

Research on the Promotion of Professional Ability of College Counselor in China

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Abstract

Under the background of educational reform of China, the quality and ability are required for college counselors to enable them to become more specialized and professionalized. This paper analyzes the main factors influencing the counselors' professional ability and career development. In order to better promote the counselors' professional ability and career development, we must promote the different abilities for counselors through following ways: to promote innovation ability through a scientific training mechanism, to promote career guiding skills by a career training system, to improve the scientific research ability by building a scientific research platform.

Keywords: Counselor, Professional Ability, Career Development

In China, a college counselor, also commonly known as a guidance counselor, is a counselor and an educator who works in colleges to provide academic, career, college readiness, and personal or social competencies to all students through a college counseling program. In 2015, the Ministry of Education revised the "Regulations on the creation of College Counselors" and clearly pointed out that: "The counselor is the backbone of the ideological and political education of college students and the management of the organizers, implementers and mentors. Counselors should strive to become a mentor for students and healthy growth of close

friends. “The above provisions clearly define the main work of counselors, and put forward the direction for the creation of the professional counselor team. Counselors should focus on improving the professional ability and professional quality to be able to promote the creation, the growth of counselors, and to ensure the quality of ideological and political education of College students. But at present, the university counselor team creation still exists some problems such as; counselors’ heavy work tasks, weak sense of identity, unknown role, training mechanism and industry system not been perfect among others. The key problem is the creation of counselors’ team work, if key issues are to be solved.

1. THE IMPORTANCE AND FEASIBILITY OF STRENGTHENING THE PROFESSIONALIZATION AND SPECIALIZATION OF COUNSELORS

1.1 The importance of the promotion of professional ability and career development of counselors. On one hand, the external environment puts forward higher requirements for the ideological and political education of College students. Under the new situation, the complex and changeable international environment, diverse values culture, the college students' distinctive personality, educational environment and the change of the educational object, all put forward higher requirements and challenges for the creation of College counselors. Counselors need to keep a clear head, not tempted by the outside world, but the correct world outlook, values and outlook on life passed on to students. The improvement of the professional ability of counselors and promotion of the career development of counselors is a powerful measure to solve the problems of College Students' Ideological and political work. On the other hand, the Counselor's development requirements is also a key factor in achieving that. Counselors' work involves wide range of professionalism in areas such as the ideological and political education, psychological health education, safety education, funding assistance and occupational guidance, party building, daily affairs management, and having certain professional requirements and qualifications. Counselors need to constantly adapt to new situations, improve their ability to work, and strengthen their career development, in order to justly become the soul of the soul of students as well as the students mentor.

1.2 The feasibility of the promotion of professional ability and career development of Counselors. The Chinese government attaches great importance to the professional ability and career development of counselors. The professional creation of the

counselor team is supported and advocated by the government. The Ministry of Education has issued a series of relevant documents and policies to affirm that course. In March 2014, the Ministry of Education promulgated the standards of vocational ability of College Counselors (provisional), and the college counselor professional ability is divided into three layers namely; basic layer (primary), development layer (intermediate), the experts layer (Senior) which is also known as three grades professional ability. It provides the scientific basis for strengthening the training, examination and education of counselors' professional ability. At the same time, the Ministry of Education issued the "ordinary college counselor training program for the period 2013 – 2017 in order to further strengthen the professional creation of college counselors and improve their ability to provide policy support.

2. ANALYSIS ON THE FACTORS AFFECTING THE PROMOTION OF PROFESSIONAL ABILITY AND CAREER DEVELOPMENT OF COUNSELORS

2.1 Related systems and the environment still needs to be further enhanced.

The system is relatively weak, affecting the effect of specialization in the first place and this is due to the following:

- Lack of top-level design of the career development system,
- No scientific assessment, incentive and evaluation system.

To a certain extent, it also leads to the lack of professional identity and sense of belonging, which cannot stimulate the enthusiasm and creativity of Counselors.

Furthermore, the professional consciousness is uncertain, which affects the specialized environment due to the factors numerated below.

- Part of the counselors ideological and political education professional foundation is weak
- The Counselor's work schedule is heavy, and no more attention is paid to their career development.

2.2 Counselor's professional identity needs to be further enhanced and improved.

The personal career goals of counsellors are not firm. At present, job seekers are not based on career counselors, but for external factors. If there is lack of counselors

occupational ideal and occupation choice, the loss of initiative will be difficult in meeting the needs of the career development and the thinking ability, decision-making ability and innovation ability of counsellors, resulting in the loss of a firm occupational target, and with no clear direction. "Transfer" may be the core words of many decisions in the development of counselors' occupation.

More so, lack of professional confidence. Because most counselors lack professional knowledge, their inability to do more in-depth research in the ideological and political education is low, coupled with the lack of support for the ideological and political education theory system, making it difficult to form a professional counsellors' occupational skills. At the same time, with the gradual deepening of educational reform, the need for counselors to learn new ideas and innovations, new teaching methods are very paramount to the survival and confidence of counsellors'. The counsellors' professional quality and skills are not targeted and developed, which leads to lack of professional confidence.

In addition, Self-efficacy is low. Many colleges and universities do not attach importance to the creation and management of the instructor team, and the lack of Counselors supporting measures of the team creation are relatively lagging behind the career development and training management. The majority of colleges and universities did not implement the then dual promotion of counsellors. The perfect management system has not formulated any title assessment, promotion and transfer of counsellors', thereby making the status of counsellors in the colleges and universities very low. Due to the long working hours of counsellors, too much commitment to daily work schedule transactions, results in excessive pressure on counsellors, thereby reducing the self-efficacy of counsellors.

3. A STUDY ON THE CONCRETE PATH FOR THE PROMOTION OF THE PROFESSIONAL ABILITY AND THE CAREER DEVELOPMENT OF COUNSELORS

3.1 Promoting the creation of counselor team through the creation of professional system. Colleges and universities should lay emphasis on the creation of instructor team and the training of talents in the whole school, pay attention to the training and education of counselors. We must strictly implement the requirements of the Ministry of Education on strengthening the creation of the counselor team, redefine the career development standards, and set up supporting policies. The counselor is mainly responsible for the work of ideological and political education, and hence, should

keep pace with the times, the latest theoretical achievements of Marx's active learning method, continuous innovation of ideological and political education, improve their ideological and moral cultivation, and serve for students' development and personal growth.

3.2 Promoting career development of counselors through career system. Colleges and universities should set up a perfect career development system for counselors, clarify the development path of counselors in training, job promotion, and professional title evaluation or assessment. The Ministry of Education of counselors in professional and technical positions and administrative duties on the "double promotion" relevant provisions, there must be "station separate, single sequence, single evaluation", and open up the career development channel of the counselors.

Also, the outstanding and excellent performance of the instructor to focus on training, can be used as a school party as well as government reserve cadres training and selection of important talent pool to provide more space for the development of Counselors. Furthermore, the school can form a good talent exchange and flow mechanism with the instructors according to their own professional advantage, and research expertise and be attached to the school teaching and research positions, and at the same time, encourage full-time teachers, administrative personnel according to their own interest and occupation, to the position of steering counselors, so as to optimize the allocation of human resources, and provide more platforms for the career development of counselors.

3.3 To improve the professional skills of counselors by creating a training model. There should be the establishment of a perfect system of training for counselors according to the three grades professional abilities (i.e. basic layer, layer development, hierarchical development expert counselor layer). The formation of basic training, special training, and a new training mode for advanced training of counsellors should lead to prompting of counselors into professional type and expert type. Basic training should include pre-job training and basic skills training such as primary training. Special training should also include the ability to enhance the party building, psychological counseling qualifications, professional qualifications and other aspects of professional training so as to meet the needs of counselors in the development of special business capabilities. Advanced training must include the promotion of leadership, senior training, business backbone training and other content, mainly for

some expert level instructors through advanced research repair, overseas study, and testing exercise among others.

3.4 Improving the scientific research ability of the counselor team by building scientific research platform. It is helpful for the instructors to summarize and redefine the students' work experience, improve their working skills and invent their working methods. It is important to first and foremost build a platform for scientific research and training. Colleges and universities can be combined with college students' ideological and political work of their key points, difficulties and hot spots, set up a special research project for counselors, and provide fund support to improve the scientific research ability of counselors. Also, the establishment of specialized institutions for scientific research and provide targeted guidance and services, that can be hired outside the school's ideological and political education experts, long-term as academic advisors, and continued to carry out research, will lead to transformation and boosting of scientific research, promote their career development as well as improve the quality of ideological and political work.

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