

## **Career planning and management Based on lifelong vocational skills training**

**Che Gao<sup>1</sup>, Xuan Pan<sup>2</sup>, Shanshan Xu<sup>3</sup>**

<sup>1</sup>State Grid Co., Ltd. Beijing Zip Code: 100031

<sup>2</sup>State Grid Hubei Technical Training Center Hubei Wuhan Zip Code: 430000

<sup>3</sup>State Grid Hubei Technology Training Center Hubei Wuhan Zip Code: 430000

**Keywords:** lifelong education, lifelong learning, lifelong vocational skills training, career planning

**Abstract:** From the perspective of career choice, this paper explores the relationship between life-long vocational skill training and career design, focusing on the system construction of life-long vocational skill training, standing at the height of national strategic thinking, thinking about how career design can play an organic role in life-long vocational skill training, so as to play the training value, and clearly define the relationship between the two.

### **1. Research background and significance**

#### **(1) Research background of lifelong vocational skills training**

The 19th National Congress of the Party pointed out: "China's economy has shifted from a high-speed growth phase to a high-quality development phase." In an important period of improving economic growth and efficiency, in order to accelerate the transformation of economic growth mode, the central government has proposed to vigorously promote industrial transformation and upgrading, which has led to changes in technical structure, occupational structure and talent demand structure, and the gap in skilled talents has been further expanded. The development of industrial technology has placed higher demands on the professional resilience and intelligent structure of employees. Employees need to update, supplement, expand and improve their technical knowledge throughout their career. Therefore, the lifelong development of vocational education and training has become an inevitable trend to adapt to the economic and social development.

The construction of the lifelong vocational skills training system should serve the overall development strategy, business strategy, functional strategy and corporate culture of the enterprise. According to the key strategic measures of an enterprise, the index of strategic core competence needed by the enterprise should be extracted through the strategic map, and the model of enterprise core competence should be constructed. Build a corporate training system around the core competencies needed to achieve strategic goals, helping employees gain or improve work-related knowledge, skills, attitudes, and behaviors, and improve employee and business performance.

#### **(2) The significance of career planning and management**

The development of an enterprise cannot be separated from the personal growth of its employees. Therefore, in order to realize the development strategy of an enterprise, it is necessary to effectively plan the career of its employees, combine the personal development of its employees with the development of its organization, formulate the strategic plan and arrangement for the lifelong career development of its employees around the "dual channels of management and specialty", and urge its employees to follow the development of the enterprise through lifelong learning and training. Breaking the growth, so as to promote the continuous appreciation of human capital, and provide human resources guarantee for the sustainable development of enterprises.

### **2. The impact of lifelong vocational skill training on career planning**

Lifelong vocational skills training is a concrete deepening of lifelong education and learning concepts. The establishment of its system not only makes sustainable development, individualized development and comprehensive development of careers possible, but it is also possible.

(1) Enhance matching ability and promote sustainable development of career

Lifelong vocational skills training is accompanied by a person's career growth and transformation. Because in a person's career, school education alone for more than ten years is not enough. In order for human resources to “preserve” and “appreciate”, formal learning and informal learning must be combined to combine learning, labor and innovation so that people can continue to educate and return to education. Renewing its own knowledge structure and mastering new technological capabilities can ensure and promote the full freedom and sustainable development of people, and also promote the sustainable development of people's services.

(2) Adapt to the scope of training and promote the personalized development of career

Lifelong vocational skills training breaks out unified learning and requires respect for each individual's personality and independent choices, emphasizing that each person can choose the form that best suits his or her own life in his or her career, so that the highest and most realistic through self-sponsored learning. To the extent that people's personality is best developed.

(3) Conforming to practical application and promoting comprehensive development of career

Lifelong vocational skills training is not limited to the application of the post, but the application of comprehensive development of people. The idea of lifelong vocational skills training breaks through the shackles of traditional ideas, utilizes all educational learning resources, and adopts a variety of organizational forms to provide continuous learning services so that everyone can have equal access to learning and comprehensive development opportunities. Lifelong vocational skills training is that all those who have the need to study can enter the learning state at any time they need, participate in the learning process in a way that suits them, and develop their own hobbies and specialties.

### **3. Career management under the lifelong vocational skill training system**

(1) Organizations manage the early stages of their careers

The company will organize the early management of the organization to focus on the practical stage of the employee's work for 1 to 5 years. The career management of employees at this stage plays an important role in the future career development of employees.

1) Training management

Corporate training management focuses on three aspects: New employee pre-employment training (helping new employees to understand the culture of the culture, integrating new into the group as soon as possible), professional training (promoting employees' professional skills, skills and management literacy) and teachers (leading to help employees to better pursue their careers, Promote employees to grow better and faster).

(2) Assessment and evaluation management

Generally, the assessment and evaluation management of enterprises mainly focuses on four aspects, namely, defining the assessment principles, formulating the assessment methods, defining the assessment contents and using the assessment results.

1) Mid career management

The organization's mid-career management focuses on the five to 15 year period of employee work. At this stage, employees are under great pressure in work, family and health. Therefore, the management of the organization's mid-career needs to focus on solving the three aspects of employees.

①The mid-career crisis performance of employees' careers is mainly reflected in the changes in employees' professional attitudes and the decline in their core competitiveness.

2) Employee's career mid-career development management measures

①Assist employees in self planning and development. Enterprises need to give certain career planning guidance to employees in combination with the development status of their career and their own characteristics, so as to maintain good working conditions of employees and ensure that employees can well shape and maintain the core in the middle stage of their career.

② Assist employees in self realization. Helping employees to realize themselves can effectively mobilize the enthusiasm of employees in the middle of career development. Generally, the main ways that enterprises help employees to realize themselves are promoting and promoting, arranging more challenging work for employees, implementing job rotation and letting employees act as good teachers.

③ Help employees form new professional self-concept. Get to know the situation with employees in time, help them to recognize themselves again, find out the advantages and disadvantages of employees, establish a new self for employees, and give them proper training and guidance.

④ Introduce competition mechanism. Enterprises can introduce competition mechanism for the promotion and development of these employees to mobilize their enthusiasm.

### (3) Late stage management

Organizational post-career management focuses on the ten- to 20-year period of employee work. For employees who are at the end of their careers, if they are properly managed, they will become valuable human resources, and if they are not properly managed, they will become the source of many contradictions and conflicts, which will affect the operation of the company.

#### 1) Organizing post-career management principles

Usually organizing post-career management requires five principles: The principle of understanding and respect, the principle of combining institutionalization and differentiation, the principle of sincere concern, the principle of preparation in advance, and the principle of giving advantage of experience.

2) Organizing post-career management initiatives: Assisting the old staff to establish a good retirement mentality; carry out retirement counseling activities; Arranging the connection of the post work of retired employees; Arrange old staff to impart experience; do a good job of living arrangements after retirement.

## **4. Lifelong vocational skills training and career integration promotion initiatives**

The basic relationship between lifelong vocational skills training and career design is mutual promotion, lifelong training supports career design, and career design provides a source of lifelong training. When focusing on career design, we should take the initiative to guide people, especially young people, to improve their planning awareness. They must jointly train schools, institutions and related professionals to provide people with information and consulting services such as social environment, and encourage everyone to focus on their careers. Planning and management, on this basis, actively accept lifelong vocational skills training.

#### (1) Promote system construction and vigorously advocate the idea of lifelong training

First, government subsidies should be guaranteed to support vocational skills training. Second, we must integrate the Internet and build a training platform. Third, we must be oriented to market demand.

#### (2) Learn from foreign experience and build a lifelong vocational skills training system

Drawing on foreign experience, we must develop lifelong education as an engine to promote economic development and improve national competitiveness. It is necessary to fully implement the national system and infrastructure security system and create a guiding atmosphere; from the "vocational education and training" to the "skills formation system", it is necessary to reform the relevant systems of vocational education and vocational training, and re-construct the institutional environment that is conducive to the formation of workers' skills.

(3) Strengthen the construction of vocational colleges and fully promote the lifelong development of vocational education

The lifelong development of vocational education is the effective implantation and implementation of the concept of lifelong education in the field of vocational education. The construction of modern vocational education system must pay attention to the lifelong development

of vocational education, which not only serves the learners of the school age stage, but also faces the society. On-the-job personnel and personnel to be employed are trained.

(4) Implementing vertical and horizontal integration to provide a platform for people to fully and sustainably develop

The development of society is ultimately a fusion. The integration experience of some enterprise training centers in the practice process is worth learning. In simple terms, it is the integration of time and space to provide a platform for people's comprehensive and sustainable development.

## 5. Conclusion

Lifelong vocational skill training is the idea of career design and the landing measure. Isolated career design is just "I want to", according to the strategic thinking of the country, we can turn "I want" into reality.

We should take Xi Jinping's new era of socialism with Chinese characteristics as the guide, do not forget the initial heart, bear in mind the mission, new era, new skills, new dreams, do a good job design, and implement the "State Council's opinions on the implementation of lifelong vocational skills training system." ", build a comprehensive lifelong vocational skills training system to make new contributions.

## Acknowledgements

About the Author: Gao Che (1977.12-), male, Han nationality, Henan Tanghe, Ph.D., State Grid Co., Ltd., senior engineer, human resources management.

## References

- [1] Marx and Engels on Education [M], Beijing: People's education press, 1958:45-50
- [2] Wu Shizhou, career planning book [M], Guangzhou: Guangdong People's publishing house, 2013:25-28
- [3] Wang tianzhe, Wang Yan, career planning and employment guidance [M], Xi'an: Northwest University Press, 2014: 35-70
- [4] Ma Mingyue, Li Zhen, career management theory and its development trend [J], Youth Journal, 2017 (1): 46-52
- [5] Xiao Shijie, Yang Yong, career planning and management of power grid employees [M], Beijing: China Power Press, 2018: 38-68
- [6] Gao Zhimin, reflections on the concept of lifelong education, lifelong learning and learning society [J], education research, 2003 (1): 79-85
- [7] Li Tao, Zhao Wei, analysis of development path of lifelong vocational skill training system [J], China Vocational and technical education, 2018 (30): 49-56
- [8] Wu Feng, Wang cixiao, "opinions of the State Council on the implementation of lifelong vocational skill training system" policy interpretation [J], lifelong education research, 2018 (4): 3-7
- [9] Zhang Ying, obstacles and paths of lifelong development of Vocational Education in China [J], modern education management, 2019 (7): 102-106
- [10] Yang Yufeng, interpretation of policy characteristics and Strategy Research on lifelong vocational skill training system [J], labor security world, 2019 (1) 41-42
- [11] Guo Xiaoming, Chen Yunshan, construction of vocational education system based on the concept of Lifelong Education [J], mechanical vocational education, 2016 (9): 5-7

[12] wangtie street, six in-depth integration to build a lifelong vocational skill training system with enterprise characteristics [J], China education, 2018 (6): 16-17

[13] learning power <https://www.xuexi.cn/>, China Career website <http://www.zhiyeguihua.com/page>, new elite career <https://m.xjy.cn/p/zfk.html> and other Internet media