Analysis on the Status and Countermeasures of Talent Cultivation and Professional Skill Appraisal in Higher Vocational Colleges of Traditional Chinese Medicine

Si-yuan Li¹,a,*, Cui-ling GUAN¹,a and Jing GAO²,b

¹Hubei University of Chinese Medicine, Wuhan, Hubei Province, China
²State Administration of Traditional Chinese Medicine Vocational Skill Testing and Guidance Center, Beijing, China

*Corresponding author

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Abstract. With the improvement of people's recognition of traditional Chinese medicine and the continuous expansion of the market for traditional Chinese medicine, the demand for talents of traditional Chinese medicine is also trending up, and the professional skill appraisal of talents of traditional Chinese medicine is also on the agenda. Based on the analysis of the current situation of practical talents training and professional skill appraisal of traditional Chinese medicine in higher vocational colleges of traditional Chinese medicine, this paper summarizes the problems and discusses the solutions, which can provide some reference for the training and professional skill appraisal of traditional Chinese medicine talents in China.

Introduction

Professional skill appraisal in the Chinese medicine industry is an important measure to standardize the regulations of the Chinese medicine industry, promote the development of Chinese medicine and screen highly skilled talents in Chinese medicine. With the continuous development and improvement of the professional qualification certificate system, China has basically formed an admission system of "hold certificates first, take up posts second" and "get trained first, get employed second"[1]. However, there are still some problems to be solved in the professional skill appraisal work in higher vocational colleges of traditional Chinese medicine. There is a close relationship between professional skill appraisal and personnel training in the traditional Chinese medicine industry. How to ensure the healthy development of professional skill appraisal in traditional Chinese medicine and deepen the reform of personnel education in higher vocational colleges of traditional Chinese medicine are the inevitable problems in training and identifying talents in traditional Chinese medicine.

The Relationship between Talents Cultivation in Higher Vocational Colleges of Traditional Chinese Medicine and Professional Skill Appraisal of Traditional Chinese Medicine

Professional skill appraisal is an appraisal activity based on professional skill level and belongs to standard reference examination. It is an objective measurement and evaluation of the technical and theoretical knowledge and practical operation ability that workers should master when engaging in a certain occupation by the examination and assessment institution. Professional skill appraisal is an important part of the Occupational Qualification Certificate System [7]. The main purpose of higher vocational colleges of traditional Chinese medicine is to train practical and skilled talents and improve students' professional skills and professional abilities. On the one hand, the talents trained by higher vocational colleges need certain social needs, on the other hand, they must have excellent quality and ability. With the implementation of the double certificates system, the identification of Chinese medicine professional skills has become an important indicator to evaluate the quality and
level of talents in higher vocational colleges of Chinese medicine, and at the same time, it provides a bridge between schools and society for talents in higher vocational colleges[6]. Talents in higher vocational colleges of traditional Chinese medicine also need professional skill appraisal to ensure the quality of employees. Talent cultivation in higher vocational colleges of traditional Chinese medicine and professional skill appraisal of traditional Chinese medicine complement each other, both of which are indispensable.

Status and Problems of Talent Cultivation in Higher Vocational Colleges of Traditional Chinese Medicine

Unreasonable Allocation of Teaching Resources

China's higher vocational education teacher qualifications have not been recognized by the state, forming professional evaluation rules and methods, and the admission of teacher qualifications is also very broad[2]. Our country's double-professionally-titled teacher qualification certification system has been put forward as early as more than ten years ago. However, at present, teachers in higher vocational colleges in our country are still mainly based on the standards of undergraduate colleges, which greatly limits the professional development of standardization and specialization of teachers in higher vocational colleges [4]. However, most of the resources of higher vocational colleges affiliated to undergraduate colleges are inclined to undergraduate colleges, and there is a shortage of "double-professionally-titled" teachers with both practical operation and theoretical knowledge. Problems such as insufficient teaching investment and low quality of students are common in the rise from secondary vocational schools to higher vocational colleges. In addition, currently, the base construction of higher vocational colleges of traditional Chinese medicine is not perfect and even lacks necessary practical conditions.

Structural Deviation of Disciplines and Majors

Most of the higher vocational colleges of traditional Chinese medicine lay particular stress on the majors of traditional Chinese medicine in the subject setting, and the subject structure lacks diversification. It is important to pay attention to the medical training of students, however, it still needs to be combined with the social needs. Although various colleges have generally added management and humanities subjects, which is somewhat different from the traditional single-subject professional structure, these structural changes are far from meeting the needs of society and medical and health care.

The Status and Problems of Professional Skill Appraisal of Traditional Chinese Medicine

Professional Skill Appraisal of Traditional Chinese Medicine Requiring Improvement Preliminarily

In the work of professional skill appraisal, the quality and effect of professional skill appraisal are greatly affected by the presence of high-quality appraisers. The appraisers need to have professional competence and good moral character. Currently, the lack of "double-professionally-titled" teachers and unreasonable structure in the appraisers of traditional Chinese medicine professional skill appraisal hinder the further development of skill appraisal. In addition, the construction and development of the question bank system is an essential job in professional skill appraisal. Ministry of Human Resources and Social Security clearly points out the requirements for establishing a complete question bank for professional skill appraisal in the "Regulations on Professional Skill Appraisal". However, a complete question bank system has not been established for Chinese medicine professional skill appraisal currently [3].

Current Type of Work Failing to Meet Market Demands

At present, the three Chinese medicine health service items listed in the national occupational qualification list include Chinese medicine health care conditioner, pharmaceutical preparation
worker and Chinese medicine processing worker. However, the Chinese medicine health service items not listed in the national occupational qualification list but listed in the Occupational Dictionary in inside include health care massage therapist, aromatic health care worker, Chinese medicine planter, Chinese medicine dispensing worker, Chinese medicine purchasing and selling worker, Chinese medicine decoction piece purchasing and selling worker, medicinal preparation worker and special animal breeder (medicinal animal breeder). The three items included in the Occupational Dictionary are far from representing the traditional Chinese medicine industry, and there is still much room for development in the disciplines and social needs of higher vocational colleges in addition to these three disciplines.

Disjoint Professional Skill Appraisal of Traditional Chinese Medicine and Training of Talents in Higher Vocational Education

In the Notice of the General Office of the State Council on Printing and Distributing the Development Plan for Chinese Medicine Health Services (2015-2020) in 2015, it pointed out that the quality of Chinese medicine health service personnel should be comprehensively improved, the development environment for Chinese medicine health services should be improved and optimized, and the industry norms and standards system should be improved. At present, the Notice on Announcing the Information of Departments (Institutes) Implementing Professional Qualifications of Skilled Personnel issued by the Human Resources and Social Security Bureau clearly points out that the State Administration Of Traditional Chinese Medicine Professional Skill Appraisal Guidance Center (hereinafter referred to as the Appraisal Center) is responsible for the appraisal of traditional Chinese medicine professional skills. The Appraisal Center has done a series of work on the three types of work listed in the current national list of professional qualifications. Although higher vocational colleges have been carrying out reforms for many years, strengthening the skills training of students, advocating applied talents, teaching plans, and outlines and teaching contents of various majors, the corresponding professional skill appraisal has not formed a standard. On the one hand, it is necessary to establish a clear standard and target for the identification of Chinese medicine professional skills; on the other hand, higher vocational education needs to meet the needs of the country and society so as to avoid the “two skin phenomenon”. If the two cannot be effectively standardized and unified, it will not only increase the burden on students, but also affect the quality of appraisal work.

Countermeasures for Deepening Educational Reform in Higher Vocational Colleges of Traditional Chinese Medicine and Perfecting Professional Skill Appraisal of Traditional Chinese Medicine

To Better the Professional Skill Appraisal

To improve the structure of the Chinese medicine professional skill appraisal team, the selection of appraisers should focus on the selection of "double-professionally-titled" teachers with high technical level and strong professional ability. Regular training for the team of assessors can be carried out. Relevant experts can be hired to teach the latest theories and appraisal methods on a regular basis. Assessors can be organized to visit and study excellent appraisal stations on a regular basis. Seminars for assessors can be organized to exchange experiences and practices and reward excellent assessors to form a competitive mechanism.

Only three Chinese medicine appraisal jobs were listed in the "National Qualification Catalogue". There are still many Chinese medicine occupations not listed in the "Occupational Dictionary" and "Chinese Medicine Law". The questionnaire survey shows that there are more occupations in demand in the current market, such as those in health care massage therapist and other corresponding Chinese medicine higher vocational colleges. Those occupations with strong market demand can be considered to join the "National Qualification Catalogue" for unified list management.
Higher Vocational Colleges of Traditional Chinese Medicine Strengthen Skill Training and Optimize Subject Setting

The teaching of higher vocational colleges of traditional Chinese medicine should change from focusing on theory to focusing on practice. Shaping a high-skilled and high-capacity technical manpower is the future direction of higher vocational colleges of traditional Chinese medicine. Hence, it is necessary to take practice as the orientation, integrate education into industries, enterprises and occupations, diversify and modularize the curriculum system, apply theory to practice, strengthen students' independence and innovation in practice, and comprehensively enhance students' comprehensive quality and competitiveness [5]. Higher vocational colleges of traditional Chinese medicine should also investigate the social needs, adjust the subject settings appropriately, set up special investigation groups, investigate the supply and demand of high-skilled talents in enterprises and society in the industry, actively combine with pillar industries, give priority to professional post groups, and establish their own majors and pillar majors to enhance their competitiveness.

To Rely on Industry, Conduct School-enterprise Cooperation

Laboratories and training bases in higher vocational colleges of traditional Chinese medicine should rely on industry, conduct school-enterprise cooperation, closely focus on regional economic development, and obtain the support of appraisal institutions, industries and enterprises, so as to truly realize practical education in higher vocational education. Compared with higher vocational colleges, the equipment and facilities of enterprises are more complete and updated frequently, with more manpower, financial resources and venues.

Conclusion

To sum up, China's higher vocational education of traditional Chinese medicine should focus on training skilled talents, and effectively link higher vocational education with professional skill appraisal of traditional Chinese medicine, so as to give full play to the role of higher vocational education. Higher vocational colleges provide a platform and a team of talents for professional skill appraisal as well. Although higher vocational colleges and professional skill appraisal institutions have different functions, they can achieve a win-win effect through mutually beneficial scientific development.

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