

# The Application of Social Work Theory in Higher Vocational Education Management

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## ABSTRACT

With the new social development, the management of higher vocational education is facing new challenges. In practice, traditional higher vocational education management is faced with the dilemma that it is not in harmony with social development, the overall planning has not been followed up, and the management innovation is relatively insufficient, making it unable to adapt to the needs of new social development. The theories and methods of social work are in line with the concepts and methods of higher vocational education management, and can be applied to higher vocational education management, which can promote the innovation and development of higher vocational education management in terms of talent training, interactive development, co-construction and management, so as to improve the effectiveness of higher vocational education management.

**Keywords:** Social work theory, Higher vocational education management, Application.

## 1. INTRODUCTION

With the rapid development of society, higher vocational education also has new characteristics and changes. Social work theory is a theory that directly affects social work practice, focusing on the theory that explains the nature, purpose, process, methods and techniques of social work practice itself. Social work theory is to respond to social problems at the level of reflection, social work practice is to respond to social problems at the level of action, and social work education is to cultivate professionals who can not only analyze and explain social problems, but also have the ability to act in response to social problems.[1] Social work theory can bring new thinking methods to current higher vocational education, especially the service theories and methods of community social work, which can provide new perspectives for solving problems in higher vocational education, and effectively promote the innovative development of higher vocational education management.

## 2. THE CURRENT PREDICAMENT OF HIGHER VOCATIONAL EDUCATION MANAGEMENT

### 2.1 Inconsistency With Social Development

At present, some higher vocational colleges only emphasize the theoretical study of professional knowledge and lack the cultivation of comprehensive literacy, which results in that, on the one hand, employers cannot find suitable talents, and on the other hand, students cannot find suitable positions. At present, with the in-depth development of education reform, higher vocational education presents the characteristics of multi-level and diversified development. Under this circumstance, if higher vocational education still stays on the traditional understanding and follows a single talent training method, obviously it cannot meet the requirements of the society under the new situation.

It is worth noting that the functional orientation of higher vocational education management is not clear, and the lack of educational resources development not only makes the development of higher vocational education lack of room for

improvement, but also is in line with government overall planning, hierarchical management, local-based, industry guidance, School-enterprise cooperation, social participation vocational education management system is contrary to.

## ***2.2 The Overall Planning Has Not Been Followed Up***

The management of higher vocational education involves many departments such as education, enterprises, and the government. It is necessary to establish a relatively complete overall planning to fully mobilize the active participation of all social forces, achieve division of labor and cooperation, and complement resources, so that the effect of collaborative management can be effectively brought into play.

However, at present, higher vocational education still has problems such as division of functions, unclear functions and responsibilities, decentralized management, and insufficient planning and design for deep-level integrated development. As a result, the division of labor and cooperation in higher vocational education is not perfect, the educational resources such as facilities and curriculum systems are not fully explored, the targeted effectiveness of educational practice activities is not enough, and the utilization of resources lacks a certain overall consideration.

In addition, the school-enterprise cooperation in higher vocational colleges also faces the problem of overall development. Since it involves property rights, funds, technology, personnel and other interests, the management of higher vocational education needs scientific, reasonable and standardized overall coordination as support, in order to promote the docking and cooperation and project planning of higher vocational education, straighten out the industrial development chain, and form a reasonable distribution and linkage between higher vocational education and enterprise industry projects, so that they can develop in a complementary manner.

## ***2.3 The Relative Deficiencies of Management Innovation***

With the differentiation of the society, the interests of the main body show a trend of diversification, and the demand for higher vocational education is also increasing. The society needs that higher vocational education can meet the needs of its technical and skilled talents, effectively

connect with its posts, and efficiently meet its individual needs. At the same time, higher vocational education also needs to give full play to the type and characteristics of higher vocational education, match higher vocational talent training programs with social development plans, carry out collaborative development models with industry and professional characteristics, and assume the function of synchronizing with industrial upgrading.

However, we should also see that some higher vocational education management lacks innovation and long-term effectiveness, lacks strong ability to control information, and lacks foresight and foresight. Therefore, they will be helpless in the face of new contradictions and new problems. These are obviously related to not meet the demands of social development. Faced with the diverse needs of the new era, how to innovate methods to gather strength and form a consensus is a topic that needs to be considered in current higher vocational education.

## **3. FEASIBILITY ANALYSIS**

To innovate an important idea of higher vocational education management in the new era, it is necessary to learn from social work theories and methods, actively explore new theories and new methods of higher vocational education, and endow higher vocational education management with new connotations.

### ***3.1 Contributing to the Synergy Effect***

Social work theory is a basic method of professional social work, which mainly emphasizes the comprehensive application of practical models, such as regional development, social planning, community care, etc. Social work theory uses professional skills to deal with social work problems and promote the development of social work through a scientific work process. If social workers only focus on the problems and needs of their clients, lacking a holistic, systematic and imaginative spatial perspective, it will be difficult to spy on the spatial factors behind the problems and needs, resulting in a series of fragmented services. It is also difficult for the object to get rid of the substantive predicament fundamentally.[2] The analytical perspective of social work theory, extensive intervention methods, common interview methods and survey methods and other working methods help to mobilize people's enthusiasm,

strengthen the autonomy of people's development, and play an overall synergistic effect.

For higher vocational education, the cultivation of high-quality workers and technical talents inevitably involves the regional management of the talent training community. With the joint participation of the government, communities, enterprises, schools, etc., we need to optimize and improve the management methods, activate the vitality of higher vocational education, coordinate resources, and build a comprehensive education platform. At present, higher vocational education is vigorously promoting the collaborative management of production, education and research with the purpose of service. Social work theory can be used to exert the interaction and overall effect within the education system and between the education system, and give full play to the training of talents in higher vocational education. The overall effect of the goal is to enhance the post-adaptation ability of students in higher vocational colleges and integrate their professional skills and professional spirit, thereby promoting the unity of supply and demand, training and employment.

### ***3.2 Contributing to Innovative Development***

As a theory of professional social practice, social work theory mainly forms an innovative effect by constantly optimizing and perfecting methods, summarizing and sorting out original experience, and paying attention to seeking effective cooperation of resources, so as to meet the needs of service objects or solve the problems of service objects. This method can also be applied to the innovation field of higher vocational education. For the work of social workers, when actually analyzing the dilemma encountered by the client, it should realize the understanding of the survival problem, and reasonably analyze the analysis of the corresponding environment. At the same time, they also need to find their own shortcomings, and take corresponding countermeasures to continuously optimize their own work, so that they can improve their own ability in the process of helping the client to solve the predicament.[3]

As one of the providers of social talents and technology, higher vocational education should actively aim at the needs and problems of society, cooperate to develop projects, promote the latest technological achievements, form different innovative elements into a dynamic system, establish reasonable flow and optimal allocation of

resources among various elements, and finally produce synergy in the field of innovation. Higher vocational education should develop synchronously with the upgrading of social industries and strategic layout, adjust the professional settings in a planned way, make the connection between teaching needs and social needs, enable students to learn how to solve problems, and cultivate multi-level and diverse technical skilled talents required by the society.

Higher vocational education management innovation needs to learn from social work theories and methods, and provide targeted theoretical categories and possible paths around problems. Higher vocational education should aim at students' needs and problems, constantly innovate models and methods, constantly summarize from practice, and make it a universal method to guide new practice and play a lasting role. In addition, the talent training mode of higher vocational education is relatively single and isolated, there is no consensus on the overall promotion of the goal, and there is no mechanism of mutual promotion and coordination with the society. To realize the management innovation of higher vocational education, we need innovative paths and carriers to improve the effectiveness of higher vocational education.

### ***3.3 Contributing to Refined Management***

Social work theory emphasizes improving or adjusting social relations, reducing social conflicts, strengthening community cohesion, and cultivating community residents' awareness and ability of democratic participation. Social work theory believes that people can mobilize their own strength to achieve change, that is, help others and help themselves. To transform helping people into self-help, it is necessary to combine the helping people service with people's own growth requirements, and improve people's ability to promote real-life changes in real-life scenarios. This is precisely the logic of life-oriented social work services.[4] At the same time, community social work emphasizes respecting and paying attention to the needs of different interest groups and providing them with corresponding professional services. These methods also have important enlightenment on higher vocational education.

The scientific application of social work theories and methods is conducive to improving the fine management level of higher vocational education. Community work emphasizes self-

management, self-education and self-development, pays attention to the needs of different interest groups from a micro perspective, and provides them with corresponding professional services. Scientific community work methods explore the causes of obstacles caused by individuals. Professional methods and skills, such as case work, group work and other methods, form a coherent, scientific, rigorous and pragmatic workflow. These methods also play an important role in higher vocational education. For example, some higher vocational educators, in combination with the surrounding environment, have an understanding of the people who are of key concern, and at the same time, they use a variety of social work skills and methods of acceptance and empathy to think from the perspective of the people who are of key concern, that is, the case owner, and put themselves into consideration. This makes higher vocational educators establish an attitude of helping others, and at the same time, it also enables the establishment of a positive and harmonious relationship between the higher vocational educators and the educated.

Community work methods drive the change of group attitude and behavior through environmental impact, psychological counseling, special lectures, etc., create a harmonious and positive atmosphere, exert subtle influence, and improve themselves. In the actual work of higher vocational education, the use of community work methods can also effectively change the thinking of higher vocational education work, change the traditional single mode of managers in the past, do a better job in Higher Vocational Education from the perspective of service, put more emphasis on equality and harmony between people, and require more respect and trust for people.

#### **4. COUNTERMEASURE RESEARCH**

The application of the methods and concepts of community social work provides a reference path for the management of higher vocational education. Higher vocational education management draws on theories and methods of social work, focuses on problems, and combines the needs of society and students to make work methods more flexible and changeable, and management more effective and adaptable.

#### **4.1 Focusing on Talent Training While Enhancing Synergy**

The fundamental task of higher vocational education is to cultivate talents, and we insist on promoting the healthy growth of students as the starting point and end point of all the work of the school. As far as the subjects and objects of service are concerned, higher vocational education mainly promotes the all-round development of students in higher vocational colleges, and plays an important role in cultivating diverse talents. In terms of the way of service, higher vocational education carries out talent training through the combination of schools and social employment departments, and the combination of theory and practice, so as to give play to the function of educating people. Social work theory is to help individuals or groups and solve social problems by giving play to the functions of the community through psychological counseling, rescue services, mediation and assistance. From the perspective of social work theory, the management of higher vocational education is to effectively combine college students' education and social education, so as to break the concept of isolated talent training in higher vocational education, break through the limitation that only one talent training mode can be set for a major, and solve the contradiction between social needs and the simplification of talent training. The development of higher vocational education management should start from the height of talent demand of the development of the times, recognize the importance and necessity of collaborative education, so that the collaborative development of higher vocational education can form a consensus and be implemented in practice.

Specifically, the self-help of community social work emphasizes the self-education, self-help and self-development of service objects, which can effectively promote the individual initiative of higher vocational students and the improvement of their comprehensive quality. In addition to the application of specialization, the professionalism of social work is also reflected in the realization of its unique social function through the process of socialization, which has become a social fact widely accepted and recognized by the social field.[5]

Vocational colleges can carry out early preventive guidance on internship, employment, career planning and other issues, pay attention to students' psychological counseling, and promote students' all-round development. They can also

establish corresponding methods according to the different needs and development goals of the enterprise industry, carry out various activities according to their materials, and use the interaction between Vocational Colleges and the enterprise industry to guide students' development, so as to provide diversified services for students to enter the society smoothly in the future.

#### ***4.2 Seeking Innovative Strategies in Interactive Development***

Higher vocational education management is not only an important prerequisite for its own development, but also very important to drive economic and social development. Higher vocational education should realize the connection between talent training and the needs of enterprises, and pay equal attention to the transfer of school system education to vocational education and vocational training. Both of them can absorb the advanced ideas and methods of social work and take the road of humanization, specialization and scientization. The original intention of social work is to establish a communication space, and use equality and interaction to pursue the knowledge accepted by both sides for intervention. This kind of program can maintain the equal status between social workers and the client, and can also perform the professional duties of social workers.[6] Using appropriate strategies is the practical premise to give full play to the collaborative and innovative role of higher vocational education. The professional methods, intervention strategies, extensive participation and other strategies of social work theory make higher vocational education interact with other elements to form a joint force and develop together.

In higher vocational education, we can absorb and apply various professional methods of case social work, such as case work, group work, community work, social work administration, social work research, etc., and establish an interactive relationship with society, so as to close the relationship between higher vocational education and society. The intervention strategies commonly used in community social work also have a very important reference for higher vocational education. Through intervention strategies, we can carry out mutual assistance and cooperation between higher vocational education and communities and enterprises, share and participate, so as to jointly solve problems and develop harmoniously. Community development and the educational needs

of community residents are the basis and basis for the existence and development of community education, and also the driving force and basis for schools to intervene, participate in and support community education. This means that accurately grasping the situation of social education needs and seeking the meeting point between schools and society in education needs is a breakthrough to give full play to the role of schools in education.

Extensive participation is the specific feature of community social work. Green environmental protection activities, interesting activities, story meetings, theme lectures, and old books for things are all the combination points of community social work. Higher vocational education can also use the platform of college student associations and volunteer associations to jointly carry out activities. In this way, it not only shortens the distance between higher vocational education and society, but also reflects the characteristics of innovative management of higher vocational education. Higher vocational education applies theory to practice through social services and practical activities, and summarizes, feeds back and improves in the process of practice. In this process, not only the specialty can be improved, but also its communication ability, psychological adjustment ability, teamwork ability, management ability and service consciousness to the society can be strengthened.

#### ***4.3 Working Together To Build a Mechanism in Joint Construction and Management***

According to the idea of mutual promotion and coordinated development, we should build a new model of resource sharing, institutional co construction, system standardization, coordination and innovation, and effectively promote the standardized and benign development of higher vocational education. At the same time, the main goal of social work is to help people, and the method of helping people can also be applied to higher vocational education, especially higher vocational educators can make a preliminary assessment according to the personal situation of students, and then assemble to build. Among them, the behavior modification mode, task center mode, crisis adjustment mode, treatment mode and other modes of social work can provide technical and means support for higher vocational education. Social work is a scientific and standardized method, which has a complete start, evaluation, intervention

and other operation stages. The case work often used in social work, such as case receiving, data collection, problem diagnosis, work plan, case closing and evaluation, also provides a clear procedural reference for higher vocational education. In higher vocational education, if the scientific methods of community social work can be effectively used, the preparation process, participation process and feedback evaluation process of higher vocational education will be more standardized and systematic, which will not only help the smooth development of higher vocational education, but also help to realize the synchronous planning of vocational education and economic society.

Building civilization and benefiting the people are the common tasks of higher vocational education and social work. Higher vocational education and communities should seek effective cooperation of resources, improve the environment of Higher Vocational Colleges and communities, and jointly create a harmonious society. Higher vocational education should extend to enterprises, communities and society, and connect the concept of higher vocational education with the actual life of the community. For example, some higher vocational colleges organize students to visit the community, organize volunteers to participate in community youth volunteer service activities, work study programs, consulting service projects, etc. to serve the society and care for others. Such a form not only plays the role of cultural radiation, condensation, and promotion of spiritual civilization construction of higher vocational education, but also enhances the sustainable development ability of higher vocational education.

At present, the collaborative management of higher vocational education needs to be further improved. The problems mainly focus on how higher vocational colleges choose to connect the collaborative enterprise industry, and how the collaborative innovation enterprise industry carries out benefit distribution and risk bearing; How to improve the synergy between higher vocational education and enterprise industry. The research on the methods of community social work is to deal with the mutual influence and restriction of various factors in the collaborative operation of higher vocational education, make them interact orderly, and provide strong support for improving the demand of higher vocational education to serve the society.

## 5. CONCLUSION

Higher vocational education management should rely on theoretical methods with theoretical integration and fine management to help the development dilemma of higher vocational education management, so as to improve effective measures for dealing with complex risks and problems. This paper expounds the feasibility of applying social work theories and methods in higher vocational education management. The social work theory insists on synergistic effect, innovative development, and fine management, and promotes the reform of the concept and method of personnel training in higher vocational education, and promotes the improvement of vocational ability of higher vocational education students.

## AUTHORS' CONTRIBUTIONS

Hongbing Wang is responsible for overall design and wrote the manuscript; Fenghua Kang contributed to revising and editing.

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