to invited outstanding teachers; the majority of farmers have the opportunity to enjoy a quality teaching. Point of rural adult education teachers observe teaching and learning opportunity to improve.



Figure 1 The Teaching Mode Of CD-ROM Player

The main features of the model is by showing the teaching CD with VCD or DVD player, the elaborate teaching curriculum can be condensed and showed to farmers for watching and learning on the TV directly. The teachers of the rural adult education can also take the teaching CD as a auxiliary tool in the process of teaching, which can optimize the teaching methods and improve the teaching effect.

Satellite education receiving site. It is equipped with satellite receiving system, computer, television, DVD player and the disc material needed in teaching, the process of information transmission in this mode which is showed figure 2.

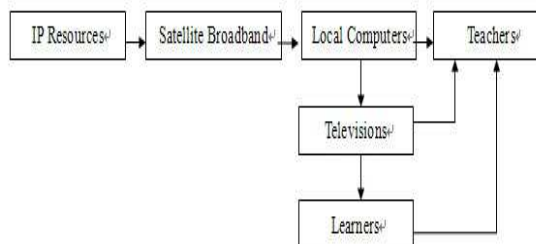


Figure 2 The Teaching Mode Of Satellite Education Receiving Site

In rural areas, some of the adult education institutions are equipped with satellite education receiving sites, and those adult education institutions that don't have satellite education receiving sites usually carry out this mode of teaching with the help of local elementary and secondary schools which are equipped. In this mode, the computer and TV connected through the conversion equipment, which constitute a simple multi-function classroom, with the computer act as a console, the TV act as a screen and acoustics, so

the IP download resources can show to the learners directly through TV, and it has achieved excellent effect.

The computer network classrooms. It is equipped with satellite receiving system, the network computer classrooms, multimedia classroom, teaching CD broadcast equipment and teaching CD. The mode of information transmission process is showed figure 3.

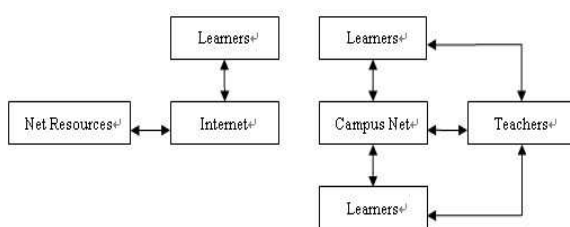


Figure3 The Teaching Mode Of Computer Network Classrooms

Learners-Internet-Learners is a kind of web-based cooperative learning ways in which the parties formed by the learners unlimited by region carry out the cooperative learning spontaneously for the theme what they are interested in. Network is not only communication tools, which is used to transfer the information of real-time or non real-time exchange and communication between learners and learners, but also can provide rich resources for learners to retrieve and utilize. The whole process requires that the learners participating in it positive and active, and accomplish a specific task as a certain role.

Net Resources-Internet-Campus Net-Learners is a learning style which makes the learner as the central task based on the media. The media here is website, that is to say, it is the explorative learning on the basis of website. Its characteristic is the learner must possess highly independence and autonomy, they make up study schedule, choose the study strategies, define study content, draft study objectives in accordance with their own needs of study tasks, and the whole process is under control of learners, most of interactive activities are the interaction between their man and the computers.

Teachers-Campus Net-Learners have three kinds of application forms in the practice field in this form of information spread: teaching activities which are developed real time or non-real time through the network as information transportation media. Rural adults education the course content of excellent teachers will be moved to the Internet in the rural adult education location, and this will

realize the information share with the local learners and even more scope, with unlimited of time and provide them with the convenience. Meanwhile, we could have the communication between the teachers and students, in this way learners can conveniently to submit homework and put forward questions; teachers can upload designed, developed, and arranged course content into the Internet, for use of learner only.

Teachers-learners have three modes of teaching and learning make full use of the information and technology environment provided by Internet classroom and carry out the teaching mode characterized by autonomous research and communicative cooperation as well as brand new learning methods, which is the reform of the traditional education brought by education information.

5. COUNTERMEASURES AND SUGGESTIONS

On the migrant workers level. We should strengthen the workers' awareness of the importance of vocational education and set up the sense of training all the life. Through the public media, volunteer groups, media organization, non-government organization, community resource and other social units, we can provide some thoughts and concepts in thoroughgoing publicity, such as respecting work, creation, human dignity and individual, befriending the weak, promoting justice, safeguarding the fair, maintaining impartiality and so on. We should enhance their sense of identity about the city economy revolution and social development, arouse the following mental attitude as the social keynote of the prevailing atmosphere, such as respect, understanding, civilization, active, health, tolerating and forgiving, and try our best to cultivate a sense of belonging for the migrant workers in cities and improve the integration mechanisms of urban development and urban culture. It is supposed to change the rural labor force original thoughts on training that is finding a job is depended on physical condition and in no need of skills training, and finally strengthening their awareness of the importance of the training. The current economy development in our country is in the demand of a higher quality worker in both knowledge and technology aspects. Therefore, the migrant workers should keep pace with the times and continuously enrich knowledge and skills to avoid lagging behind and adapt to the socialization production in a long term.



On the enterprises level. Strengthening and promoting the vocational training for migrant workers by enterprises is eagerly required. According to the various industries, jobs, posts, the enterprise relative personnel should provide training on the basic working skills and operation criteria. We propose a work-study program that is not time-consuming and in a high efficiency such as, a new comer learning from a senior one, an unaccomplished learning from a skilled worker [11]. Through the method of working and learning hand in hand, the migrant workers can master the basic operation method and working process in a short term and finally become a skilled worker. Nowadays, many enterprises have been take the responsibility of training their migrant workers' vocational training, which arouses the fully play of enterprise enthusiasm and gets double the result. Besides, enterprises can choose many training forms for the migrant workers, such as night school, short-term training course, correspondence course and other training classes. The government should pay attention to the praise for the good enterprises and communities who provide an attractive training condition for the workers, especially the migrant workers, and also give subsidies to the training workers, which will promote the migrant workers training, improve their working skills level and keep the employment in a stable platform.

On the society level. On the one hand, the vocational education organization should get ready for the training work. First, based on the actual demand of the migrant workers, the training center should make special technical training for them to enhance their market economy knowledge and skills and improve their quality to adapt to the market and work post shifting. The relative organization can make a reasonable arrangement for the training charge, content, time and place, among which the charge is one of the main hinder for taking the training, so reducing the charge in a relevant low level is a useful factor to attract more training members [12]. The training content should be innovated in according to the present working requirement. It is necessary to integrate theory with practice, and the teaching should be easy to learn and simple to comprehend. On the basis of taking a full consideration of the demand of migrant workers and industry structure, the reasonable arrangement of training time and place is very important and necessary, such as the circular training integration of short-term intensive course and evening class, the same course learned in different training centers because of the work post shifting and so on. Secondly, we work for the benign interaction

between training inside and working outside. Through the innovated training mechanism, guiding by the requirement of labor force market, we are able to expand training in a way of project operation and enhance the training quality and improve the rate of employment. It is necessary to establish cooperation partnership on voluntary basis between educational training center and labor export organization by guiding and encouraging. The benign interaction will be formed through signing an agreement on training and labor exporting, respecting the duties and right of two parts.

On the other hand, labor agency should set up a database of talents resource for migrant workers from countryside and the media agency should take part in and play an active role on the establishment of the employment market system for migrant workers in cities, providing sufficient employment information for the training workers. The establishment of training migrant workers resource database is the basis of market mechanism construction on migrant workers employment. It is necessary to gradually transfer some government function and right to labor media agency in a positive and sound manner. The government should make some relative policies on the establishment of migrant workers resource database and set up a social service system and corresponding market media agencies as soon as possible. Cultivating and developing the labor media agency is to go in independent and just development and standardized operation. Therefore, we should improve the permit system, Annual laboring audit system, the employee work competence management system of human resource agencies to form a competition standard for the human resource in the same industry.

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