

# Discussion on the Construction of Rural Labor Education and Training System in Tianjin

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**Abstract:** In order to do a good job in the construction of rural labor education and training system, Tianjin has implemented a series of rural labor training programs and projects in recent years. The local laws and regulations on the education and training of farmers have been formulated in the first place in the country and regulations of Tianjin municipality on rural labor force education and training. The construction of rural labor education and training system in Tianjin is in the forefront of the whole country, which proves legal system guarantee for Tianjin citizen education and training and laid a solid foundation for rural labor education and training for a long time. Based on the investigation and analysis of the construction of rural labor education and training system in Tianjin, this paper summarized the problems and reasons existing in the system construction, and put forward the countermeasures and suggestions for strengthening the construction of rural labor force education and training system in Tianjin.

**Keywords:** Rural labor; Education and training; Institutional system; Teaching system; Assessment system

## 1. Introduction

Rural labor education and training is the main way to realize the development of rural human resources and promote the transfer of rural surplus labor, a forceful promoter of accelerating the rapid development of rural economy and society and building a well-off society in an all-round way, and an important source of power for Beijing-Tianjin-Hebei integrated development. As the foundation and support for the rural revitalization strategy, rural labor education and training is the fundamental guarantee for realizing rural modernization. Tianjin has implemented a series of rural labor education and training programs and projects in recent years, achieved significant progress. At the same time, there are also many problems. In addition, the "Rural Revitalization Strategy" formulated by the Party Central Committee and the goal of agricultural and rural modernization put forward higher requirements for the rural labor education and training. This research is particularly important.

## 2. Meaning of Rural Labor Education and Training System

The rural labor education and training system refers to the structure and organization of rural labor education and training, which is the carrier for the implementation of peasants' educational activities, including the organization management system, education and training implementation system, and supervision and evaluation system. The management system of the rural labor education and

training organization system mainly includes three aspects: the organization and management system, the financial security system, and the institution security system. The specific work of the education and training implementation system includes the construction of teacher resources, teaching materials, teaching sites, infrastructure construction, and teaching network resources development, etc. The rural labor education and training supervision and evaluation system mainly includes construction of expert team for supervision and evaluation, evaluation system standards, check of training system, approve of training plans, assessment of training institutions, assessment of teaching teachers, and supervision and inspection of training quality, information feedback of the implementation process, etc.

## 3. The Composition of Rural Labor Education and Training System in Tianjin

### 3.1. Legal systems and organizational system management system

In order to ensure the standardization and legalization of rural labor education and training, Tianjin has formulated "Tianjin Peasants Education and Training Regulations" as the local regulations on farmer education and training. Relatively complete supporting policies and measures have also been formulated to ensure the implementation of the "Regulations" in Tianjin, which makes a good foundation for the future farmers education and training and provides a good system guarantee.

### **3.2. Education and training implementation system**

Tianjin has a relatively complete rural labor education and training implementation system. Focus on the Haihe Education Park, a number of national and professional vocational education demonstration schools and specialties are constructed. There are 3 municipal farmers' education and training institutions, 56 district education and training institutions; and 162 street adult culture schools. Some of the rural village committees and rural enterprises with good conditions have their own schools. In addition, a number of public training bases have been built. The municipal public training center is jointly invested by the State Ministry of Education and the Tianjin Municipal Government, leading domestically and having a leading role in demonstration.

### **3.3. Assessment and assessment system**

Tianjin pays more attention to the rural labor education and training work, and establishes a permanent supervision and management institution, which is directly led by the Tianjin Rural Work Committee, in order to ensure the smooth implementation of farmers' education and training work. In addition, an occupational skills appraisal management information system has been established, which is open and transparent for appraisal enrollment, examination service arrangements, and inquiries on appraisal results. Accountability systems, skills training and appraisal systems are also established.

## **4. Existing Problems**

### **4.1. Problems in the organizational system management system**

#### **4.1.1. Unclear responsibilities and poor commanding in administrative system**

The investigation found that the establishment of the Tianjin rural labor force education and training management organization is more confusing. Different levels of schools or different schools at the same level are mostly attributed to different management departments. The lack of communication and coordination among them often leads to their own governance, lack of effective integration. Rural labor training has not been effectively managed in some areas of Tianjin. Government management methods need to be improved.

#### **4.1.2. The legal system of education and training needs to be further improved**

Although Tianjin is the first city to pass legislation to guarantee the training of rural laborers, the "Regulations" have changed over time, and many regulations have no longer adapted to the needs of Tianjin's rural labor training. First, many out-of-town laborers who are engaged in non-agricultural industries in Tianjin were excluded from

training. Second, in accordance with the "Regulations", the agricultural management department manages rural labor education and training, but the reality is that they mainly responsible for managing the planting industry having no management ability for other aspects of training, which affects the management efficiency of education and training.

### **4.2. Problems in teaching implementation system**

#### **4.2.1. The system is not sound enough and its function is not fully utilized**

Four problems in the Tianjin rural labor education and training system are existed. Firstly, the role of universities and colleges has not been fully realized. Tianjin is a national demonstration base for higher vocational education. The teaching staff and internship test equipment are leading among the country. They have not been fully included in the rural labor education and training system. Secondly, various types of vocational schools at different levels, such as Agricultural Broadcasting School has the problems of a single training professional, failing to meet the needs of the new type of farmers' training and narrow radiation, etc. Thirdly, various street and town-level adult training schools have been shut down due to the impact of the withdrawal of townships and institutional reforms. Finally, there are a number of rural enterprises are lack of education position, and fail to guarantee that farmers receive education and training nearby.

#### **4.2.2. Lack of relevance and effectiveness in the content of education and training**

At present, the construction of textbooks cannot meet the needs of rural labor force and rural economic and social development. The main reason is the lagging teacher training for employment training for rural laborers in Tianjin. As a result, education and training work is not targeted and effective. Despite the implementation of a series of rural labor education and training programs, the effects are not very satisfactory.

### **4.3. Problems in the assessment and evaluation system**

The system audit, the evaluation of training plans, the evaluation of training institutions, the assessment of teaching teachers, the supervision and inspection of training quality, and the feedback of implementation process information of rural labor education and training in Tianjin are all undertaken by levels of governments, which lack of supervision and evaluation of construction system of rural labor education and training. Some training government leaders only focus on the completion of training objectives and lack a scientific and effective monitoring and evaluation system.

## **5. Suggestions**

**5.1. Further improve the organization system management system****5.1.1. Rationalize management system and optimize government functions.**

With the orderly advancement of the reform of state institutions, Tianjin should also reduce the level of administrative management in accordance with the reforms at the national level. An administrative management department should lead the overall work in agriculture and rural areas, which can greatly increase management efficiency and effectively overcome the problems that the confusing establishment of education and training management institutions and training institutions belonging to different management departments, etc. Teaching and supervision work will be managed by specialized agencies. At the same time, an administrative management department has the advantage of the optimization of government functions and full decentralization.

**5.1.2. Improve the legal system.**

Modify the content of the current "Regulations" that does not meet the needs of economic and social development. For example, breaking the household registration restriction, the education and training target cover all the laborers working in the rural areas of Tianjin. In addition, it will further clarify that the rural labor training and training shall be led by the agricultural and rural management department, and the other government departments shall cooperate with the management model and formulate comprehensive supporting policies.

**5.2. Improvement of teaching implementation system****5.2.1. Integrate teaching implementation agencies at all levels.**

According to the actual needs of the local economic and social development, the existing training institutions should be rationally divided and scientifically coordinated. The existing scattered, idle, and low-efficiency educational and training resources should be organically unified and developed in depth, rationally integrate, and optimize the allocation. Rely on formal vocational training institutions, supplemented by non-governmental training institutions, pay attention to the development of high-skilled professionals and make full use of the teaching resources of local colleges and universities in Tianjin.

**5.2.2. Strengthen the infrastructure construction.**

First of all, a strict entry threshold for peasants' education and training teachers' qualifications should be established. Train full-time teachers, and improve teachers' teaching and skills. Secondly, the training materials that meet the needs of local economic and social development should be prepared. The training materials should be accordance to the cognitive characteristics of rural labor, the features of rural economy and society in Tianjin and the characteristics of the industrial structure, particularly meet the needs of rural revitalization and modernization of agriculture and rural areas. Thirdly, construct a number of rural labor education and training base with the combination of theory teaching and practice. In addition, the development of rural labor internet teaching resources should be paid more attention to promote the transfer and sharing of education and training resources.

**5.3. Improvement of evaluation system**

It is necessary to formulate realistic training goals, and to supervise the quality of training in rural labor education and training. The development of training plans should be subject to expert investigations, precise training directions and scope, and the establishment of authoritative organizations to supervise the training institutions. Formulate evaluation criteria, establish a rural labor education and training effect evaluation system, and conduct comprehensive assessments on various types of training institutions for conducting rural labor training on a regular basis. Finally, incorporate rural labor education and training into the annual assessments of various related government departments to ensure the quality and effectiveness of rural labor education and training.

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