

Research on the talent cultivation path of the grass-roots management professional group

Daichao Cheng, Huaqiang Liu

Faculty of Law and Public Administration, Yibin University, Yibin, Sichuan 644000, China

Abstract: The grass-roots governance professional group mainly includes law, social work, administrative management and other core majors, focusing on training the ability of rule of law, service governance and collaborative governance of compound grass-roots governance talents. Through the construction of a phased and multi-dimensional professional group education system, the construction of an interdisciplinary and collaborative pattern of professional group education, the exploration of integrated and modular professional group education courses, the innovation of a linkage and dynamic professional group education mechanism, and the establishment of a multi-subject and application-oriented professional group education platform path, can effectively help the grass-roots governance professional group to exert its education efficiency.

Key words: grassroots governance; Professional group; Talent training

Under the background that grass-roots governance is gradually moving towards the rule of law, service and specialization, grass-roots governance professional group has become an important measure to cultivate compound grass-roots governance talents. Relying on core majors such as law, social work and administrative management, the grass-roots governance professional group focuses on cultivating compound grass-roots governance talents with the ability of rule of law, service governance and collaborative governance, so that they can solve social problems by using the three social governance means of law, emotion and reason. In order to resolve social contradictions, achieve social justice, stimulate social vitality, and promote social harmonious development goals. In order to break through the current practical dilemma of the training of compound grass-roots governance talents, respond to the internal needs of the training of compound grass-roots governance talents, and promote the modernization of the grass-roots governance system, higher education needs to further explore the path of talent training of professional groups of grass-roots governance.

I. Clear positioning, the construction of a phased, multi-dimensional professional group education system

The talent needs of grassroots governance put forward higher requirements for the education system, and it is necessary for grassroots governance professional groups to clarify the training orientation and build a phased and multi-dimensional talent training system. In the process of personnel training, on the one hand, it is necessary to carry out “developmental thinking” throughout the whole process of education, adapt to students’ thinking basis, development needs and learning rules, adopt a stage-type talent training mode, and gradually cultivate students’ basic ability, professional ability and composite ability through general, professional and integrated training stages. In the general education stage, the main task is to cultivate students’ basic ability and carry out humanistic quality education and professional interest education; In the professional training stage, mainly focus on the students’ professional ability, professional consciousness and professional ability training; In the integration stage, it mainly shapes the composite ability of students, and carries on the cultivation of cross-border consciousness and innovation ability.

On the other hand, it is necessary to establish the training concept of comprehensive development of knowledge, ability and quality, and improve the quality of talent training under the guidance of the three dimensions of height, breadth and depth. The high level refers to that the composite grass-roots management personnel should have the height of “putting the development of the country and the nation on the basis of their own strength”, have a strong sense of social responsibility and mission, and noble moral quality; Breadth refers to the breadth of “specialized and versatile” knowledge structure, solid professional quality and broad academic vision of compound grass-roots governance talents; Depth means that compound grass-roots governance personnel should have the depth of continuous innovation, research and analysis, with a strong sense of innovation and the ability to deal with complex problems.

II. Break through barriers and build a pattern of interdisciplinary and collaborative professional group education

From the proposal in 2018 to the comprehensive promotion in 2019 and the release of the Declaration on the Construction of the New Liberal Arts in 2020, the new liberal arts as a new concept and discipline construction model has been receiving continuous attention from policy documents and educational practice reform. With the advancement of the construction of new liberal arts, it has become the general direction of the future development of institutions of higher learning to break through the disciplinary barriers and build an interdisciplinary and all-round education pattern. The deep essence of the new liberal arts is interdisciplinary knowledge coordination and integration, with the purpose of responding to the limitations of the traditional liberal arts education and promoting the transformation, innovation and development of liberal arts talent training. From this connotation, the new liberal arts provides ideas and guidelines for talent training, and the construction of professional groups as the basis of talent training path provides possible directions and choices for promoting the construction of the new liberal arts.

Under the guidance of the construction of the new liberal arts, the professional group of grassroots governance needs to break the previous split state of law, social work and administrative management disciplines, promote the integration of professional systems and resources, and realize interdisciplinary collaborative education based on cross-integration. The complexity of grass-roots governance requires the cross-border integration of grass-roots governance majors, giving full play to the agglomeration effect within professional groups, and realizing the reconstruction of talent training mode. In the practice of talent training, interdisciplinary collaborative education, as an innovative practice reform and exploration, will, to a certain extent, challenge the professional-oriented faculty system talent training model. Therefore, it is necessary to break the thinking limitation of the traditional discipline knowledge boundary, open up the professional interaction channel, and enhance the cross-blending characteristics of disciplines.

III. Teaching reform should explore integrated and modular professional group education courses

In the mainstream personnel training mode, subject-based research has been widely adopted as the basic way to achieve specialized and specialized personnel training . With the rapid development of information technology, this subject-centered curriculum teaching mode has been unable to effectively respond to the needs of compound talents training in the interdisciplinary era, which emphasizes the combination of disciplines, integration of disciplines and integration of disciplines. It is necessary to further explore the integrated curriculum setting mode . The integrated curriculum follows the internal logic of “problem-oriented”, takes realistic problems as the organizational center of the course, and integrates the knowledge of various disciplines into the theme module. The content and objectives of the course are mainly focused on solving realistic problems, so that students can comprehensively understand the problems.

The integrated curriculum setting mode emphasizes practicality and application more. The professional group of grass-roots governance needs to focus on the ability and accomplishment of grass-roots governance, integrate interdisciplinary knowledge such as law, social work and administrative management, and form an optional and multi-dimensional integrated module curriculum structure. From the vertical dimension, in accordance with the principles of “foundation sharing, core separation, expansion and mutual selection”, a complete curriculum system of “basic course - specialized course - integrated course” is explored to meet the requirements of students’ basic ability, professional ability and composite ability cultivation. From the horizontal dimension, based on the core competence requirements of grassroots governance, three major course modules including law skills, social work professional methods and public management methods are constructed. The law skills course module focuses on legal research and analysis, legal writing and oral expression, court procedure knowledge, mediation and negotiation skills, etc. Social work professional methods course module focuses on interpersonal communication and relationship building, evaluation and problem identification, intervention and support methods, project management and evaluation, crisis intervention and management, social policy and advocacy, etc. Public Management Methods modules focus on organizational management and strategic planning, leadership and teamwork, policy analysis and decision making, financial management and resource allocation, communication and public relations, etc.

IV. Update the concept and innovate the linkage and dynamic professional group education mechanism

The construction of professional groups is mainly promoted by social and educational policies, and the program design and implementation are carried out by various colleges and universities in combination with the characteristics of the school and the specialties of the departments and departments. Therefore, the talent training mode of grass-roots governance professional groups not only needs the guidance of administrative regulation based on national policies, but also needs colleges and universities to update their management concepts and innovate the linkage and dynamic professional group education mechanism, so as to provide support and guarantee for the construction of professional groups by colleges and departments.

The talent training mechanism of the grass-roots governance professional group mainly solves the problems of the quality assurance of talent training and the realization of training objectives. Specifically, it includes: First, the organizational coordination mechanism. The mastery of core skills of grassroots governance talents requires the relevant real environment and practical cooperation. The professional group of grassroots governance connects government departments, social organizations, universities and other subjects into grassroots governance education business groups, breaking through the restrictions of training mode. By inviting grassroots governance practice experts and front-line practitioners to participate in training program formulation, teacher team building, curriculum system development, teaching resource integration, practice base construction, community participation in project implementation and other links to achieve collaborative education; Second, resource sharing mechanism, resource sharing is an important condition support for grassroots governance personnel training under the professional group mode. The resource integration and sharing platform is built within the professional group of grassroots governance to promote the full interaction of information, knowledge and technology among the subjects of talent training through the effective docking and deep integration of teachers, courses and hardware resources. To realize scientific allocation, co-construction and sharing of training resources among multiple subjects; Third, the operation guarantee mechanism, the construction of grass-roots governance professional groups needs funds, policies and other support, through the integration of resources inside and outside the school, to ensure the sustainable development of talent training; The fourth is the assessment and evaluation mechanism, that is, to establish complex evaluation standards, adopt the evaluation method combining direct and indirect, process and achievement, and carry out real-time and dynamic feedback evaluation on the operation of the professional group talent model and the quality of talent training, so as to improve the quality of professional group education.

V. Multi-interaction, the establishment of a multi-subject, application-oriented professional group education platform

The cultivation of grass-roots governance talents in the new era focuses on building a “specialized and multi-capable” compound ecological cultivation of grass-roots governance talents, while the establishment of a professional group talent training platform needs to pay attention to the coordinated development of social dynamics, policies and systems, industry needs, talent training and discipline realities. As an innovative exploration of the talent training system, the government-industry-university-research collaborative education model has become an important measure to cultivate compound, innovative and applied talents. Grass-roots governance professional groups can learn from this model, build a long-term mechanism of co-construction, co-education and sharing of government-industry-university-research collaborative education, build a collaborative platform of government industry-university-research, promote the cooperation of various subjects in policy support, information sharing, project docking, technological innovation and talent training, and help the cultivation of grass-roots governance talents.

In the collaborative platform of the professional group of grass-roots governance, “government” refers to the grass-roots government, including sub-district offices, community neighborhood committees, etc., which is the leader and organizer of grass-roots governance. Through the formulation and implementation of talent training policies, grass-roots governments provide support in terms of funds, policies and laws to promote the cultivation and development of talents. “Production” refers to social forces, which are composed of social organizations, volunteer groups, charitable organizations, community foundations, trade associations and enterprises participating in grassroots governance. They can provide internship, practice and work opportunities and positions for grassroots governance talents, and effectively enhance the practical value of teaching through industry teachers entering the classroom and dual tutorial system. “Xue” represents the institutions of higher learning that set up grass-roots governance majors, and is an important institution for the cultivation of grass-roots governance talents. Through providing high-quality education, it aims to cultivate compound grass-roots governance talents with professional skills, innovative spirit and practical ability. At the same time, it also participates in community construction and social welfare activities to promote governance innovation and social development. “Research” refers to research institutions and research teams specializing in grassroots governance, which enhance students’ scientific research ability and innovative thinking by carrying out research projects and organizing academic exchanges, and guide students to participate in social services. At the same time, it also undertakes to carry out cutting-edge technology research, innovative experiments and knowledge transfer, etc., providing technical support and decision-making reference for grassroots governance. “Use” refers to the service objects, including community residents, user units, etc., who are the ultimate beneficiaries and evaluators of grassroots governance. Through feedback on service effectiveness and needs, practical experience and wisdom are provided, and valuable resources and suggestions are provided for talent training. In general, “government, industry, university and research” plays a different but important role in grassroots governance. Relying on the collaborative platform of government, industry, university and research, through mutual cooperation and mutual promotion, we can jointly promote the cultivation and development of grassroots governance talents.

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