

A Brief Analysis of the Cultural Characteristics of the Japanese Skill Contest and Its Enlightenment

Yan Liu

Vocational Education College, Tianjin Vocational and Technical normal University, Tianjin 300222, China.

Abstract

Japan, as a powerful skill country, has obvious advantages in the world skill competition, economic development and technological innovation. The improvement of Japanese skill level cannot be separated from its unique and more perfect skill culture. The culture of Japanese skill contest is open, sustainable, unique and educational. Through the analysis of the organization culture and the competition culture of the Japanese skill contest, this paper provides enlightenment for the cultural construction of our country's skill contest.

Keywords

Skill contest; skill culture; Japan; inspiration.

1. Introduction

The 44th World skills Competition was held in Abu Dhabi, the United Arab Emirates, from 14 to 19 October 2017. More than 1260 athletes from 68 countries and regions of the World skills Organization competed in 51 events in 6 broad categories. China sent 52 contestants to participate in the competition. In this year's World skills Competition, our young skaters have performed well, with 15 gold medals, 7 silver medals, 8 bronze medals and 12 top medals, ranking first in the medal table and the gold medal table. Has created our country to participate in the world skill competition since the best result, has caused the social widespread concern, to me National high-skilled personnel training career has played a great role in helping.

However, as a new member of the World skills Competition, our experience in the skill contest is still deficient, among which the cultural construction of the skill contest needs to be improved. As the world's third largest economy, according to the Global Competitiveness report released by the World Economic Forum, Japan is in the top 10 for at least five years in a row. Japan's economic development is inseparable from the development of its vocational skills. The skill contest is an important way to promote the development of vocational skills. Among them, skill contest culture belongs to campus culture. It refers to the training and improvement of students' ability of thinking, reaction, coordination and will through the construction of competition atmosphere and the competition of vocational skills among contestants. And set up a typical culture of [1].

The Japanese Vocational skill Competition originated in the mid-19th century and has a relatively perfect and unique skill culture. More importantly, on October 13, 2017, Shanghai, China, successfully won the right to host the 46th World skills Competition in 2021. Therefore, the cultural construction of the skill contest has become the most important one. In the National Modern Vocational Education system Construction Plan (2014-2020) promulgated in June 2014, China emphasized: "to promote industrial culture into education, enterprise culture into the campus, vocational culture into the classroom," Carry out rich and colorful campus cultural activities, and build a campus culture that integrates industrial culture. "[1] so I Through the exploration of the Japanese skill contest culture, we can strengthen the skill culture construction of our country, and lead the development of the vocational education in our

country with the skill contest to promote the improvement of the vocational skill level of our country.

2. The Organizational Culture of the Japanese Skill Contest

2.1. Organization and Management of the Japan Vocational Skills Competition

The Japan National Vocational skill Competition is sponsored by the Ministry of Health and Labor, the Central Vocational ability Development Association (JAVADA), the local government, the Ministry of Education and Science, the Ministry of economy, Trade and Industry, the Ministry of Land and Transportation, the prefectures of all prefectures and other departments, and is held in turn in all parts of the country [2]. The Central Vocational ability Development Association was established in 1979 on the basis of the Vocational ability Development Promotion Act. The association, as a specialized institution for the evaluation of professional ability, not only does well in the evaluation of professional competence, but also provides various kinds of information related to the development of professional ability, supports people's career development through consulting and assistance, and provides support to people's career development. The development, the enterprise talented person's cultivation and the national profession ability development policy has made the certain contribution. Each contest sets up the corresponding contest organizing committee and the competition operation committee, and establishes the specialized website, the contest each kind of information all publishes on the website. Determined to be fair, fair and open.

2.2. The Competition System of the Japan Vocational Skills Competition

Japan has established itself as an industry and attached great importance to the development and cultivation of vocational skilled personnel, especially those in manufacturing industry. The vocational skill competition in Japan is implemented according to the Vocational ability Development Promotion Act, which is part of the Japanese skills Promotion Program. The Central Vocational ability Development Association uses the following skills competitions to improve the skill level of skilled workers and highlight the importance of "manufacturing" skills. The Japan Vocational skill contest includes four parts: world skill Competition, National skill Competition, skill Grand Prix, Youth Manufacturing Competition.

2.2.1. World Skill Contest

The World skills Competition is held by the World skills Organization and is known as the "skill Olympics", which is an important platform for the members of the world skill organization to display and exchange their vocational skills. The World skills Competition is a competition for young skilled workers aged 22 or below selected from around the world (except for a few jobs), which is held every two years. Since 1962, Japan has participated in the World skills Competition every year, and successfully hosted three World skill competitions, including the nineteenth in 1970, the 28 in 1985, and the 39 in 2007. He has won gold medals in 33 competitions. There were 218, 125 silver and 108 bronze medals, and Japanese athletes scored eight times, first place, nine times, second place, and seven times, third place [2].

2.2.2. National Skills Contest

Japan National skills Competition since 1963, held once a year, has held 54. The main competition is lathe, mechanical assembly, construction carpenter and other 14 types of work. The opening of the National skills Competition gives young people the opportunity to touch outstanding skills and make them realize the importance and necessity of skills. At the same time, they have the opportunity to view the whole process of product manufacturing, so that they are encouraged to set goals. The entrants of the National skills Competition are selected by the prefectural Professional ability Development Association (excluding individual projects under 23 years of age) [9]. In addition, the National skills Competition was held before the

World skills Competition. The National skill contest was held in 2000, and the top two players were trained as the world's top two players in the World skills Competition [4].

2.2.3. Skill Grand Prix

The Grand Prix is a competition between skilled Japanese players who are qualified to qualify for the position at the top, first level and single level. For example, if a skilled person has a vocational training instructor license and more than one year of practical experience, he must be a skilled person with more than 7 years of practical business experience if he is only a first class skilled person. The skill grand prix is a national scale skill contest, compared with the skill competition for young people (under the age of 23 years), which is open to the central vocational ability of the ministry of health, labor and health The development association and the association legal person national skill division union co-organizes. The winner of the meeting may receive the Cabinet Prime Minister's Award and the Health and Labor Minister's Award [10].

2.2.4. Young People Make Athletic Congresses

In order to make young people more aware of manufacturing skills and become independent skilled workers, it is also necessary to give the competition arena for young people to acquire skills at the same time. As a result, the Vocational ability Development Association established, in principle, a competition assembly for young people under the age of 20 who are employed in the acquisition of skills at industrial colleges and universities. Promote young people's skills and employment, while expanding the position of young skilled people [11].

3. The Competition Culture of Japanese Skill Contest

3.1. Openness of the Japanese Skills Competition

3.1.1. The Open Skill Evaluation System - the Skill Evaluation System Promotion Plan (SESPP)

In order to promote the implementation of the National Trade skills testing and Certification Act and the skills Competition Act, and to improve the training of skilled workers in developing countries in Asia, Japan has put forward the skills Evaluation system extension Program (SESPP). The skills Assessment system extension Program aims to help these countries increase industrial productivity and promote the development of international economic activities. The main target countries are Indonesia, Thailand, the Philippines, Malaysia, Cambodia, The Lao people's Democratic Republic, Myanmar, support programmes for the Philippines and Malaysia were completed in 2013 [3]. The main tasks of the skills evaluation system extension plan are Evaluation methodology seminar: learn how to develop test questions and their evaluation criteria, government officials or agency responsible personnel skills standards and skills testing projects. Technician training: learn how to prepare and perform skill tests. (skills evaluation trials: skills testing or competition in local institutions and training of skills reviewers or skills evaluation methods) [12].

3.1.2. Open Skill Contest

Information about the Japan Vocational skills Competition will be posted on the website of the Central Vocational ability Development Association, including the match time, venue, test questions and a list of tools to be carried with the competition. During the competition, viewers are allowed to watch and study closely. After the game, a large number of excellent photos and videos of the game will be uploaded to the Internet, so that some people who do not have the means to watch live can also have a clear idea of the situation of the game. The whole competition has a high degree of openness.

3.2. Sustainability of the Japan Skills Competition

With the changes in economic structure, especially in the increasingly competitive global economy and the ever-changing surrounding environment, if Japan is to develop sustainably and become a vibrant society, it is important that, All workers give full play to their personal skills and focus on their career development. The Vocational ability Development Association has been working hard to cope with the changing times and has formulated the Human Resource Development Promotion Act to meet the social needs. As a professional organization for the evaluation of professional competence, based on the correct and appropriate assessment of professional competence, we can ensure that we can provide information related to career development and provide counseling and support to people. Starting in 2013, A support project for the development of young skilled workers was launched as a technology extension project. Promote social progress by supporting workers' career development, promoting skills and supporting the development of human resources in companies. At the same time, the Japanese vocational skill contest includes four parts of the world skill contest, the national skill contest, the skill grand prix, the youth manufacturing competition, which also ensures the sustainable development of the professional talent from the age level [5].

3.3. The Uniqueness of the Japanese Skills Competition-and Culture

As far as the Japanese vocational skills competition is concerned, taking the National skills Competition as an example, more than 80% of the events are in line with the world skill contest. On this basis, relevant items have also been set up according to the national characteristics of the country, such as kimono tailoring, tatami production, Japanese cuisine (sushi, sashimi, etc.) and the setting up of these projects with their own ethnic characteristics can closely combine their own ethnic characteristics with their vocational skills, and not only promote the improvement of vocational skills and increase the employment rate, Moreover, this national culture has been inherited and carried forward.

3.4. Educational Nature of the Japan Skills Competition-< CADS & CADI >

In order to make professionals and players better understand their career direction and their own value, and thus improve their skills, The Central Professional ability Development Association developed < CADS & CADI >. < CADS & CADI > is an advanced and effective support tool for professionals, including contestants. Evaluation D is the development direction of the future career / (diagnostic paper): it is based on everyone's self-understanding and through interviews with their superiors and so on. It is based on a review of current career experience to determine the direction of the future career. The CADI Environmental change Self-Diagnostic tool (C is a challenge that is the work that you want to try in the future / D is your own characteristic / I is sorting, inventory and investigation) is a simple psychological test, a personal analysis of strengths and weaknesses. On the question of "formative power", psychological tests are conducted in eight dimensions, which provide support tools for future work through an objective test of self-adaptation to environmental change. "CADS" and "CADI" form support tools. Using it we can find value in our work and improve the team's expectations of results [6]. These scientific support tools are available for the careers of technicians Sustained development has made a great contribution.

4. The Enlightenment of Japanese Skill Competition to China

4.1. To Strengthen Cultural and Institutional Exchanges with Various Countries and Jointly Promote the Development of International Economic Activities

As a new member of the World skill Competition, our country is not mature in the construction of competition system culture. In order to improve our skill level, we must increase our openness to the outside world and accept it: strengthen exchanges with countries around the

world, eliminate their institutional culture, and absorb what is right for us. In order to strengthen the international competitiveness of our country, strengthen the propaganda inside, let more people understand the skill contest, join in, brainstorm, thus promote the rapid development of our country skill contest.

4.2. Develop Multi-Level, Multi-Type and Cohesive Competition to Form the Sustainable Development of Chinese Competition and Skilled Personnel

As the economic structure changes, particularly with the global economic competition becoming more intense, the surrounding environment is constantly changing, and if we want to be sustainable and become a vibrant society, it is important that, All workers give full play to their personal skills and focus on their career development. Therefore, our country should establish certain related laws, regulations and policies and certain training systems to ensure the sustainable development of skilled personnel. At the same time, we should set up a competition with distinct levels and links to promote the development of skills.

4.3. Develop Competition Projects with Chinese Characteristics and Carry Forward China's Unique Culture

As an ancient civilization with a history of 5,000 years, China has a culture unique to other countries. In terms of setting up competition items, it should not only connect with the world skill contest, but also highlight the national characteristics of its own country. We want to develop some competition events with Chinese characteristics, which not only enrich the whole competition to attract more people's attention and participation, but also inherit and carry forward the traditional skills as well as a long and splendid culture.

4.4. Developing Scientific Support Tools to Provide Effective Support to Skilled Personnel

For young skilled talents, vocational skill competition is not only a platform for the selection of skilled personnel, but also a platform for craftsman's spirit, professional standards and professional ethics. Young skilled talents must pay 100% of their ideals and enthusiasm to realize their skills dreams. Gold medals are important, but making quality products is more important. To build 100% high quality products more important than gold craftsman spirit, to avoid the mistake of gold medal supremacy [7]. In order to improve the skill level of skilled personnel, we should not only help improve professional ability, but also develop higher quality support tools to promote professional competence and competition. An improvement in the level of competition. For example, using certain psychological knowledge to compile certain psychological tests and provide certain psychological support and guidance, as well as the establishment of career. Provide multi-disciplinary and effective support to skilled personnel by developing advanced support tools.

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