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Current Situation and Effective Ways of Education of Higher Vocational Student Party Members during Internship

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Abstract: Internship is an important part of talent training program in higher vocational colleges. After the student party members in higher vocational colleges entered the internship stage, the motive of study related to political theory decreased, the attention shifted, and the ideology fluctuated greatly, which increased the difficulty of ideological and political education leading. At present, the imperfect school-enterprise co-education mechanism, the unreasonable distribution of course elements, and the ignorance of the people-oriented service limit the effectiveness of the education and management of student party members as interns. Therefore, based on the characteristics of student party members in higher vocational colleges, this paper focuses on the current situation of the management of student party members in internship in higher vocational colleges, constructs an effective path and enhances the pertinence and effectiveness of education for student party members in internship in higher vocational colleges.

Keywords: Internship; Educational Management; Higher Vocational Education; Student Party Member.

1. Introduction

Strictly governing the Party comprehensively puts forward new requirements for the party building work of college students under the new situation. Higher vocational colleges implement the 2+1 education model, that is, two years of on-campus learning and one year of off-campus enterprise practice teaching. For the student party members who enter the internship stage, some higher vocational colleges adopt the same management ways as the student party members on campus, ignoring the uniqueness of the student party members and lacking the pertinency of education, which seriously affects the quality of education and training of the party members in higher vocational colleges. Therefore, it is of great significance to pay attention to the current situation of education and management of student party members in, and put forward a new path for education and management of student party members during internship.

2. The Characteristics of Vocational Internship Student Party Members

After higher vocational student party members enter the internship stage, under the dual stimulation of internal and external factors, they show different characteristics from student party members on campus, which are mainly manifested in:

2.1. The Time for Study of Political Theory is Reduced

Due to the superposition of dual identities and the limitation of time and space barrier, the time and energy of studying political theory are compressed. First of all, the psychological discomfort of dual identity superposition shortens the time and energy of theoretical learning. Under the 2+1 mode of higher vocational education, a large part of student party members has just been absorbed by the organization and then entered the internship stage soon. Due to the huge changes in the living and learning environment, they have not fully adapted to the rigid management regulations of the enterprise, the new corporate culture, the work style of the workplace and the corresponding work rhythm, and even rejected the management and values of the enterprise. The sense of belonging and identity of enterprises is low. At the same time, the student party members have not graduated, the party organization relationship has not been transferred, and they still need to accept the management of school, faced with the superposition of the dual identities of students and enterprise employees. The burden of psychological adjustment brought by the superposition of dual identities greatly reduces the time and energy of political learning. Secondly, the dislocation of time and space increases the difficulty of the concentrated study of political theory. Although universities and companies are striving for a stable employment situation of student party members, instability has become the norm. This makes it more difficult to track and manage student party members who is in internship. Student party members show multiple distribution due to different career choices, personal cognition, their ability to withstand pressure and frustration and adapt to the environment subjectively, and objectively stimulated by external factors such as the talent market needs, which are manifested as the pursuit of short-term interests, without ability to work deeply in their posts, and frequent job-hopping. They do not create value for the internship enterprise, and their own value has not been demonstrated. The mobility hinders organizational life and theoretical learning from being effectively carried out. They are long-term exposed to the space outside of the party organization, and the study of political theory becomes a mere formality, which resulted in the disappearance of ideological lax guard the advanced nature of party members.

2.2. The State of Mind Fluctuates Greatly

The interweaving of multiple pressures stimulates the ideological state of student party members as intern. First,

they have to deal with the stress of interchangeable dual identity. For the school, for the party organization relationship of the student party members during the internship has not been transferred, the school should still perform the responsibility of education management. As to enterprises, student party members should obey the management of enterprises and complete their duties. Therefore, higher vocational student party members enter the internship stage, who have dual identity of students and enterprise workers. This makes the intern student party members face the pressure of switching between dual identities. At the same time, due to the profit-seeking nature of enterprises, in order to enable them to qualify as soon as possible, employers often focus on professional skills training, ignore their ideological and political education [2], or avoid arranging core jobs, which leads to a mere formality of enterprise internship, increasing the difficulty of identity switching during the internship of student party members. Secondly, the pressure of adapting to the new environment. on the one hand, the pressure of adaption to new enterprise environment. After vocational college students enter the internship stage, different from the simple activity space of the school, the rigid system of the enterprise, the management of the clear division of labor, the complex interpersonal relationship and the competitive job post, all challenge the student party members' environmental adaptability and psychological adjustment ability. Although the student party members have a certain professional ability and basic professional quality, the stinging feeling brought by the new environment and the sense of gap that is not consistent with expectations further aggravate the psychological burden of the student party members, showing an overloaded psychological state. On the other hand, the they are stimulated and induced by social environment. A variety of social trends impinge on the values of student party members. With the time of internship goes by, the professional quality and professional skills of student party members have been rapidly growing, and their values are also confronted with a variety of ideological trends in the society, vulnerable to the temptation of non-mainstream values and outlook on life. And their thoughts start to fluctuate, ideals and beliefs are not firm.

2.3. The Attention is Shifted

Internship student party members have a strong desire for career development. Have great job mobility and frequent career changes is one of features. After the student party members enter the internship stage, they hope to combine their own interests and abilities to accurately position their career development and draw their career development blueprint. However, the student party members in the internship stage have vague work goals and lack of understanding of the talent market and the employment requirements of enterprises, which leads to a huge gap between their career development goals and their current situation. The student party members in the internship stage show more enthusiasm to seek the improvement and training of vocational skills, underestimate the importance of ideological and political education, and reduce the consolidation of ideological and political theoretical knowledge.

2.4. Weakening of Party Members' Political Identity

Party membership is Weakened. Some student party members start internship as ordinary students, and their political identities tend to be transparent. During the internship, political concentration is not strong enough to eliminate the interference of bad ideological trends, and unable to stick to correct political values, without ability to consciously use Marxist Theory to deal with the new challenges, the advanced nature of party members is not highlighted. Their vanguard consciousness of Party members is not strong, the motivation of the Party's theoretical knowledge learning is insufficient, the vanguard consciousness is decreased, and the self-requirements are reduced. Do not obey their obligations and responsibilities, lack of dedication, work spirit, and even make behavior against the identity of party members.

3. The Current Situation of Education and Management of Student Party Members during Internship

The characteristics of the student party members as intern are different from those in the school. In terms of the education of the student party members who enter into internship, there are some situations needed to be improved, such as the system undervaluing the people-oriented service, the imperfect school-enterprise co-education mechanism, and the unreasonable distribution of professional elements.

3.1. The System Contempt for Human Services but Stick to the Principle

The humanistic care is insufficient for the student party members who are in the company. Service is overwhelmed by Regulation. Although the system ensures the normal and orderly development of college education activities, its inherent rigidity and coldness are contrary to the changing living environment and personality of student party members. Compared with on-campus student party members, the main demands of off-campus student party members have changed. However, some universities ignore its uniqueness and adopt the same management ways. In education, they only take them as management objects, without considerate service and humanistic care, and the teacher-student relationship is limited to the cold bondage of "education and obedience" and "management and constraint". The implementation of the system is the key line, and the lack of humanistic heritage makes the internship student party members have the illusion of being alienated by the organization, and their happiness and sense of belonging to the organization are greatly reduced.

3.2. The School-Enterprise Co-Education Mechanism Should be Improved

Higher vocational colleges and enterprises are the co-initiators and designers of practical activities. However, during the internship of student party members, there is a management vacuum, and there is phenomenon of "important to say, secondary to implementation." First of all, from the enterprise level, most of the school-enterprise cooperation units are private enterprises or small and medium-sized enterprises, lack of standardized party organizations and adequate resources, which cannot meet the needs of investigating and training student party members. The profit-seeking of enterprises forces them to focus on the professional skills and post competence of student party members, while is short of investment in political theory study, with insufficient efforts to students' education and management,

lack of cooperation with school related, and be incompetent for the education of student party members. On the other hand, career guidance teachers focus on the satisfaction of employees, the employment rate of students and the successful completion of tasks, ignoring the ideological and political education of students, and fail to fully tap the advanced nature of intern party members. Moreover, many teachers do not have rich related knowledge reserve, and cannot urge student party members to pursue political progress and maintain the advanced nature. Thirdly, the communication channels between enterprises and schools are not smooth. The initiative of communication is lacking, and the flow of information is stagnant, which expands the vacuum area of education and management. As a result, the gradual improvement of the process evaluation that pays attention to students' self-understanding and self-improvement in the stage of internship that should be presented is ignored. The evaluation of internship becomes a terminal evaluation, and the functions of enterprise evaluation and student self-evaluation are restricted.

3.3. The Distribution of Specialized Elements is Unreasonable

Higher vocational education has obvious characteristic of "professionalism" and aims at cultivating skilled talents. The setting of the internship in higher vocational colleges aims to promote the students to transform their theoretical knowledge into practical results and improve their adaptability and professional quality. However, the distribution of the elements of "work" and "specialization" in the course content for them is urgently needed to be perfected. In the education and management of intern party members, vocational colleges pay attention to the pure theoretical knowledge of student party members, separate from the production, service and management lines, turn a blind eye to the needs of social and economic development, ignore the integration of learning ability, comprehensive quality and professional literacy training, and the knowledge modules related to the psychological quality. The overall enthusiasm of enterprises to participate in the curriculum setting and practice management system of higher vocational colleges is not high.

4. Path of Vocational Internship Student Party Members Education and Management

The problem is the direction, on the basis of situation of the student party members management status, according to the characteristics of the student party members, strengthen the construction of the teaching team, improve the role of the team, innovative education courses, increase service elements, and develop a targeted path for student party members.

4.1. Strengthen the Construction of the Teaching Staff and Improve the Functions of the Team

4.1.1. Enrich the Teaching Structure, Insist on the Combination of Going out and Inviting in

Make overall planning and create synergy. Higher vocational colleges should break the single pattern of traditional teachers' structure and build a rich and diverse teachers structure. On the one hand, introduce corporate mentors. Give full play to the rich experience of enterprise mentors with the "first-hand information" in their hands to help student party members better adjust to psychological adjustment, job adaptation, and reduce the sting of identity change. At the same time, higher vocational colleges should create opportunities for teachers to practice in enterprises, and regularly select teachers to take temporary job training in enterprises, enhance teachers' cognition of cutting-edge knowledge in related industry, and improve teachers' practical ability. Third, schools should concentrate counselors, class teachers, and internship instructors to provide multi-faceted ideological education guidance and professional role adaptation and assistance, guide students to correctly understand their own roles, and successfully complete psychological adjustment and behavior change.

4.1.2. Improve Team Functions: Multiple Services of Thought and Employment Guidance

First, lead students ideologically. In the internship guidance, the trainee teacher is responsible for the popularization of theoretical knowledge of students Party members, answering questions about theoretical confusion, cultivating their political stamina, guiding student Party members to use the viewpoints and methodologies of Marxist ideology to understand and solve problems, and become firm Marxist believers. Secondly, serve students based on internship positions. In the promotion of internship, many internship student party members just run errands and miscellaneous, they only have become cheap part-time workers, which seriously dampens the enthusiasm of internship student party members, and deviates from the educational significance and original intention of implementation of internship. Therefore, internship instructors should contact closely with students, go deep into enterprises, track the internship status, pay attention to their psychological, emotional, vocational skills and other problems, help alleviate anxiety and difficulties in internship, improve job adaptability and professional identity, and carry out targeted guidance for problems in internship, so that students have someone to follow and someone to assist in the period of identity transformation and psychological adjustment.

4.2. Innovate Educational Curricula and Strengthen Humanistic Care

Party member education is a systematic project integrating knowledge imparting, skill training and ability cultivation. The teaching content should meet the all-round learning needs of the political quality, learning ability and skill improvement of student party members.

4.2.1. Reform the Education Content of Student Party Members in Post Practice

First, in the course content design, the "work" element in the education content of intern party members should be added. The goal of building student party members is the dual cultivation of political quality and professional skills, which is difficult to achieve by relying only on the single theoretical knowledge imparting, requiring adhering to political guidance, while focusing on the combination of career development and social needs, improvement the professional quality, psychological quality, learning ability and innovation and entrepreneurship of student party members, so as to achieve comprehensive development. In order to meet the needs of the talent market, the curriculum of higher vocational colleges should be connected with the actual employment needs of enterprises, and the course content should be practical. Schools should investigate the employment needs,

grasp the development trend of the industry, timely update the teaching content, match the teaching links and teaching design with the core competence needs of the post, and invite industry experts from enterprises. To integrate the latest industry development information into the teaching, help students do a good job in career development planning, and cultivate a correct employment outlook. Second, in the preparation of internship, it is ought to strengthen the construction of psychological prevention for students. Improve the proportion of psychological education, cultivate students' firm will, professional ethics and hard-working spirit, and pay attention to the guidance of students' career planning. Help students correctly understand the state of the job market, grasp the employment trend, correctly understand the dialectical relationship between career development and social development, personal value and social value, make a objective development planning, improve the occupation tolerance in the process of internship, and establish a rational and peaceful employment mentality. Guide students to correctly understand and face setbacks and challenges, popularize psychological debugging skills. We must adhere to political guidance, cultivate political confidence, pay attention to political concentration, take professional quality and psychological quality into account, and integrate the craftsman spirit into the publicity and learning of theoretical knowledge.

4.2.2. Increase the Service in the Education and Management of Student Party Members

In the complex and diverse social environment, students are faced with difficulties such as psychological adjustment, identity conversion, occupational skills, improvement obstruction and rights and interests' protection. According to the investigation, some vocational college students' life safety, internship payment, living accommodation and other rights and interests have not been effectively guaranteed. Therefore, under the premise of doing a good job in ideological and political guidance, internship instructors should also deeply and meticulously understand the living conditions of intern party member students, get close to the internship environment, understand the progress of work, help establish awareness of rights protection, provide relevant employment guidance, help them do a good job in psychological construction, job skill improvement, rights protection awareness, etc. By this enhances services in education, reflects humanistic care, alleviates the pain of student party member transition, help students smoothly transform into professionals, and truly achieve life-oriented. The reality is that the internship instructor pays attention to the acquisition of knowledge of internship students, lacks humanistic care for the students, and the rationality of tools overrides the value rationality, which weakens the implementation of the humanistic care behavior of the internship instructor.

4.3. Improve the School-Enterprise Cooperation Platform and Promote Dual-Array Integration

On the one hand, use network media to build a new position of party building work. In order to break the space-time blockage of the school and enterprise, the school and enterprise should actively use the modern network to build the emotional liaison link and information exchange platform between the school and the enterprise student party members. With the Party building column as the medium, the teaching arrangement of the party organization and the latest news of the school are regularly uploaded and updated. At the same time, the teaching arrangement of the party organization and the latest news of the school are closely followed by current affairs and policy, based on the actual needs of internship students, and adhere to the combination of solving ideological problems and solving practical problems, giving play to the dual role of ideological education and resolving students' doubts, and improving the orientation and initiative of the management of internship student party members. On the other hand, construct school-enterprise dual subject feedback communication mechanism. Promote the sharing of relevant information about the status of intern student party members, smooth communication channels, improve interaction frequency, exchange management experience of student party members, jointly fulfill the responsibility of education, and finally realize the seamless connection between the supply side of talent training and the demand side of enterprises.

4.4. Clarify the Identity of Party Members and Give Play to the Vanguard Role of Party Members

4.4.1. Set up "Party Member Pioneer Demonstration Post"

Internalize identity consciousness and comprehend the value of party membership. Through the establishment of party member service areas, party members vanguard post in enterprises, students play the role of vanguard of party members. Guide Party members to clarify their professional obligations, understand and reorganize their role concepts, update their professional behavior, improve the general ability of communication and cooperation, information processing, innovative practice, logic discrimination and other aspects in a complex workplace environment, and adapt to the needs of the post faster and better. Let the vanguard and exemplary role of student party members do not weaken due to the change of time and space.

4.4.2. Develop a Three-dimensional Evaluation Mechanism

On the one hand, it should be close to the development needs of enterprises. Formulate strict assessment standards, which takes the enterprise's post standards into the assessment indicators, including post competence, system compliance and professional ethics, etc. Improve the proportion of enterprise evaluation in the final evaluation of internship, promote enterprises to actively participate in management of internship, and improve the degree of emphasis on student party members management during internship. On the other hand, follow up the evaluation results in a timely manner. The intern teacher should visit the enterprise regularly, get the ideological status of the intern student party members, record the enterprise performance of the intern student party members, and actively report and give feedback to the party organization. Party organizations should conduct heart-to-heart talks, guide student party members and ask them to rectify improper actions within a time limit. At the same time, the employer should carry out a series of corporate cultural activities for the internship student party members, enhance the organizational sense of belonging, promote the rapid adaption to the new environment and cultural needs of the enterprise. From hard supervision to flexible care, with multiple means show the advanced nature of the internship student party members.

5. Conclusion

In the education of student party members' internship, it is necessary to effectively care for students, strengthen the ideological and political guidance based on the actual needs of student party members, vigorously tap their potential, actively guide them to correctly view the unified relationship between personal development and service to society, with an open concept, Actively explore the school-enterprise dual subject education model of party members, and make great achievement in the education of student party members under new situation.

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